



Home Office



Annual report and accounts

2024-2025



Home Office

Annual report and accounts 2024-2025

For the period 01 April 2024 to 31 March 2025

Accounts presented to the House of Commons pursuant to Section 6(4) of the Government Resources and Accounts Act 2000 and Section 2(3) of the Exchequer and Audit Departments Act 1921

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This is part of a series of departmental publications which, along with the Main Estimates 2024-25 and the document Public Expenditure: Statistical Analyses 2024, present the government's outturn for 2023-24 and planned expenditure for 2024-25.

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Home Secretary's statement



It has been a privilege and honour to serve as Home Secretary for most of the period covered by this report. The Home Office deals with some of the most challenging issues in government, with responsibilities that affect everyone in the United Kingdom. I am grateful to staff across the organisation and those working in our partner services for their continued commitment to serving the public.

Even for a department accustomed to operating at a high level of intensity, this was a busy year. The Home Office is integral to the government's Plan for Change, especially in relation to two of the plan's foundations – secure borders and national security – and the Safer Streets mission. The financial allocations that shape

our work, including those affecting policing, were set by the previous government, and we have been working within them to deliver on our priorities.

We have stepped up the fight against criminal gangs that threaten our border security and put lives at risk. As well as establishing the new Border Security Command and introducing the Border Security, Asylum and Immigration Bill, we have struck new agreements and increased co-operation with key international partners. We have moved swiftly to fix the issues in the asylum system and removed thousands of people with no right to be in the UK. Meanwhile, work has started to reform the legal migration system to bring net migration down and link it more closely to skills and training.

National security underpins everything we do. Activity to counter terrorism and state-based threats has continued at pace, and I am grateful to all those who work tirelessly to keep the United Kingdom safe. It is crucial that we stay ahead of those who threaten our security, and we are taking steps to strengthen our response, including through the Terrorism (Protection of Premises) Act, or Martyn's Law, new measures to tackle youth radicalisation and a renewed focus on countering extremism.

Our Safer Streets mission has moved forward, with new action to tackle anti-social behaviour, knife crime and violence against women and girls, and to put neighbourhood police back on the street. We have begun implementing the government's vision for police reform, in partnership with forces, with a particular emphasis on restoring neighbourhood policing. We have initiated delivery of the Neighbourhood Policing Guarantee, started roll out of the Neighbourhood Policing Pathway a career pathway training programme specifically for neighbourhood officers, and introduced a new performance framework to monitor delivery, visibility, and public confidence of policing at the local level. We have also introduced the Crime and Policing Bill to drive forward the mission and equip law enforcement with new powers to keep our communities safe.



The period covered by this report includes the appalling attack in Southport in July 2024. My thoughts remain with the victims, their families and everyone affected. They must get the answers they deserve, which is why we have announced an independent public inquiry.

Last summer also saw serious disorder erupt in several locations. The Home Office had a leading role in the national response that was stood up to support the police and restore order.

This government will do everything in its power to prevent the horrors of child sexual abuse, providing the national and local leadership required to tackle offending, protect children from harm, and support victims and survivors. Earlier this year, I announced a range of measures to address child sexual exploitation. This included the introduction of a new law to ensure there are no safe spaces for offenders to network and facilitate abuse. We will criminalise those who provide, maintain or moderate online services which are being used to share child sexual abuse imagery or commit other child sexual abuse offences.

On Windrush, we are committed to a fundamental reset of the government's response to the scandal. We have re-established a Windrush Unit in the Home Office and created the role of Windrush Commissioner to act as an independent advocate for all those affected.

Alongside all the activity to advance the new government's priorities, work to deliver core services – including the issuing of passports and visas – has continued throughout this period.

The work of change has begun, but there is more to do to build a stronger United Kingdom founded on safety and security. The Home Office is essential to that effort.



Permanent Secretary's statement



I am pleased to present the Home Office Annual Report and Accounts for the financial year 2024 to 2025. It is a privilege to have been appointed as Permanent Secretary at this Great Department of State, with responsibility for securing the border, public safety and national security. I started in post after the end of the period covered by this set of accounts and have therefore taken assurance from relevant Directors General and my predecessor in their preparation, including that the information provided within is materially correct, and appropriate systems and controls were in place for the reporting period.

Securing the border has been a major focus for the Department over the past year. We have launched the Border Security Command to strengthen collaboration with our partners to tackle cross-border threats, including organised immigration crime and small boat crossings, and introduced legislation to give law enforcement new tools and powers to break the gangs' business model. We have made real progress in transforming the asylum and returns system, reducing the asylum legacy backlog by 32% since its peak in June 2023, increasing returns and keeping the number of hotels used for asylum seekers significantly below the summer 2023 high of 400.

The Safer Streets Mission is at the centre of the Department's work to prevent crime, reduce serious harm, and increase public confidence in policing and the criminal justice system. The department is working to halve knife crime and halve violence against women and girls within a decade, and over the past year has banned zombie-style knives and machetes, stood up the National Centre for VAWG and Public Protection, and embedded the first domestic abuse specialists in 999 control rooms. The Crime and Policing Bill will increase powers to reduce crime including tackling anti-social behaviour and retail crime. We have also expanded neighbourhood policing, and piloted new protections for victims of domestic abuse.

On National Security, the introduction of Martyn's Law has improved the security of public events and venues. We have delivered the Investigatory Powers (Amendment) Act, a leading piece of legislation empowering our intelligence services and law enforcement to address the growing spectrum of threats posed by terrorists, hostile state actors, child abusers and criminal gangs, and continue to work relentlessly to disrupt cyber-crime, fraud and other financial crimes.



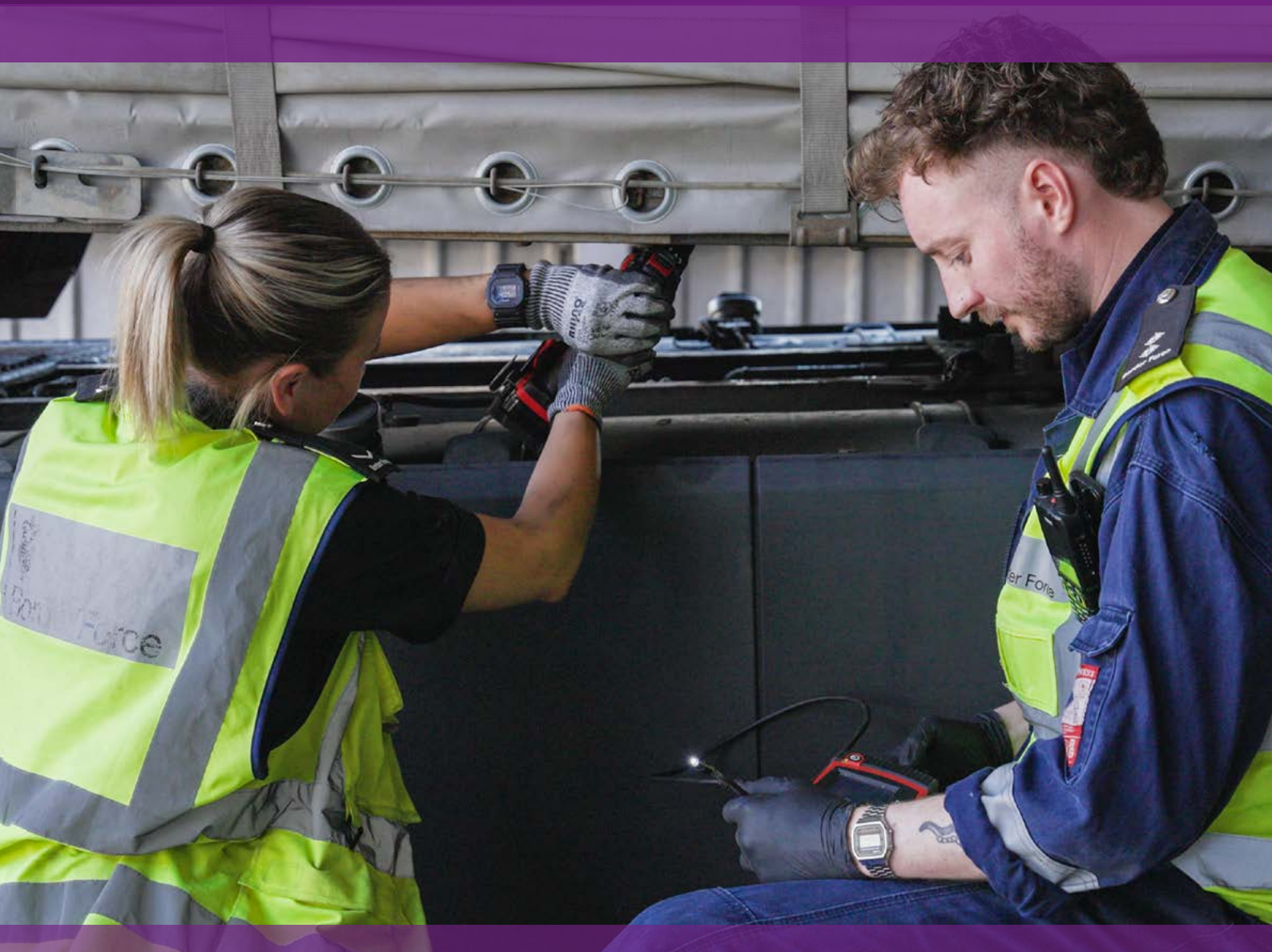
The Department is aligned to deliver the objectives as set out in the Plan for Change, and the Home Secretary's priorities to strengthen border security, reform the asylum and returns system, reduce illegal migration, tackle the crimes that most impact people's daily lives and cause the most harm, and reduce national security threats.

In the year ahead, one of my top priorities will be to build and focus our departmental capability most effectively to deliver the Government's agenda. We will need to transform our workforce to be leaner, and with a strong focus on digital innovation to deliver the best possible outcomes for citizens in the most efficient and agile way. We have already made significant progress in modernising the department and enhancing our services. For instance, our eGates now process over 76 million border crossings annually, while the Electronic Travel Authorisation system handles around 30 million requests each year—98% of which are fully digital and automated. Building on this success, we are now leveraging AI to support police forces and driving wider automation throughout the department. I am proud of the professionalism and dedication of our staff, and partners, and what they have delivered over the past year.

I would like to thank my predecessor Sir Matthew Rycroft, for the significant contribution he made to the Home Office over the last five years, and to Second Permanent Secretary Simon Ridley for serving as acting Permanent Secretary in the interim period.

Dame Antonia Romeo DCB

Performance report



Performance overview

The purpose of the performance overview is to summarise the outcomes we are aiming to achieve, our objectives, and our performance in delivering those objectives.

The government has an ambitious agenda for the Home Office to deliver a safer, fairer, and more prosperous United Kingdom. The Home Office's approach strategically aligns our core mission, our contributions to government's Foundations, the Plan for Change, and our overall priorities for this Parliament.

Our three departmental priority outcomes are:

1. **Increasing control and fairness in the Migration and Borders System to strengthen border security**
2. **Deliver safer streets, prevent crime, reduce serious harm, and increase confidence in policing and the criminal justice system**
3. **Reduce homeland security risks to the UK's people, prosperity and freedom**

Outcome 1: Increasing control and fairness in the Migration and Borders System to strengthen border security

What we set out to achieve

The Home Office is dedicated to ensuring the safety and security of the United Kingdom by delivering a secure border and operating a controlled and managed immigration system.

To achieve this, in the financial year 2024 to 2025 the department set out to:

- **establish a new Border Security Command** to dismantle smuggling gangs, develop international partnerships and tackle organised crime groups to reduce dangerous small boat crossings. We have invested in advanced technology; introduced the Border Security, Asylum and Immigration Bill, which grants new powers to disrupt illegal migration
- **improve asylum decision making** to reach a manageable caseload by October 2025, invest in transformation and business improvement and maintain staffing levels
- **reduce the overall asylum accommodated population and use better value accommodation to end the use of hotels**
- **remove those with no right to be here** through the increase of returns by negotiating additional returns arrangements and expediting removal timelines
- **crack down on illegal employment** through the increase of enforcement action on businesses who employ people in the UK without permission and arrest those working illegally

- **improve immigration services** by implementing a digital border and immigration system and issue passports and visas within standards
- **reduce net migration** by introducing new controls, strengthening the Migration Advisory Committee, working with Skills England, DWP, Industrial Strategy Council to tackle training or skills shortages in the UK
- **protect public finances** by detecting goods with undeclared duty at the border as well as combating the threats posed by illicit goods and drugs

What we delivered

We successfully launched a new Border Security Command to lead and drive collaboration with other government departments, operational partners, and the security services to deliver a collective response to cross-border threats, small boats crossing the channel and strengthen the UK's border security through new agreements and closer working with other countries and organisations. This includes the UK-EU agreement secured on 19 May enabling greater cooperation on irregular migration, strengthening key partnerships with the G7 and Europol, and enhancing our relationships with specific countries including France, Germany, Italy, Belgium and the Balkan states; as well as further upstream with our landmark agreements with Iraq and the Kurdistan Regional Government.

The department introduced the Border Security, Asylum and Immigration (BSAI) Bill. This new legislation provides a framework for the Border Security Command to operate, enables smarter and more effective interventions to protect UK border security, improves investigative capabilities and makes it easier to detect, disrupt and deter those

engaging in and benefitting from organised immigration crime.

We are reforming the asylum and returns system to protect vulnerable individuals and make quick and accurate asylum decisions. We have prioritised supported cases within the asylum initial decision caseload to contribute to the priority of ending hotel use in the course of this Parliament. At the end of December 2024, there were 90,686 cases awaiting an initial decision, this is 5% fewer than at the end of December 2023. On 22 July 2024, the Home Office removed the retrospective application of the Illegal Migration Act, allowing cases previously on hold to be progressed. That work contributed ensuring that the number of asylum hotels used remained well below its peak level (at Summer 2023) of 400 hotels.

In March 2025, we launched an independent non-statutory inquiry into the conditions encountered by, and the treatment of, individuals detained at Manston between 1 June 2022 and 22 November 2022 and the decisions, actions and circumstances which led to them.

The scale of illegal working visits has substantially increased, leading to a higher number of civil penalties issued to liable employers. This also led to around a third more arrests than the previous year, which is a crucial measure to stopping people suspected of working illegally. Tackling illegal working also plays an important role in ending the false promise of jobs used by smuggling gangs to sell spaces on small boats. Our operations have focused on nail bars, supermarkets, car washes and construction, and the BSAI bill will enable us to extend the crackdown to sections of the gig economy, such as delivery drivers.

We redeployed 1,000 staff, from working on the Migration and Economic Development Partnership with Rwanda, to uplift returns and enforcement activity. This contributed to a broader set of efforts through which we achieved a 25% increase in returns and improved co-operation with priority countries to remove those with no right to be in the UK.

The department is committed to restoring control over the immigration system to bring net migration down and reduce reliance on overseas workers, through the 2025 Immigration White Paper. We have continued to implement greater levels of scrutiny to visa applications flowing from previous policy changes on the eligibility of applicants. This has contributed to a decrease in the number of visas issued. The department also adjusted the eligibility of who can come to the UK on study-related visas.

The Home Office is committed to increasing the productivity of immigration, border, passport and citizenship services to support the needs of UK citizens, the UK labour market and those that use its services, for example visitors and foreign students. We consistently sustained or improved our performance against service standards for UK passport issues, citizenship applications and passenger wait times. Throughout the year, we exceeded the passenger wait time standards, with over 96% European Economic Area (EEA) passengers processed within 25 minutes and non-EEA passengers within 45 minutes.

We protected almost £600 million of tax revenue through Border Force's activity to detect tobacco and alcohol products where duty had not been declared.

Outcome 2: Deliver safer streets, prevent crime, reduce serious harm and increase confidence in policing and the criminal justice system

What we set out to achieve

The Home Office is the lead department for the Safer Streets Mission, one of the government's five missions to deliver national renewal and transformative change in society over the next decade. The Safer Streets Mission has four core aims:

- the scale of violence against women and girls (VAWG) in our country is a national emergency, which is why the Safer Streets Mission has set an unprecedented ambition to **halve VAWG within a decade**. We will use every tool available to target perpetrators and to address the root causes of abuse and violence
- we are setting out to **halve knife crime within a decade** by taking dangerous

weapons off the streets, tackling county lines and child criminal exploitation, and strengthening local delivery and preventing young people from falling into crime

- reliable and effective local policing is the bedrock of the Safer Streets Mission. A new Neighbourhood Policing Guarantee and 13,000 more personnel working in neighbourhood policing roles by the end of this Parliament will **improve confidence in the police and the local response to crime**
- we will also work to improve the efficiency and quality of the criminal justice system, focusing on timely justice for victims and effective collaboration with partners

These are long-term, ambitious aims that require a dedicated whole-system approach and a new way of working across government. The Safer Streets Mission will make real and lasting change in society through work with law enforcement, the wider criminal justice system, and services that support victims and tackle perpetrators with a focus on prevention, education, the health system, and in communities.

Overall, the Home Office's wider Public Safety Group works to:

- reduce child sexual exploitation and abuse
- ensure we are ready to deliver major government events and able to respond to no-notice incidents or events
- improve police performance, standards, integrity and oversight, delivering police reform and ensuring the police have the legal powers they need
- provide police and law enforcement with the capabilities and tools they need to effectively and efficiently prevent, respond to, and investigate crimes
- reduce serious organised crime in the UK and strengthen oversight and performance management of the National Crime Agency
- enhance legal and operational capabilities for international law enforcement and criminal justice cooperation
- identify victims of trafficking and slavery and provide them with support towards recovery, bring more perpetrators to justice, and prevent people being exploited in the first place
- reduce harms from illegal drug misuse
- reduce the risk to public safety posed by firearms

What we delivered

The Safer Streets Mission is about delivering long-term transformation and is laying the foundations needed for systemic change.

In November 2024, we improved protections for victims of domestic abuse with the launch of Domestic Abuse Protection Orders and the first domestic abuse specialists have been embedded in 999 control rooms in five police forces under 'Raneem's Law'.

In September 2024, the Prime Minister launched the 'Coalition to Tackle Knife Crime' bringing together bereaved families, young people, community leaders and campaigners. The Home Office strengthened laws to prohibit the sale and possession of zombie knives, launched proposals to do likewise for ninja swords and is taking action to reduce the supply of other dangerous weapons.

To combat anti-social behaviour, plans for new powers were announced in November 2024. Respect Orders will empower the police and councils to ban persistent offenders from town centres, restrict public drinking, and seize vehicles involved in anti-social behaviour. The police settlement allocated an additional £200m to support neighbourhood policing and the roll out of the Neighbourhood Policing Guarantee.

Our Drug Strategy has funded the County Lines Programme to tackle the most violent and exploitative forms of drug supply. This led to the closure of 842 drug dealing lines between April and September 2024. To further dismantle their harmful tactics, we also introduced new laws in the Crime and Policing Bill in February 2025, including specific offenses for child criminal exploitation and 'cuckooing'.

The Home Office remains committed to tackling modern slavery, hiring 200 additional staff to reduce the National Referral Mechanism backlog, now at its lowest since 2021.

In November 2024, we successfully hosted the 92nd General Assembly of INTERPOL in Glasgow. To tackle international criminality and the threat of serious and organised crime (SOC), we introduced the International Law Enforcement Alerts Platform, connecting police forces, NCA and UK Border Force to INTERPOL data in real-time. This enables quick identification of persons and objects of interest at the border and within the country. The Home Office has increased funding to the NCA and introduced new legislative measures to tackle sophisticated people smugglers and organised immigration crime.

In September 2024, this government made the sharing of intimate images without consent a 'priority offence', the most serious class of online crime under the Online Safety Act. The Crime and Policing Bill, introduced to Parliament in February 2025, includes further measures specifically aimed at tackling child sexual abuse. The Home Secretary also announced a range of measures to improve the response to group-based child sexual exploitation, including strengthening the police Child Sexual Exploitation

Taskforce and launching a national audit on Group-Based Child Sexual Exploitation and Abuse, led by Baroness Louise Casey.

The Home Office has established a Joint Police Reform Team with the National Police Chiefs' Council and the Association of Police and Crime Commissioners to drive forward a comprehensive policing reform agenda and to deliver effective and efficient policing for the public. We will publish a White Paper in 2025 which will set out plans for the creation of a National Centre of Policing, to bring together crucial support services that local police forces can draw upon to raise standards and improve efficiency.

The Emergency Services Mobile Communications Programme awarded two major contracts in December 2024. Following market engagement and a Competitive Dialogue procurement, a new contract to deliver User Services was awarded to IBM. The Mobile Services contract was directly awarded to the incumbent supplier, EE Ltd and BT Plc.

We have supported delivery of HMG major public and governmental events, including the D-Day 80th anniversary commemorative event, the European Political Community Summit and the UEFA Champions League Final at Wembley Stadium.

Outcome 3: Reduce homeland security risks to the UK's people, prosperity and freedom

What we set out to achieve

The Home Office plays a fundamental role in reducing national security risks to the UK's people, prosperity, and freedoms. We mitigate threats across the full range of malicious actors, whether from terrorists,

states, or cyber and economic criminals. We provide leadership across government, both in setting strategic direction and crisis response. We also enable and oversee operational partners and act ourselves to directly reduce risks.

This year we set out to lead on homeland security issues across government:

- reducing the risk to the UK and its citizens and interests overseas from terrorism through the cross-government Counter-Terrorism Strategy, CONTEST
- reducing the risks from overt and covert actions (falling short of armed conflict) undertaken by foreign states that threaten our security, interests, prosperity, and values
- strengthening our response to fraud and other economic crime, bringing together government, law enforcement, and the private sector in cooperation to deliver a whole-system response
- reducing the risks from cyber-crime, strengthening the government's toolkit, capability, and processes for detecting, disrupting, and deterring cybercrime and threats

We also delivered a range of national security capabilities which are vital for investigations and arrests, as well as leading homeland security operational and crisis response. This included:

- oversight of law enforcement and intelligence agencies such as MI5 and Counter Terrorism Police
- maintaining and enhancing the government's investigatory powers and capabilities
- providing strategic advantage through science, technology, and industry engagement
- leading frontline delivery, from crisis management to homeland security casework

What we delivered

To respond to the complex and interconnected threat environment we are in, we have ensured our strategies and legislation are fit for purpose and have taken action to mitigate the risk to the UK from national security threats.

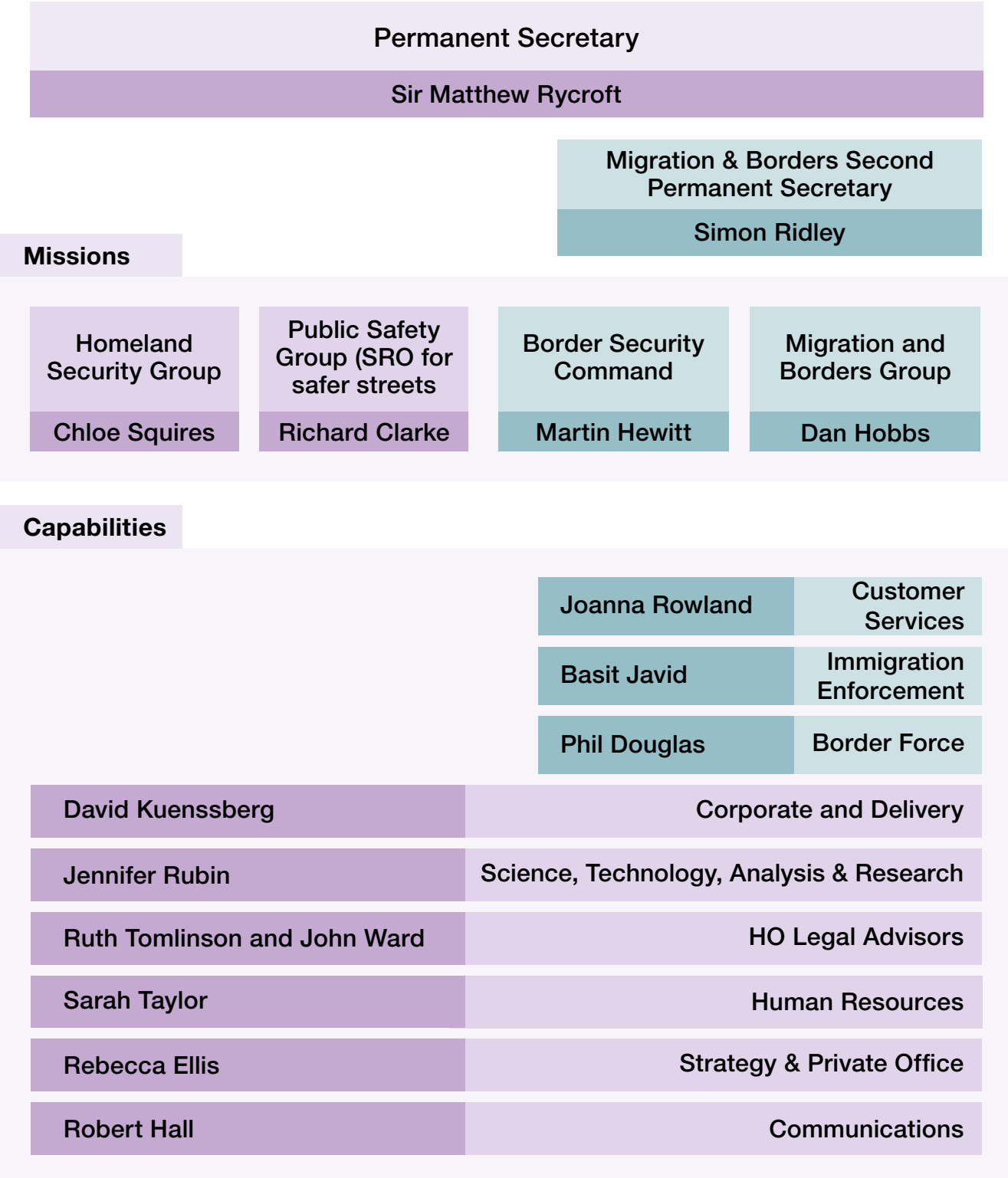
We continue to implement and realise the operational benefits of the National Security Act 2023, with this year seeing the first use of the powers provided by the Act to arrest and subsequently convict a number of individuals. The Security Minister has announced to Parliament that the government will place all parts of the Russian and Iranian states on to the enhanced tier of the new Foreign Influence Registration Scheme. We delivered a major package of measures to target and dismantle Russian intelligence gathering operations in the UK, including the expulsion of the Russian defence attaché, an undeclared military intelligence officer.

The Home Office led the response to the mass stabbing in Southport and announced the Southport Inquiry to ensure any lessons from the handling of this case across the public sector are learned. We also delivered the Terrorism (Protection of Premises) Act, also known as Martyn's Law, which will increase preparedness and protection from terrorist attacks at public venues. We have overseen the rollout of a new Prevent Assessment Framework, a new tool to triage Prevent referrals as well as a package of measures to further strengthen the programme and the creation of the new role of the Independent Commissioner of Prevent.

We achieved operational successes against the cyber threat, including unmasking and sanctioning the leader of the LockBit ransomware group, following an international disruption campaign led by the National Crime Agency. We also brought new powers into force to seize cryptoassets, granting the National Crime Agency and police enhanced authority to seize, freeze and destroy cryptoassets used by criminals. We delivered vital world-leading legislation to protect our citizens from threats such as terrorism and child sexual abuse via the Investigatory Powers (Amendment) Act. This will ensure the intelligence services and law enforcement have the powers they need to keep pace with a range of evolving threats from terrorists, state threat actors, child abusers and criminal gangs.

The Home Office has provided leadership on the world stage too, securing agreement between 38 countries and international cyber insurance bodies to back important new guidance supporting organisations experiencing ransomware attacks and to boost global resilience. And we hosted the first Global Fraud Summit, with Ministers from the G7, Five Eyes, Singapore and South Korea attending to strengthen the partnerships between our law enforcement agencies, sharing more intelligence, expertise and resources to turn the tide against fraudsters.

Home Office Structure at the end of 2024-25



Changes to governance

Details of changes to governance can be found in the Governance Statement included in the Accountability Report.

Performance analysis

The purpose of the Performance Analysis is to provide a more detailed assessment of how the Home Office has delivered against its objectives during the financial year 2024 to 2025. It builds on the Performance Overview by presenting key performance data, highlighting progress made, and identifying areas for improvement. This section aims to offer a clear and transparent account of our activities and their impact, helping readers understand how we are working to achieve our outcomes.

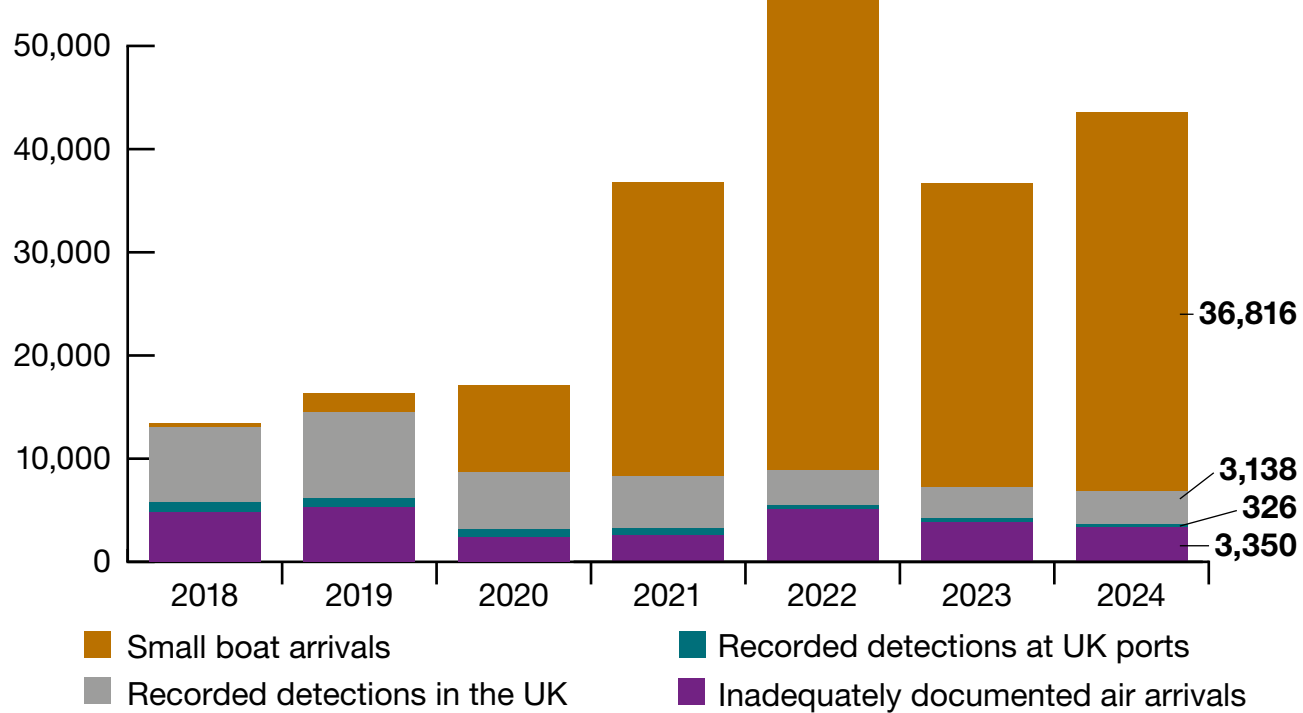
Figures for the previous year may differ slightly from those published in the last Annual Report and Accounts. This is because the data was provisional at the time and has since been revised as more complete information became available.



Outcome 1: Increasing control and fairness in the Migration and Borders System to strengthen border security

Border Security – Irregular entry

UK irregular entry arrivals, by method of entry



Purpose:

To track the volume, by mode of attempted irregular entries to the UK between 2018 and 2024, to observe trends on how irregular migration occurs and to inform our operational and policy response. While helpful in trend identification, this only includes detectable irregular arrivals.

Performance:

In 2024, there were 43,630 detected irregular arrivals, 19% more than in 2023, 84% (or 36,816) of these arrived on small boats. 25% more than in 2023 (29,437) but lower than the peak of arrivals in 2022. Small boats are the largest recordable entry method for irregular arrivals since 2020.

The number of inadequately documented air arrivals has been between 3,300 and 5,300 each year since 2018, except for 2020 and 2021 when numbers were lower due to COVID-19 travel restrictions. There were

3,138 recorded detections in the UK in 2024, around two-thirds (62%) lower than the recent peak of 8,239 in 2019. Similarly, the number of recorded detections at UK ports in 2024 (326) has decreased 69% since the peak of 2018 (1,052).

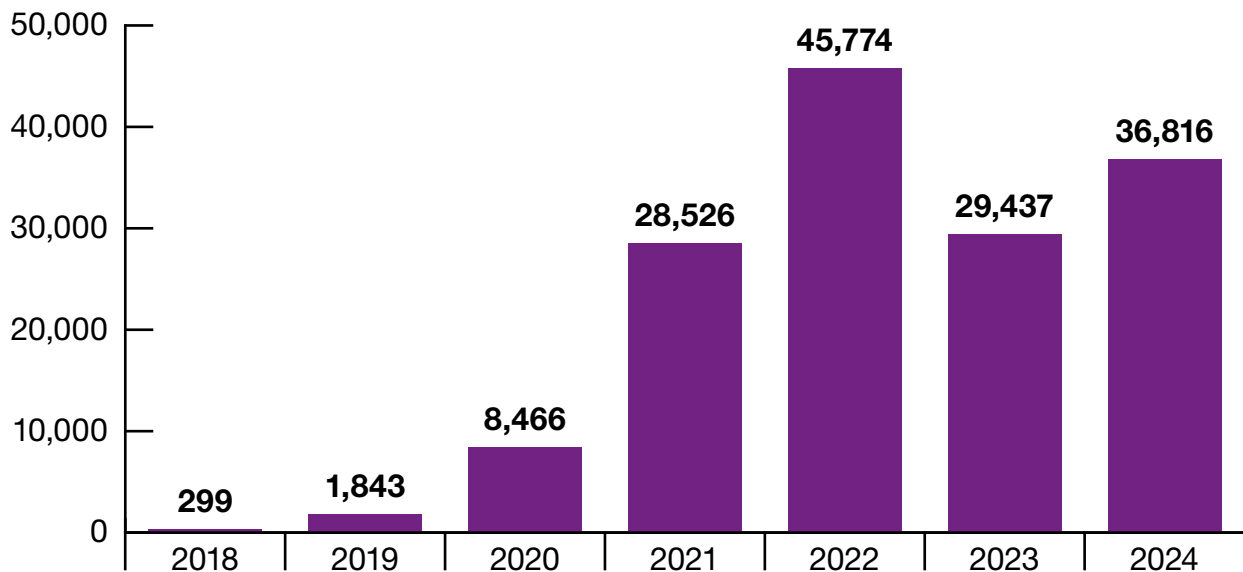
Source: [Immigration system statistics, year ending December 2024](#)

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly

Border Security – small boats

Volume of small boat arrivals



Purpose:

To show the number of migrants detected crossing the English Channel in small boats since 2018. This figure includes individuals who are detected in the Channel and subsequently brought to the UK, and those encountered in the UK who were suspected of having arrived on a small boat within the previous 72 hours.

Performance:

In 2024, 36,816 people arrived in the UK on small boats, 25% more than in 2023 (29,437). The Border Security Command was established on 5 July 2024 to improve our border security outcomes and deliver a collective response to cross-border threats including organised immigration crime and reducing irregular migration to the UK. Establishing the BSC will strengthen border security and tackle criminal smuggling gangs through coordinated efforts across various agencies.

The Home Office has funded an uplift in 100 specialist NCA intelligence and investigations officers. These and more have now been recruited and will include staff stationed across Europe and Europol to drive closer working with international law enforcement partners to target and disrupt smuggling gangs.

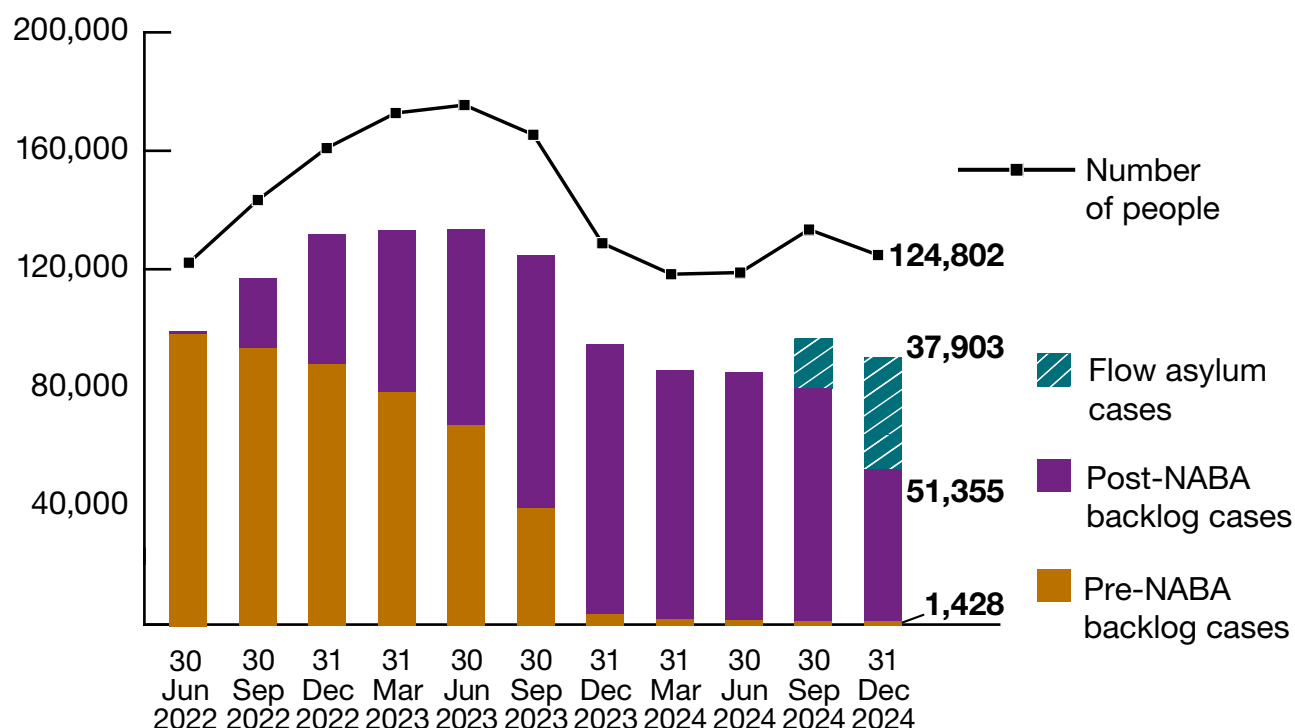
Source: [Immigration system statistics, year ending December 2024](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Asylum cases awaiting initial decisions - NABA (Nationality and Borders Act 2022)*

Number of cases and people awaiting an initial decision



Purpose:

To monitor the overall number of cases awaiting an initial decision within the asylum system. By tracking this, we can assess whether we have sufficient capacity and productivity within our workforce to deliver decision-making at the required levels to clear the backlog.

Performance:

At the end of December 2024, there were 90,686 cases awaiting an initial decision, 5% lower than the total at the end of December 2023 and efforts continue to reduce this further. The number of cases awaiting an initial decision has fallen 32% from the peak of 134,046 in June 2023 by December 2024.

Nearly 64,000 initial decisions were made across 2024 for main applicants. This is 15% lower compared to 2023, and was largely due to the Illegal Migration Act preventing substantive consideration of asylum claims from individuals who

claimed asylum on or after 7 March 2023. The Home Secretary laid a statutory instrument on 22 July 2024 to remove the retrospective application of the Illegal Migration Act, which allowed decision-makers to progress the cases that had been put on hold and significantly increased casework output.

The Home Office is now prioritising decision-making on a greater proportion of supported asylum cases, in line with our commitment to exit hotels. This approach is complementary to our broader objective to transform the asylum system and

reduce the backlog to a sustainable level by October 2025. Progress is on track, with an increased number of cases being resolved and, where appropriate, referred to Immigration Enforcement for return action.

*Asylum claims are split into 3 cohorts:
cohort 1: pre-NABA backlog (claims made on or before 27 June 2022);
cohort 2: post-NABA backlog (claims between 28 June 2022 and 22 July 2024);
cohort 3: flow (claims made on or after 23 July 2024)

*The number of cases includes main applicants only, whilst the number of people includes dependants as well.

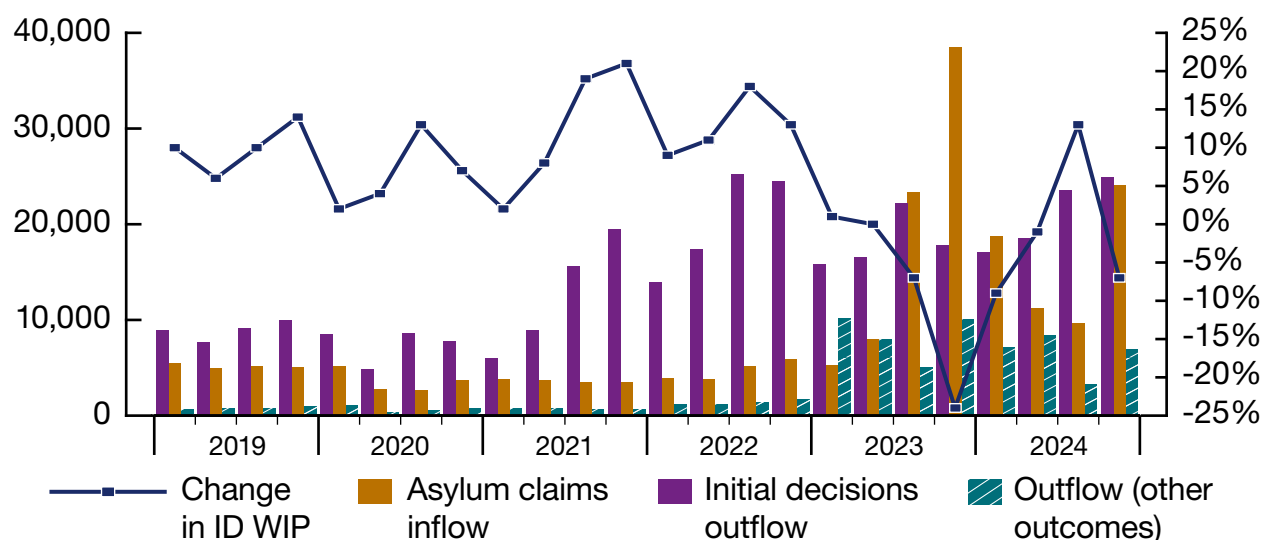
Source: [Immigration system statistics, year ending December 2024](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Asylum processing and work in progress

Asylum Intake vs outflow



Purpose:

The flow of asylum cases currently being processed, referred to as ‘work in progress’ or WIP, is used to monitor the performance and productivity of the asylum system. It enables us to make decisions to ensure that cases are resolved in the correct and a timely way.

Performance:

Home Office made 63,834 initial decisions on asylum cases in 2024. There were 2,057 asylum case working staff as of December 2024.

The increase in the WIP observed between April and September 2024 was due to the Illegal Migration Act preventing the department from substantively considering asylum claims made on or after 7 March 2023.

On 22 July 2024, the Home Secretary laid a statutory instrument to remove this requirement, allowing decision making to resume for those cases. In Q4 2024, while the number of new asylum claims has risen, the increase in initial decisions and other outcomes has led to a 7% decrease in the number of cases awaiting an initial decision compared to Q3 2024.

*Claims, initial decisions (grants and refusals), and other outcomes (withdrawals and administrative outcomes) are based on the quarter they occurred in. The change in ID WIP refers to the change in the number of asylum cases awaiting an initial decision between the end of one quarter and the end of the previous quarter.

*Please note, figures presented here include main applicants only.

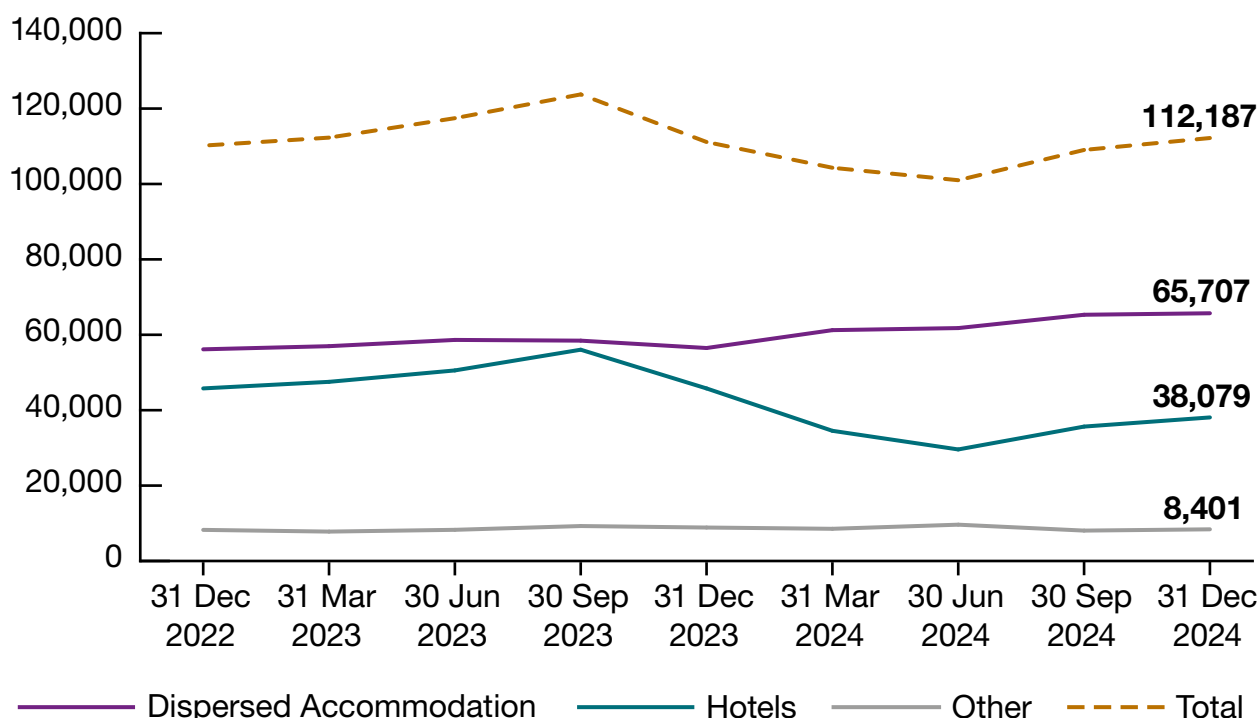
Source: [Immigration system statistics, year ending December 2024](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Accommodation*

Total accommodated population, by type



Purpose:

People in the asylum system who would otherwise be destitute are legally entitled to receive support from the government, including accommodation. This measure allows us to monitor the number of individuals in the accommodated population, by accommodation type. We can then assess whether we are on track to meet our commitment of ending the use of hotels to accommodate asylum seekers.

Performance:

At the end of December 2024, there were 112,187 individuals in receipt of asylum support, similar to a year prior. Of the supported population, 38,079 (34%) were in hotel accommodation 65,707 (59%) were in dispersal accommodation and a further 8,401 (7%) in other accommodation types.

The number of hotels in use to accommodate asylum seekers remains significantly below its peak of over 400 in summer 2023. It is our resolute aim to end the use of asylum hotels altogether by the end of this Parliament.

*Other accommodation includes those in other contingency accommodation, initial accommodation and those who receive subsistence support.

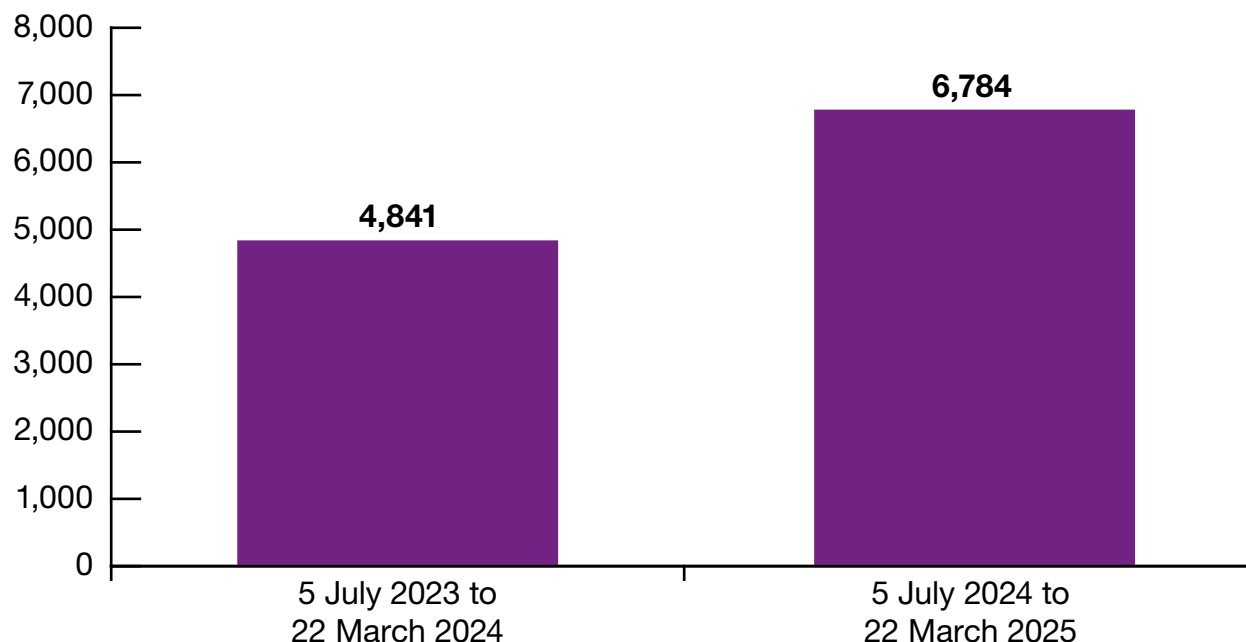
Source: [Immigration system statistics, year ending December 2024.](#)

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Illegal working visits*

Total illegal working visits



Purpose:

This metric shows the volume of illegal working visits conducted by the department's Immigration Compliance and Enforcement teams. It indicates the department's achievement in increasing the total of illegal working visits.

Performance:

As part of the government's Plan for Change, we are boosting enforcement activity to levels not seen in almost a decade. Tackling illegal working also plays an important role in ending the false promise of jobs used by smuggling gangs to sell spaces on small boats.

From 5 July 2024 to 22 March 2025, the number of illegal working visits increased by 40% (to 6,784) and arrests rose by 42% (to 4,779) compared to the same period 12 months prior.

From 5 July 2024 to 22 March 2025, we have issued 1,508 civil penalty notices, with employers facing fines of up to £60,000 per illegal worker.

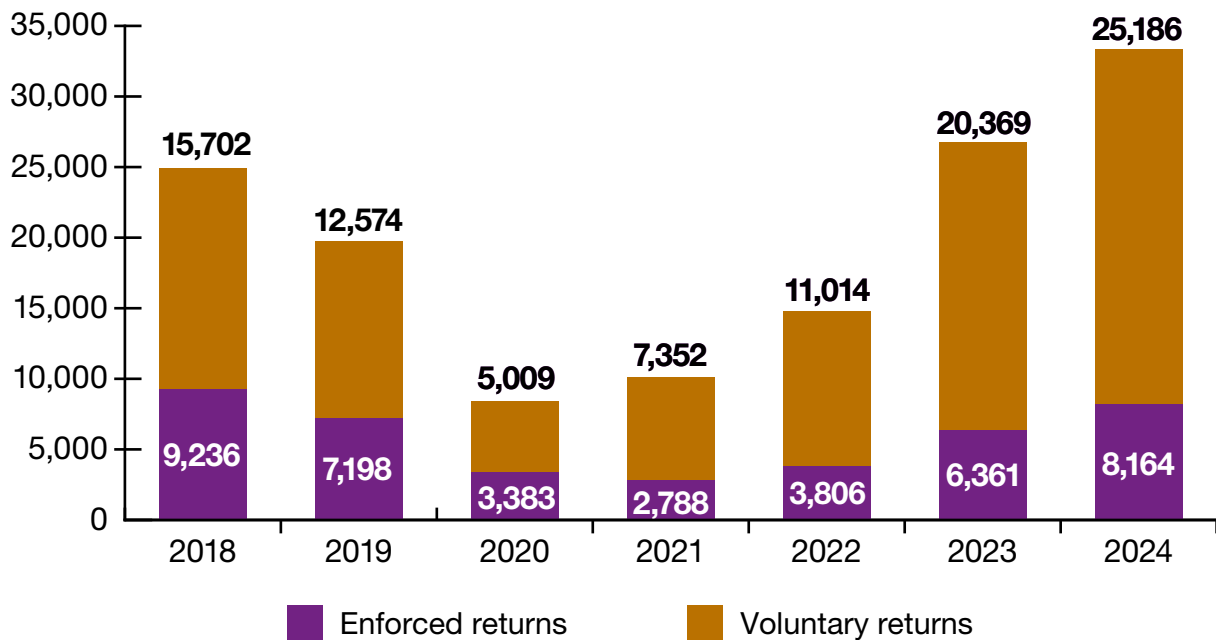
*Data and statistics presented here are provisional and taken from live operational systems on 25 March 2025 and as a result, figures are subject to further revision and change.

Source: [Illegal working activity from 5 July 2024 to 22 March 2025.](#)

Release schedule: non-periodic.

Overall returns

Total returns



Purpose:

This measure tracks the number of individuals who are removed from the country through enforced returns and those who voluntarily return to their home nation or another safe country. It indicates how successful the department is in removing those with no right to be here.

Performance:

In 2024, there were 8,164 enforced returns, an increase of 28% on the previous year. Enforced returns have increased steadily following the low numbers of returns during the COVID-19 pandemic in 2020 and 2021. The latest year is now higher than the number of returns observed immediately prior to the pandemic.

In 2024, there were 25,186 voluntary returns, up 24% compared to 2023. Voluntary return numbers have continued to rise following the end of the COVID-19 pandemic and now exceed pre-pandemic levels.

Improved performance was supported by redeploying 1,000 staff to focus on returns and enforcement activity. These improvements were made possible following work to develop agreements with other governments that strengthen cooperation and support reintegration of those the department is removing. These efforts are continuing.

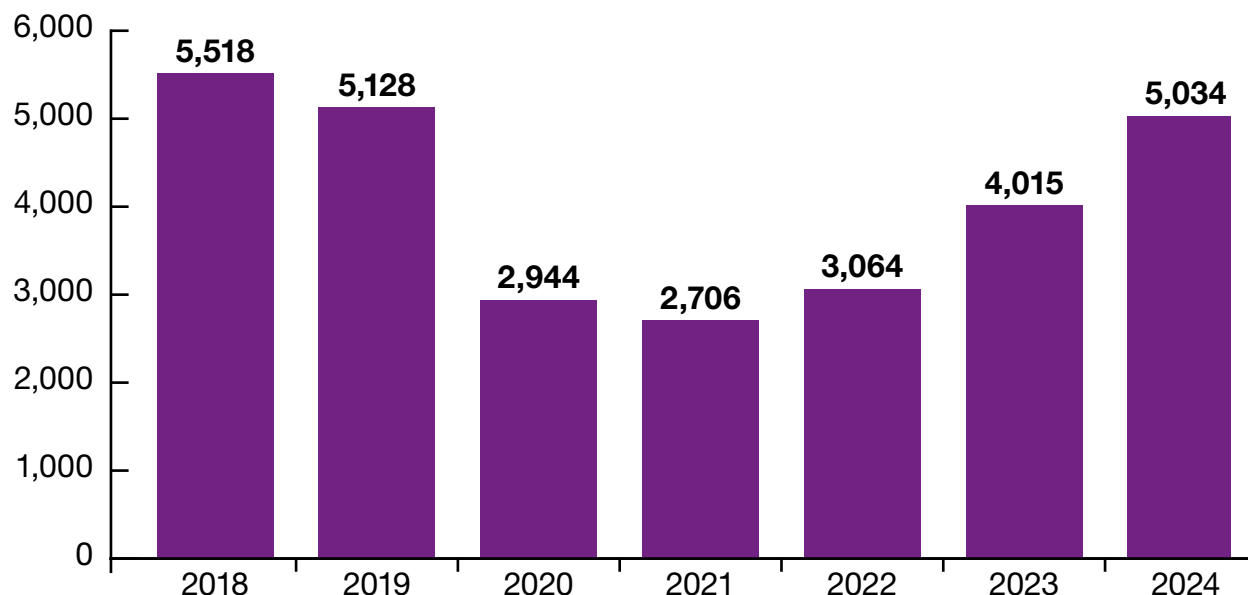
Source: [Immigration system statistics, year ending December 2024.](#)

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Foreign national offenders (FNO) returns

Foreign national offenders (FNO) returns



Purpose:

This metric is used to track the number of returns of FNOs. An FNO is someone who is not a British citizen and is, or was, convicted in the UK of any criminal offence, or convicted abroad for a serious criminal offence. It is indicative of the department's success in removing harmful individuals from the UK.

Performance:

There were 5,034 FNO returns in 2024, an increase of 25% compared to the previous year.

Albanian nationals represented between 24% and 37% of overall FNO returns each year between 2021 and 2024. The UK-Albania Joint Communique signed in 2022 strengthened data sharing between the UK and Albania to identify Albanian FNOs living in the UK and support improved performance.

Ramping up returns, of including FNOs, is an important part of the government's system-wide action to strengthen UK border security and restore order to the asylum and immigration system.

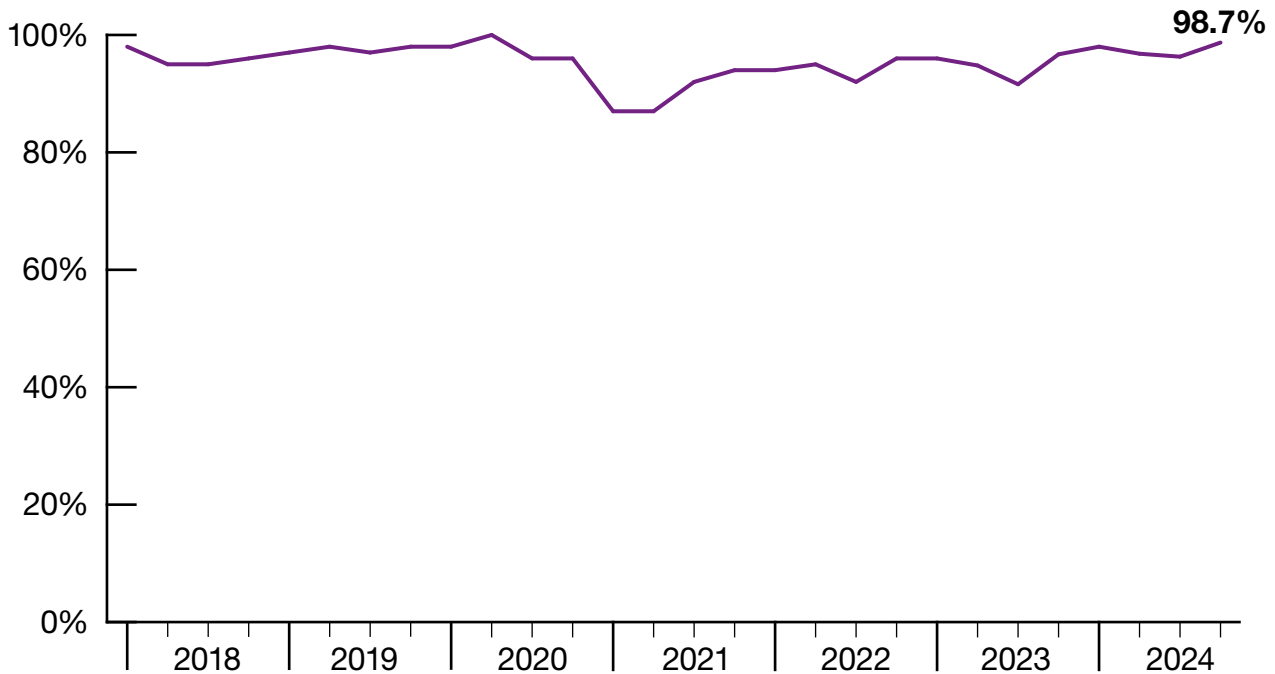
Source: [Immigration system statistics, year ending December 2024](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Passenger wait time

Clearance of passengers at the border within published service standards*



Purpose:

This metric is used to assess the efficiency of Border Force operations concerning passenger wait time, showing the percentage of passengers crossing the border within service standards.

Performance:

In 2024, Border Force consistently met the service standards for passenger wait times and remained at 96% or above. The latest data shows that performance for October to December 2024 was 98.7% indicating stronger performance in comparison with 2023.

*Service standards are: 95% of European Economic Area (EEA) passengers, from the point they join an immigration queue, to be seen by an officer or arrive at an automatic passport gate within 25 minutes; and 95% non-EEA passengers within 45 minutes.

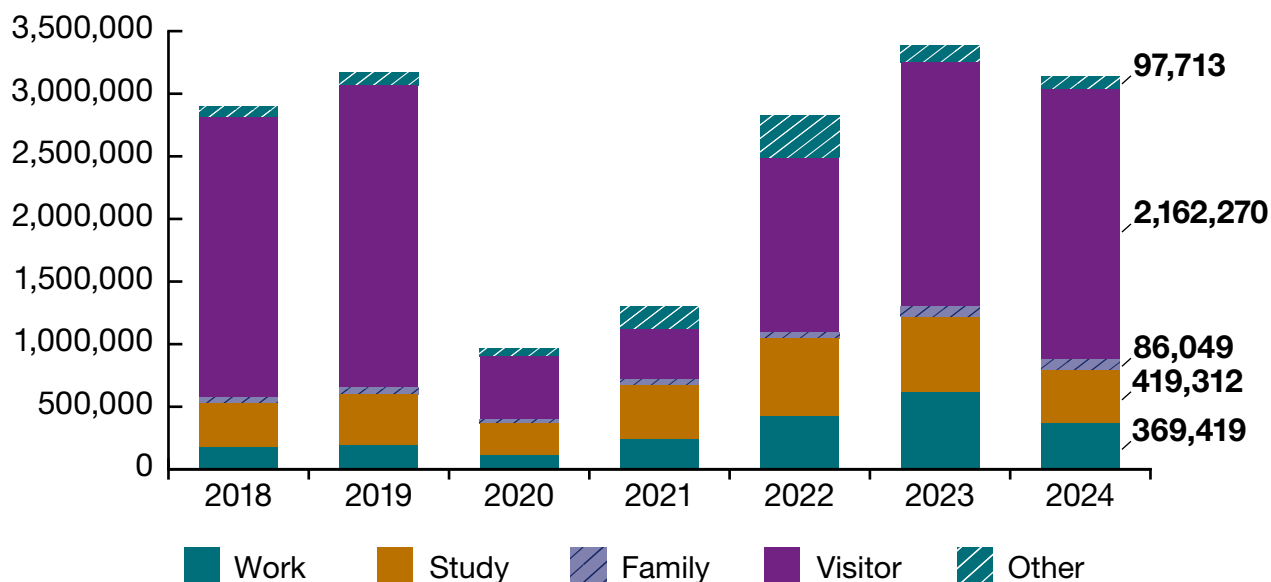
Source: [Migration transparency data, Border Force: Q4 2024](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Entry clearances visa applications

Number of entry clearance visas granted, by type



Purpose:

This metric tracks the volume of successful entry clearance or visa applications categorised by type of visa. This supports tracking progress on reducing net migration as well as providing oversight of which visa categories are rising or falling. This will inform decision making on whether policy or legislative change is needed to deliver a sustained reduction in net migration.

Performance:

There were 2.2 million visitor visas granted in 2024, 11% higher than in 2023.

In 2024, there were over 3.1 million entry clearance visas granted, a 7% decrease from 2023. There was a substantial decrease in work visas granted by 40% from 613,627 in 2023 to 369,419 in 2024. There were substantial falls in Health and Care Worker visas issued, which came at a time of increased compliance activity taken against employers of migrant workers. A series of policy changes throughout 2024 have also impacted who may apply for work visas.

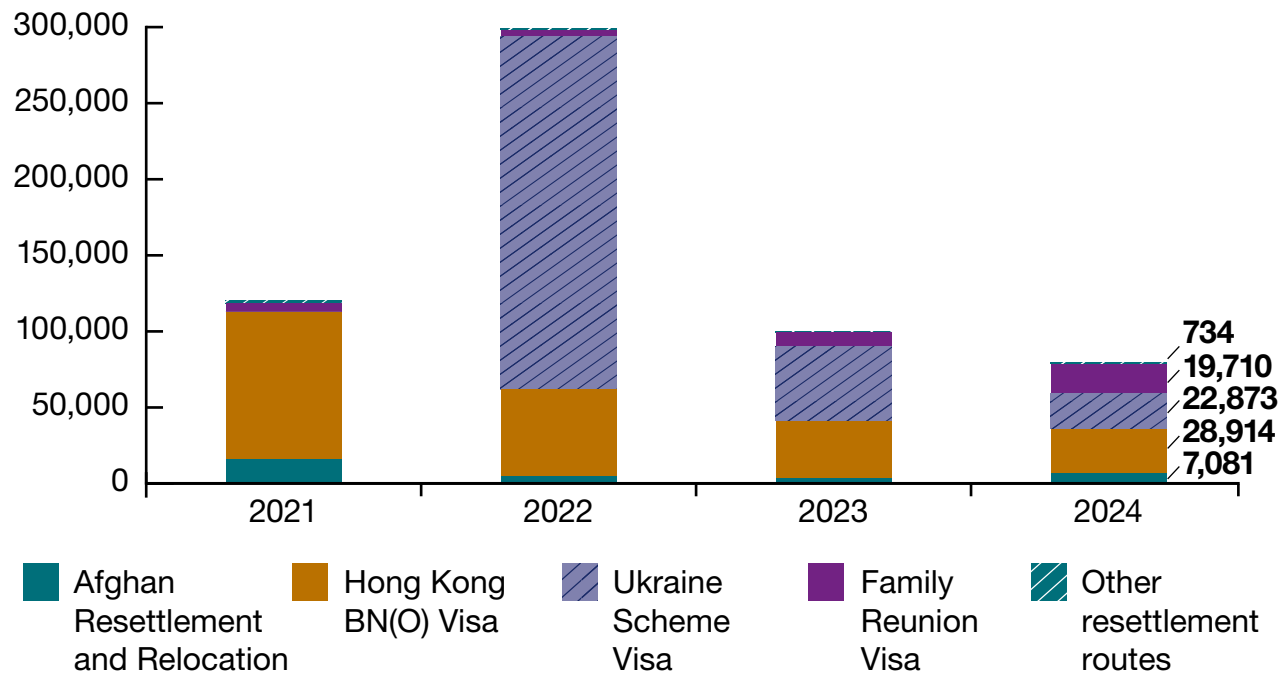
Source: [GOV.UK – Entry clearance visa applications and outcomes datasets](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Safe and legal routes

People offered safe and legal (humanitarian) routes, by route



Purpose:

Measures the scale of use of the safe and legal humanitarian schemes approved by the government to provide protection to specific groups to come to, or remain in, the UK.

Performance:

In 2024, around 79,000 grants of leave were offered via safe and legal (humanitarian) routes. This was 21% fewer than the previous year, largely due to the continued reduction in visas and extensions granted to people under the Ukraine Schemes. The government is committed to ensuring protection remains on offer through the Ukraine Permission Extension Scheme.

The number of Hong Kong BN(O) grants of leave also decreased by around 23% because of slowing demand.

There were 7,815 refugees resettled in the UK in 2024, 91% of whom arrived through the Afghan Resettlement Programme (this includes those relocated through the Afghan Relocations and Assistance

Policy, or resettled under the Afghan Citizens Resettlement Scheme) which aims to provide comprehensive support and stability for Afghan nationals linked to UK armed forces resettling in the UK.

Other resettlement routes include Community Sponsorship, Mandate Scheme and UK Resettlement Scheme etc.

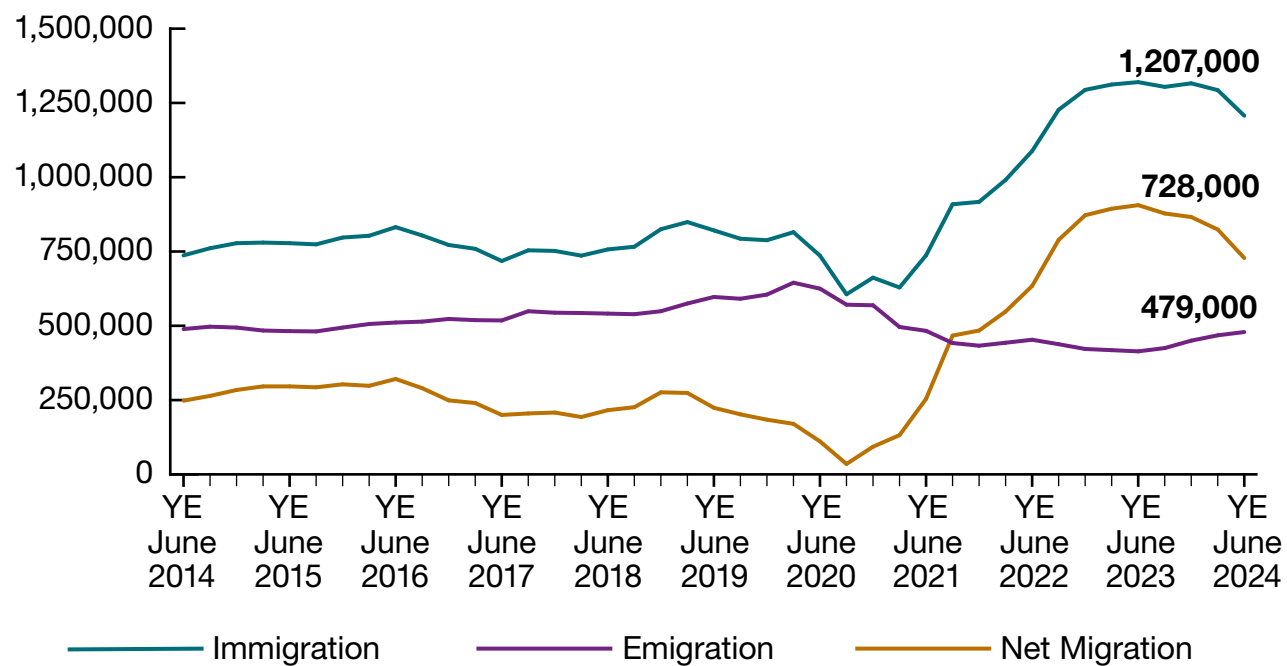
Source: [Immigration system statistics, year ending December 2024](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Net migration*

ONS Immigration and Emigration estimates, year ending June 2024



Purpose:

To track the difference between the number of people immigrating to the UK and the number of people emigrating from the UK.

Performance:

Since 2021, net migration to the UK has been at unprecedented levels. Increases in net migration have been driven by an increase in non-EU citizens coming to the UK, the majority being non-EU arrivals through the work and study routes.

Latest estimates indicate a fall in long-term net migration mainly because of declining numbers of dependants arriving on study visas. There are also decreases in the number of people arriving for work-related reasons. Health and care has been the main industry driving the growth in work migration, but has seen substantial falls in the recent period. It is also driven by a rise in long-term emigration, most notably for those who came to the UK on study-related visas. This is

likely a consequence of the large number of students who came to the UK post-pandemic now reaching the end of their courses.

The government immigration white paper, published in May 2025, sets out further proposals to bring down net migration.

*Data presented here are official statistics in development.

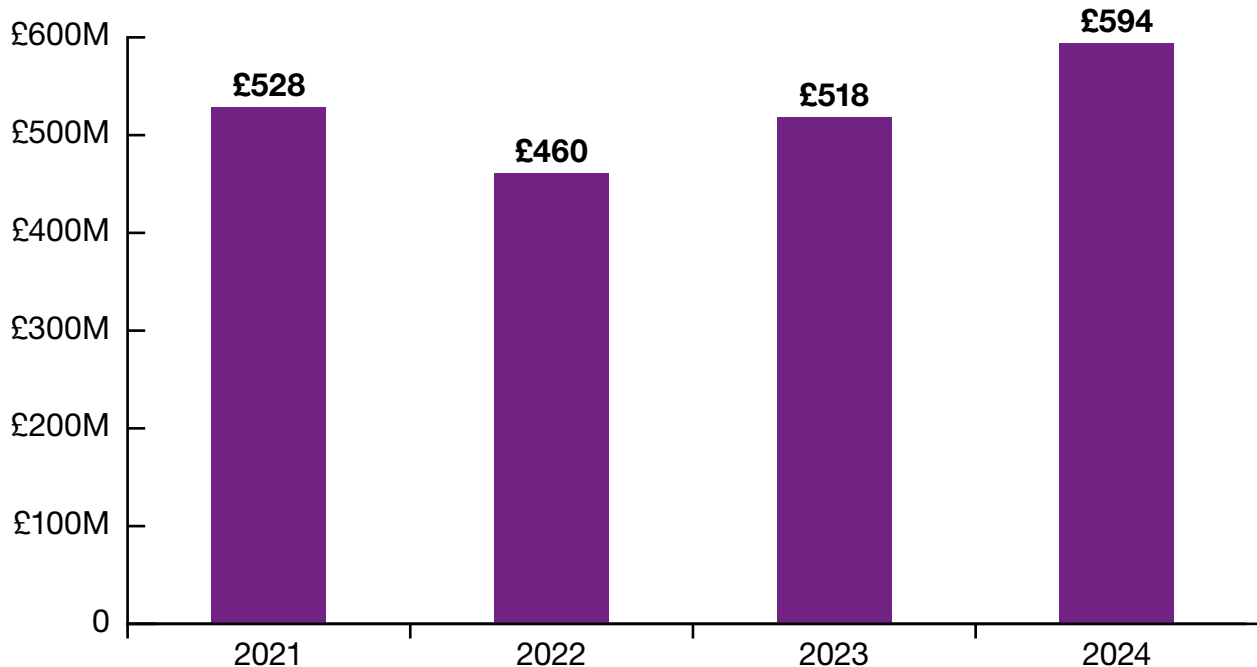
Source: [ONS Long-term international immigration, emigration and net migration flows, provisional](#).

Data reflects information available as at April 18, 2025.

Release schedule: The ONS release schedule can be found here: [Release calendar – Office for National Statistics](#).

Border Security – Revenue protection

Revenue loss prevented (in £million)



Purpose:

To evaluate Border Force performance in protecting tax revenue through detecting goods where excise duty has not been declared on alcohol and tobacco products.

Performance:

The Home Office's role in cross-border revenue protection is delivered through its operational command, Border Force, who work closely with HMRC to ensure effective revenue protection at the border. Revenue protection activity aims to identify all duties and taxes associated with the importation and exportation of goods and ensure they are correctly assessed and collected.

The total revenue protected in 2024 was £594 million, which is a 15% increase over the £514 million protected in 2023.*

*The figures quoted have been derived from management information and are therefore provisional and subject to change.

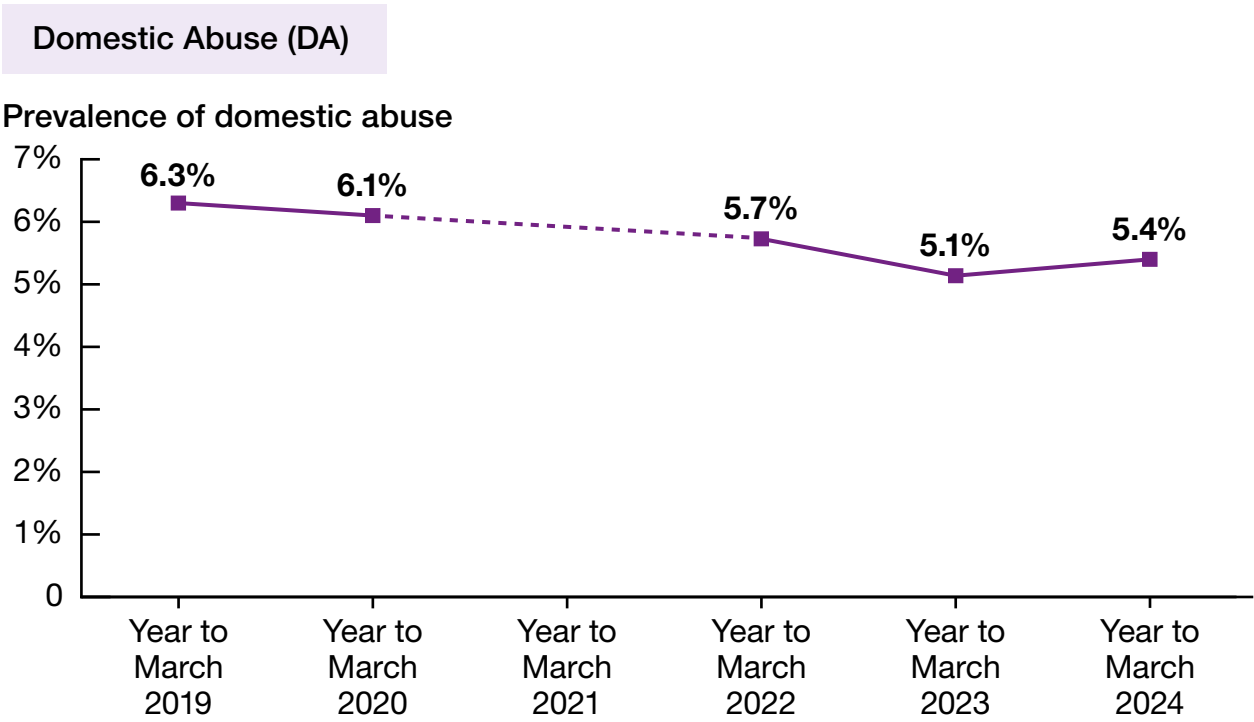
Source: [Migration transparency data, Border Force: Q4 2024](#).

Data reflects information available as at April 18, 2025.

Release schedule: Quarterly.

Outcome 2: Deliver safer streets, prevent crime, reduce serious harm and increase confidence in policing and the criminal justice system

Violence against women and girls



Purpose:

The Crime Survey for England and Wales (CSEW) metric estimates the percentage of individuals in the population in this age group who have experienced domestic abuse. Using data collected by the CSEW, we aim to provide a more accurate understanding of the true prevalence of domestic abuse within the population aged 16 to 59 years than police-recorded crime, as we know domestic abuse often goes unreported.

Performance:

The estimated proportion of adults (both male and female) aged 16 to 59 years who were victims of domestic abuse in the year ending March 2024 was 5.4%. The previous year 5.1% of people aged 16 to 59 years had been a victim (the change of 0.3% is not statistically significant given reporting methodology). The government is taking significant steps to tackle domestic abuse by introducing specific measures tailored to this crime, including rolling out domestic abuse experts in 999 control rooms under Raneem’s Law and introducing Domestic Abuse Protection Orders in select police forces and courts.

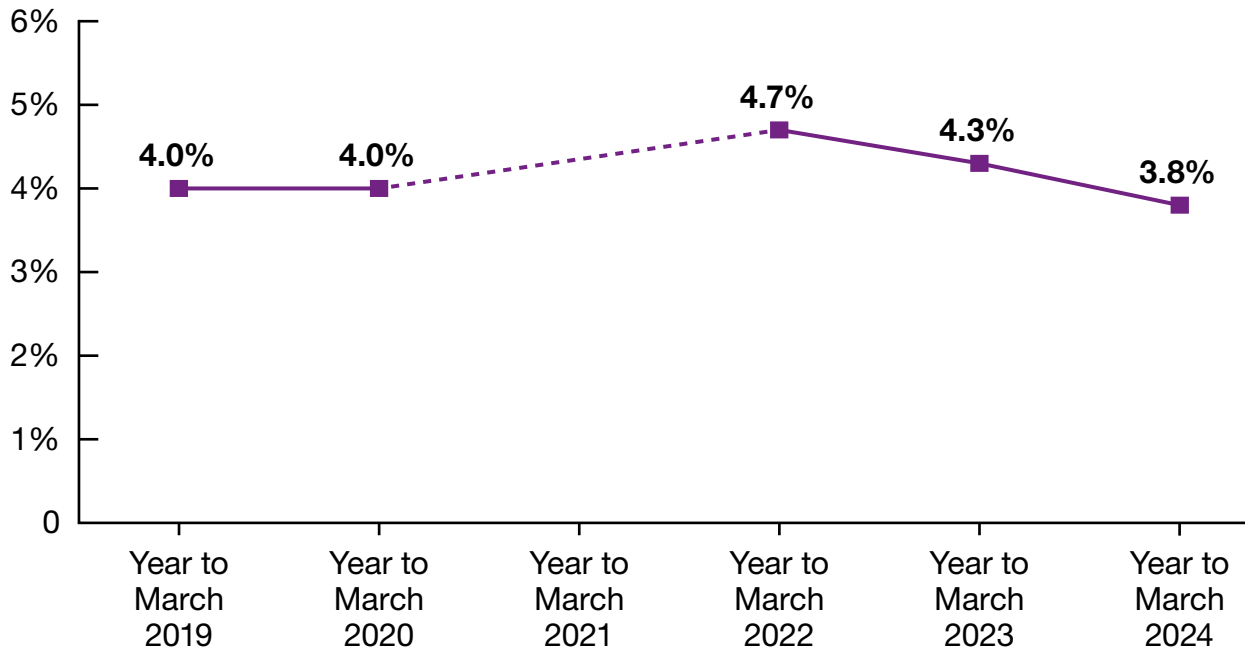
Source: [Domestic abuse prevalence and victim characteristics – Office for National Statistics](#).

Data reflects information available as at April 18, 2025.

Data frequency: Annual.

Stalking

Prevalence of stalking



Purpose:

The Crime Survey for England and Wales (CSEW) metric estimates the percentage of individuals in the population in this age group who have experienced stalking. It aims to provide a more accurate understanding of the true prevalence of stalking within the population aged 16 to 59 years, as we know stalking is underreported to the police.

Performance:

The estimated proportion of adults aged 16 to 59 years who were victims of stalking in the year ending March 2024 was 3.8%. In the previous year, 4.3% of people aged 16 to 59 years reported being a victim of stalking (a change of 0.5% is not a statistically significant change from the previous year given reporting methodology). The trend has remained stable.

In December 2024, the government launched a package of six new measures to tackle stalking. This includes plans to publish statutory guidance for the police on releasing identifying information about online stalking perpetrators to victims through the Crime and Policing Bill.

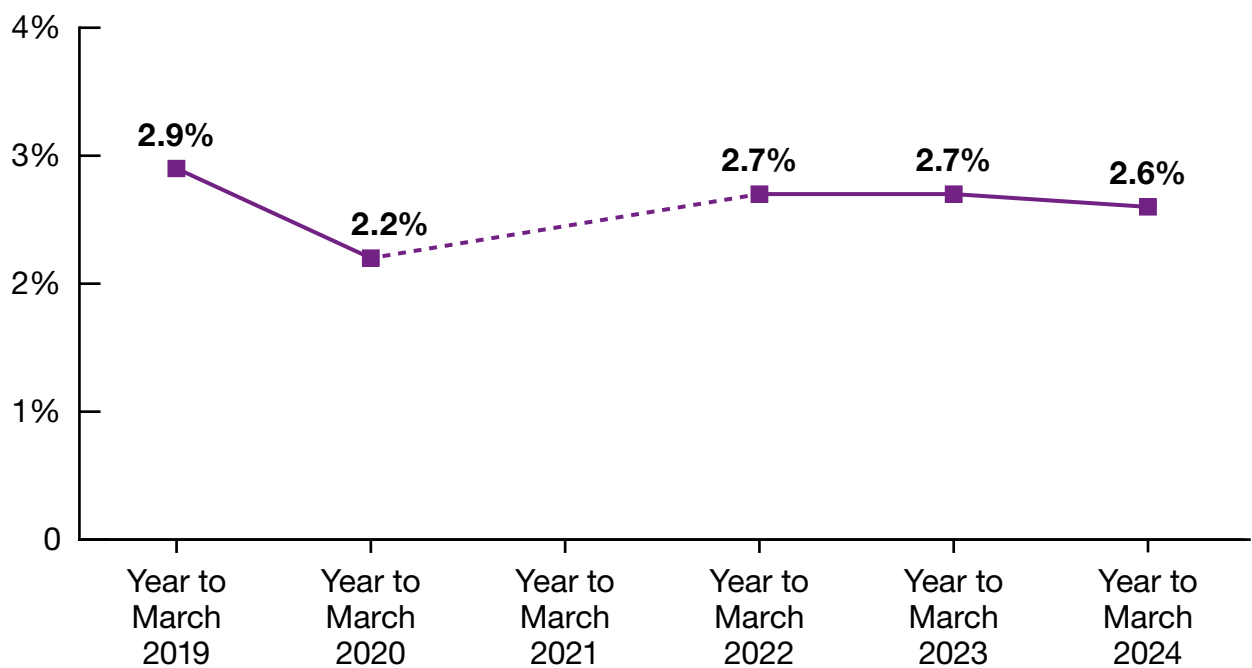
Source: [Stalking: findings from the Crime Survey for England and Wales – Office for National Statistics](#).

Data reflects information available as at April 18, 2025.

Data frequency: Annual.

Sexual Assault

Prevalence of sexual assault



Purpose:

The Crime Survey for England and Wales (CSEW) metric estimates the percentage of individuals in the population in this age group who have experienced sexual assault. It aims to provide a more accurate understanding of the true prevalence of sexual assault within the population aged 16 to 59 years, as we know that sexual offences are underreported.

Performance:

The estimated proportion of adults (both male and female) aged 16 to 59 years who were victims of sexual assault in the year ending March 2024 was 2.6%. In the previous year, 2.7% of people reported being a victim of sexual assault (a change of 0.1% is not a statistically significant change from the previous year given reporting methodology). The trend has remained stable.

The government is working to ensure every police force has a specialist rape and sexual offences team and, through Crime and Policing Bill, we will introduce stronger arrangements for the management of sex offenders.

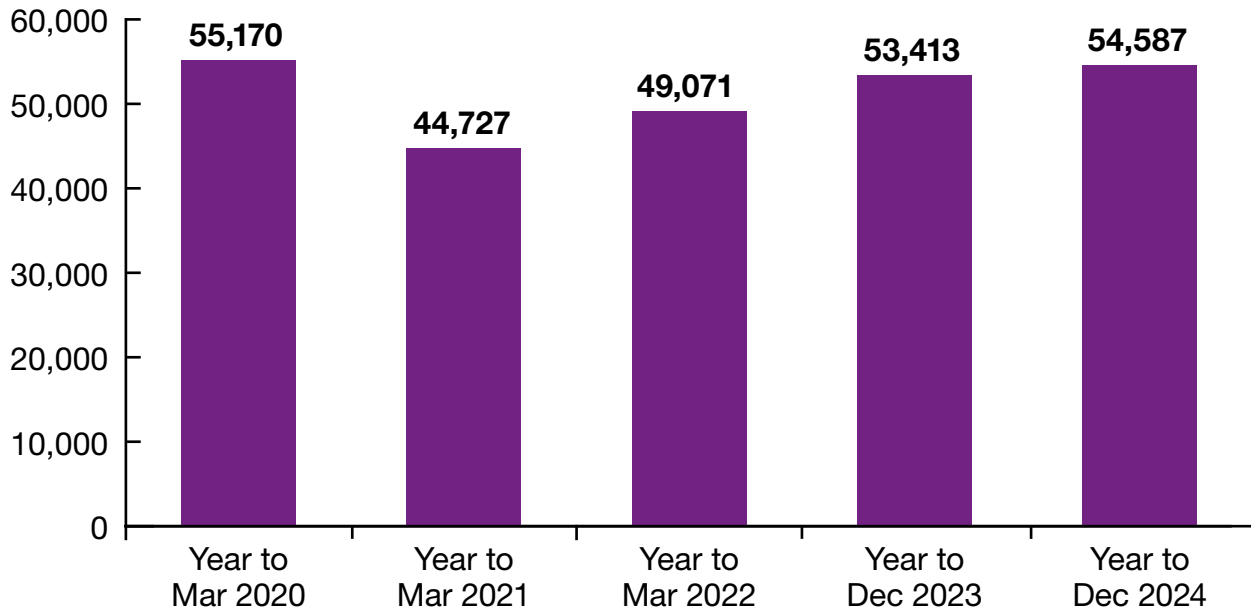
Source: [Sexual offences prevalence and victim characteristics, England and Wales](#).

Data reflects information available as at April 18, 2025.

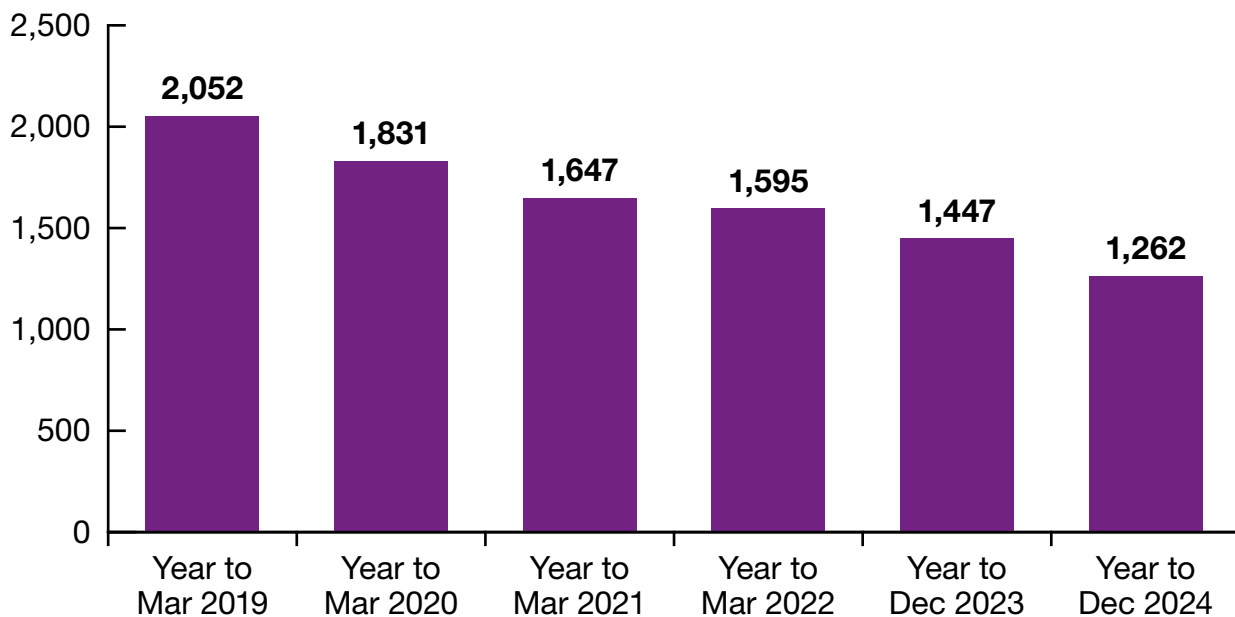
Data frequency: Annual.

Knife crime

Police recorded knife crime



Under 25s hospital admissions for 'sharp object assault' (England and Wales)



Purpose:

Police-recorded knife crime is a key metric as it includes a range of offences such as assault with injury, assault with intent to cause serious harm, knife-enabled robbery, and threats to kill. NHS hospital admissions for 'sharp object assault' in those aged 24 and under are also tracked as these are the most violent offences and individuals aged 24 and under are the most likely to be victims or offenders.

Performance:

There were 54,587 police-recorded knife-enabled offences (excluding possession) in the year ending December 2024. This was a 2% increase from the 53,413 offences in the year ending December 2023. The increase in the last year was driven by a 5% rise in knife-enabled robbery offences; these account for 43% of all knife crime types (23,305 offences).

From NHS data, there were 1,262 hospital admissions for assault with a sharp object in the year ending December 2024, among those aged 24 and under. This was down 13% compared with the 1,447 hospital admissions in the year ending December 2023. We have further strengthened legislation to prohibit the sale and possession of zombie knives, and are taking further action to reduce the supply of knives and dangerous weapons on our streets.

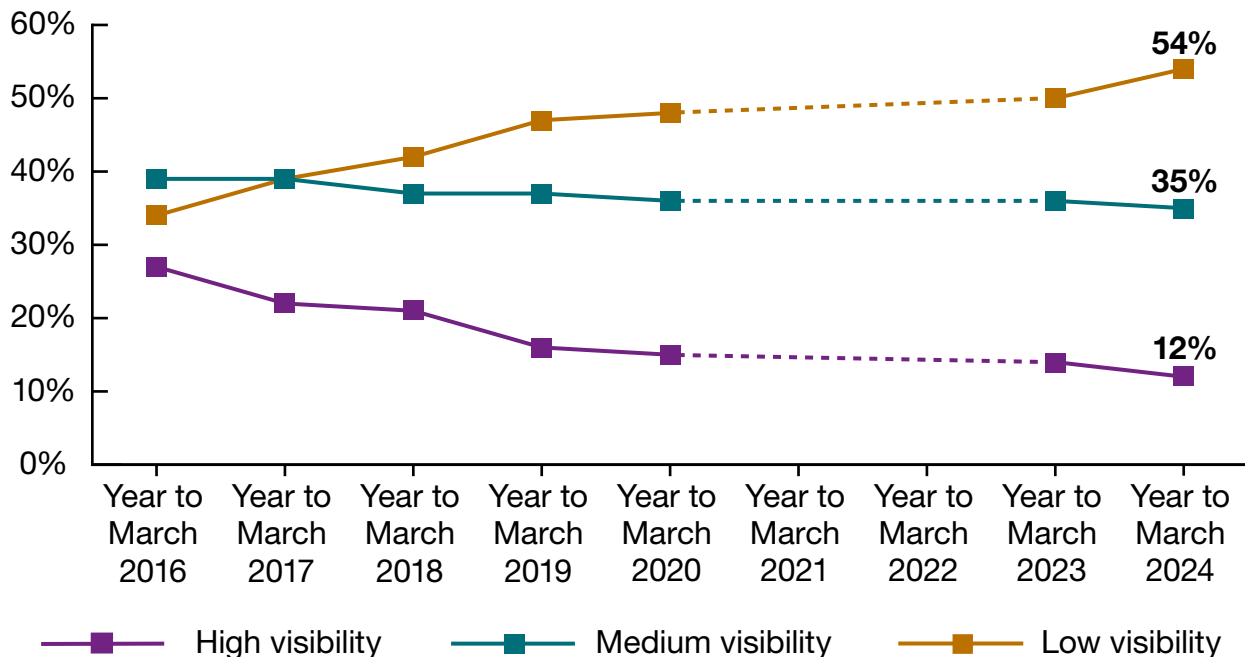
Source: England and Wales); [Crime in England and Wales: Appendix tables – Office for National Statistics](#).

Data reflects information available as at April 24, 2025.

Data frequency: Quarterly.

Neighbourhood Policing

High, medium and low visibility of police foot patrols



High visibility – on average seeing the police or police community support officer (PCSO) on foot patrol in the local area more than once a day, or about once a week.

Medium visibility – on average seeing the police or PCSO on foot patrol in the local area about once a month or less than once a month.

Low visibility – never seen the police or PCSO

Purpose:

This metric shows the reported levels of police visibility using data from CSEW. This data provides insight into the effectiveness of local policing strategies in building community confidence and ensuring visible presence, enabling accountability and monitoring of how well local police forces are meeting expectations.

Performance:

The CSEW data showed the percentage of those who reported high visibility of police foot patrols decreased to 12% in the year ending March 2024 compared to 14% in the year ending March 2023.

Provisional data shows that as at 31 March 2024, there were a total of 17,023 FTE combined police officers (10,664 FTE) and PCSOs (6,359 FTE) in the neighbourhood policing function.



The Neighbourhood Policing Guarantee aims to reverse the trend of low visibility of police and PCSOs in the community by having 13,000 more people working in the neighbourhood roles by end of the Parliament, an increase of more than 50%. It will provide every neighbourhood with a named, contactable officer to address local issues and place a renewed focus on preventing the criminality affecting high streets, particularly in town centres.

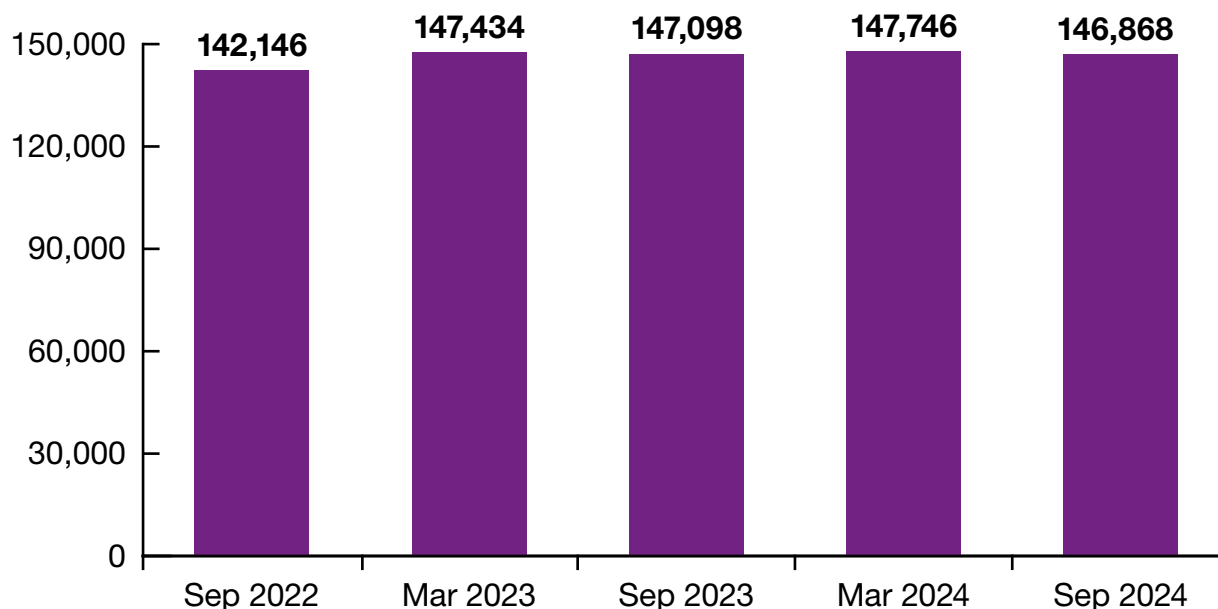
Source: [Crime in England and Wales: Annual supplementary tables – Office for National Statistics; Revision to March 2024 Neighbourhood Policing Numbers.](#)

Data reflects information available as at April 3, 2025.

Data frequency: Annually (Visibility).

Number of warranted police officers

Police officers (FTE)



Purpose:

This metric shows the number of full-time equivalent (FTE) police officers. Police workforce data is tracked using Home Office data that is published biannually.

Performance:

The number of police officers was 147,746 FTE on 31 March 2024. The latest published data from January 2025, showed that at 30 September 2024 there were 146,868 FTE officers in post, a decrease of 878 FTE officers or 0.6% since March 2024.

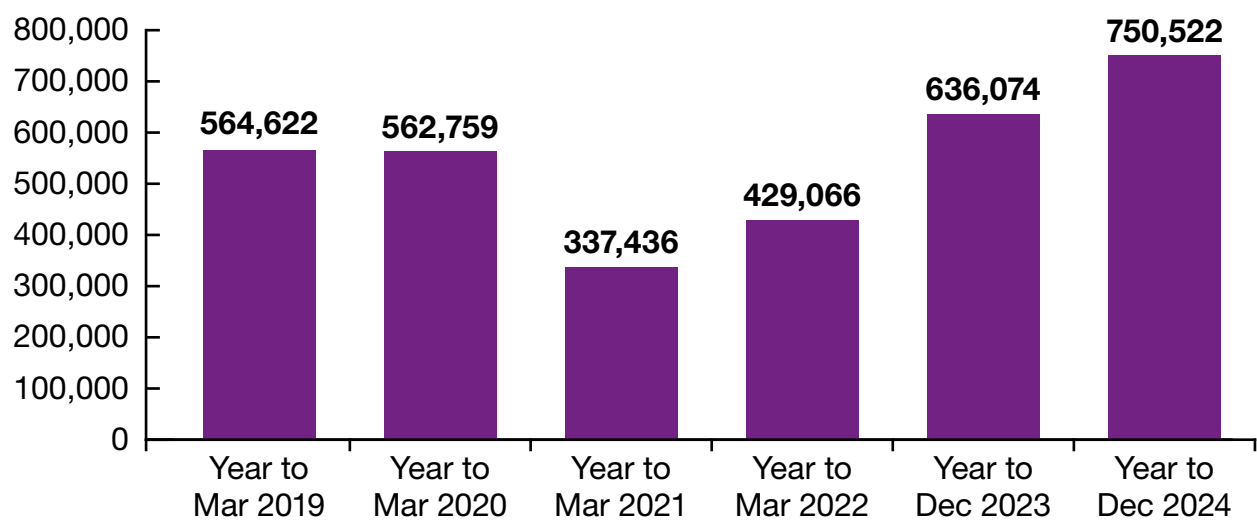
Source: [Police workforce, England and Wales: 30 September 2024 – GOV.UK.](#)

Data reflects information published on 22 January 2025.

Data frequency: Bi-annually.

Town centres (town centre acquisitive crime & anti-social behaviour)

Police recorded incidents of acquisitive crime relevant to town centres (retail crime and street crime)



Purpose:

This acquisitive crime metric aims to provide an understanding of crime relevant to town centres by combining police-recorded measures of retail and street crime offences. Retail crime combines shoplifting and robbery of business property, and street crime combines theft from the person and personal robbery.

Performance:

Police recorded retail and street crime is up by 18% from the year ending December 2023 (636,074) to the year ending December 2024 (750,522). This is made up of a combination of offences, with shoplifting being by far the biggest component. There were 516,971 shoplifting offences in the year to December 2024, an increase of 20% on the previous year (429,873) and now the highest on record.

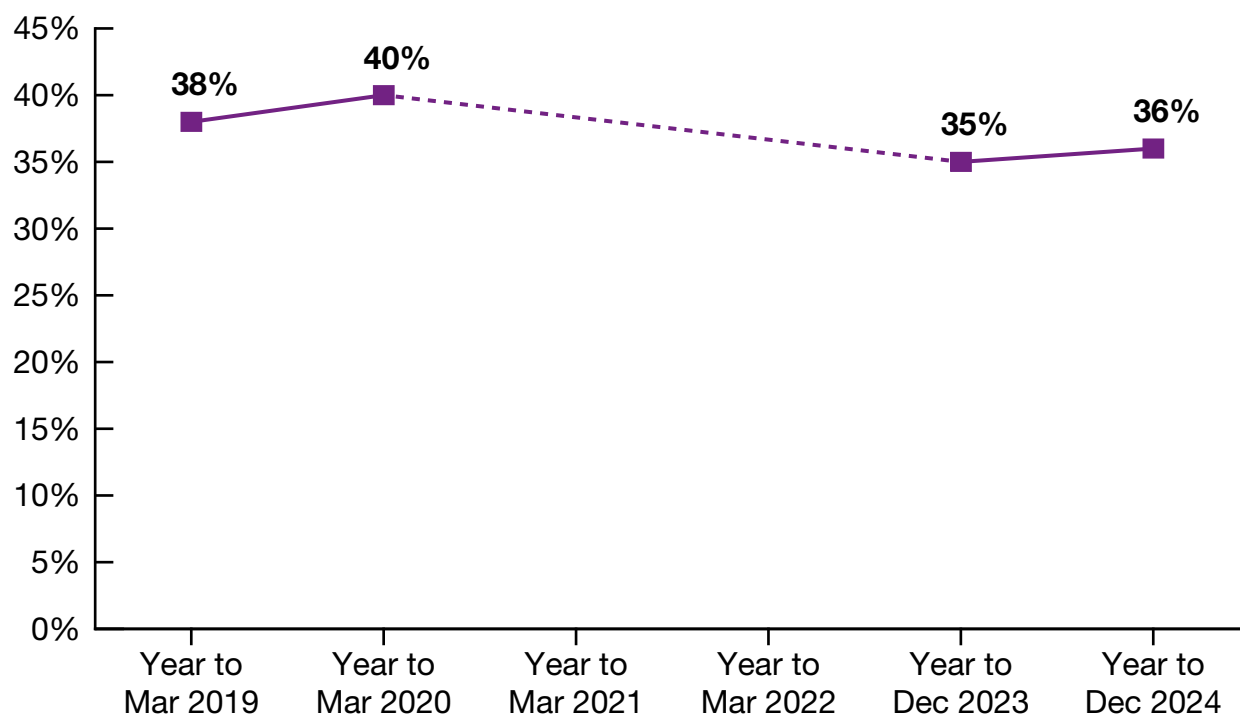
The government is tackling retail and street crime through the Crime and Policing Bill and other measures, which will introduce a new offence of assaulting a retail worker. We are removing the perception held by some offenders that they can get away with shop theft of goods valued at £200 and under; and are introducing new warrantless

powers of entry, enabling police to enter premises identified by electronic tracking. The Home Office continues to work closely with the police and retail sector, including through the Policing and Crime Prevention Minister’s Retail Crime Forum. In February, the Home Secretary brought together law enforcement and leading tech companies to drive greater collaboration in breaking the business model of mobile phone thieves.

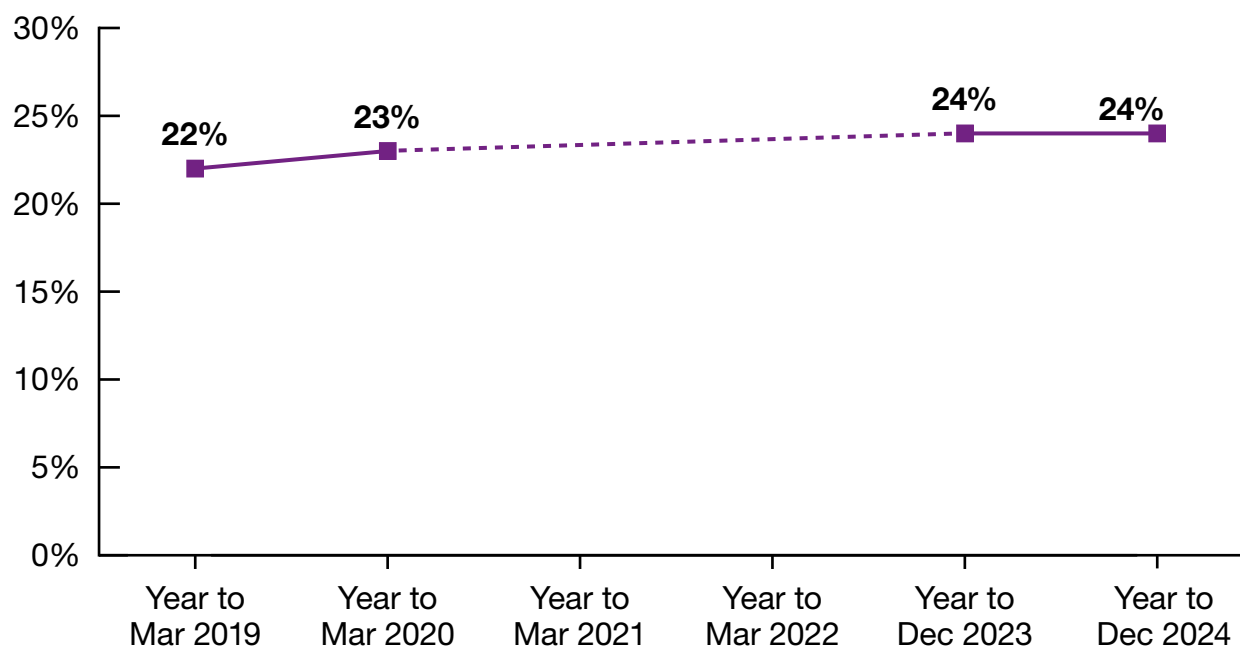
Source: [Crime in England and Wales: Appendix tables – Office for National Statistics](#).
Data reflects information available as at April 28, 2025.
Data frequency: Quarterly.

Anti-social behaviour (ASB)

Percentage who have witnessed/experienced ASB in their local area in past 12 months



Percentage saying ASB is a problem in their local area



Purpose:

These metrics measure the impact of ASB on communities by assessing both the prevalence of experienced or witnessed ASB and public perceptions of it, as reported in the CSEW. This gives information on experiences of ASB (regardless of if it has been reported to, or recorded by, any agency), and information on perceived levels of ASB, providing insight into public concerns.

Performance:

Reported experience or witnessing of ASB has been broadly stable over time, with 35% of respondents reporting that they have experienced or witnessed ASB in the year ending December 2023 and 36% in the year ending December 2024.

The percentage of people saying ASB is a problem in their local area has remained stable, with 24% saying ASB is a problem in their local area in both the year ending December 2023 and the year ending December 2024.

Due to the suspension of the CSEW during the COVID-19 pandemic, there is no available data for the year ending March 2021 and the year ending March 2022 (represented by the dotted lines).

The government's Plan for Change, announced by the Prime Minister on 5 December 2024, includes the government's plan to reduce ASB. The Crime and Policing Bill introduces new measures to improve the police response to ASB and street crime. Respect Orders will ban adult offenders from engaging in ASB and compel them to address the root causes of their behaviour. The Home Office is also accelerating plans to ensure that the police can swiftly seize and dispose of vehicles being used anti-socially.

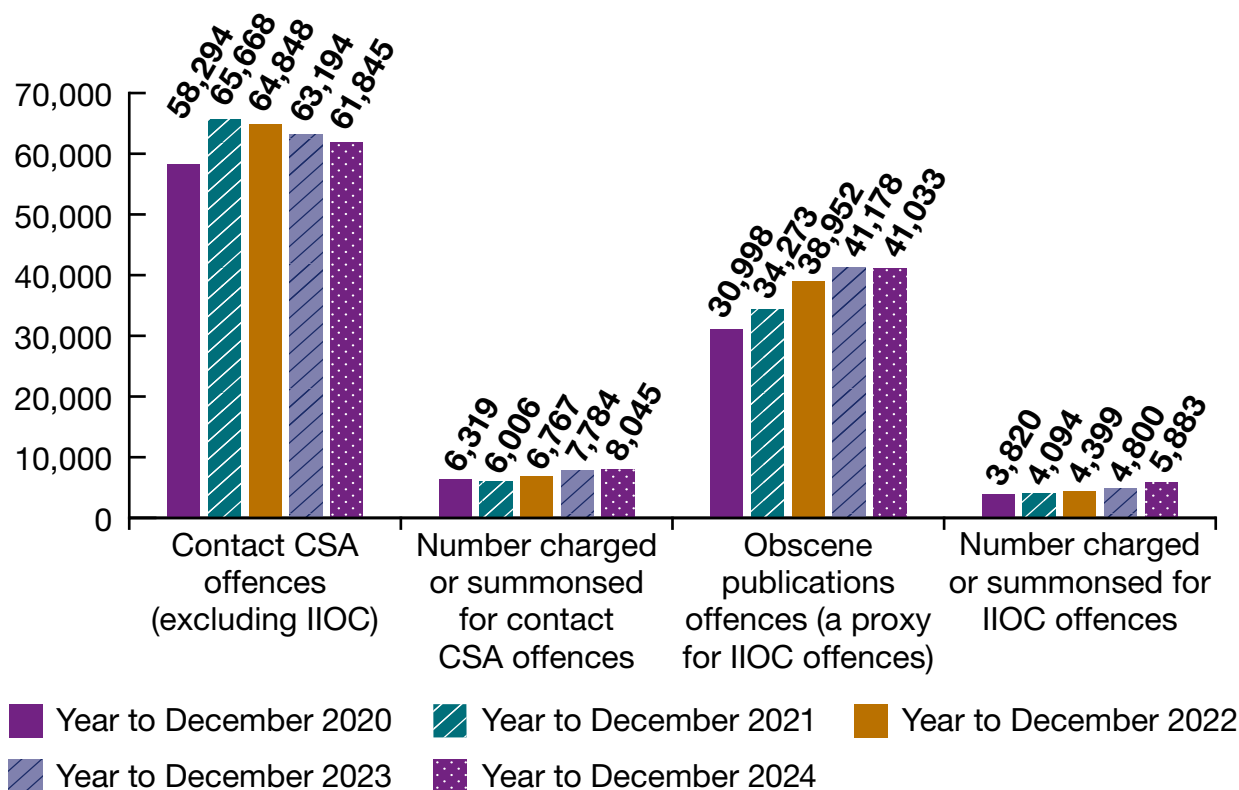
Source: [ONS \(Crime in England and Wales\)](#).

Data reflects information available as at April 18, 2025.

Data frequency: Quarterly.

Reduce exploitation and abuse of children

Number of CSEA offences and charges



Purpose:

These metrics track the number of police-recorded Child Sexual Exploitation and Abuse (CSEA) and Indecent Images of Children (IIOC) offences, as well as the number of charges and summons related to these crimes. There are no reliable prevalence estimates for CSEA at a population level. These metrics allow us to understand the number of CSEA offences that come to the attention of the police, and what outcomes are achieved for those offences.

Performance:

The number of charges and summons for contact child sexual abuse offences has increased by 3% from the year ending December 2023 to the year ending December 2024. In the same period, the number of police-recorded contact child sexual abuse offences has decreased by 2%. The Home Office is strengthening legislation and tech solutions to tackle AI-generated child sexual abuse material and is working to promptly deliver against the recommendations of the Independent

Inquiry into Child Sexual Abuse, where the government has already announced measures to introduce a mandatory reporting duty and to strengthen the disclosure and barring regime in line with the Inquiry's recommendations.

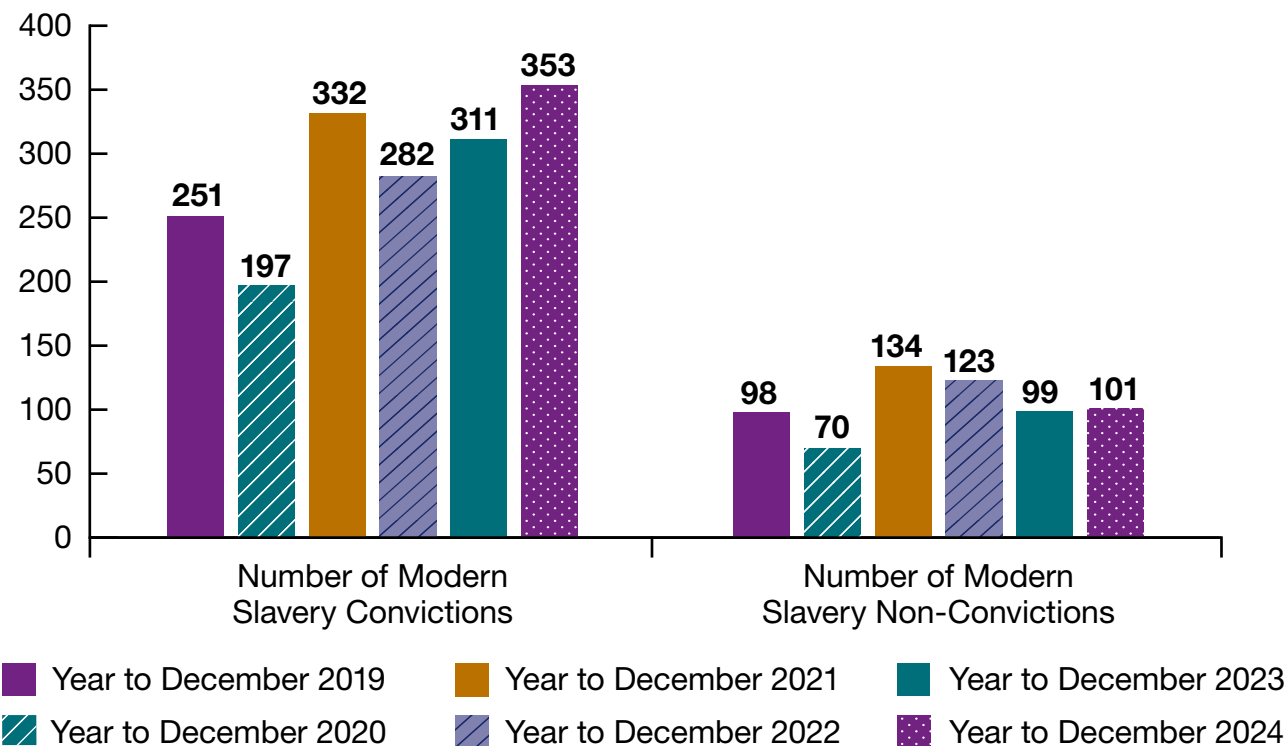
Source: [Police recorded crime and outcomes open data tables – GOV.UK.](#)

Data reflects information available as at April 25, 2025.

Data frequency: Quarterly.

Identify and support victims of modern slavery and prosecute offenders

Number of modern slavery prosecutions (convictions and non-convictions)



Purpose:

These metrics, showing conviction and non-conviction figures for modern slavery cases as reported by the CPS, assist the Home Office in measuring the effectiveness of the criminal justice system in addressing this crime.

Performance:

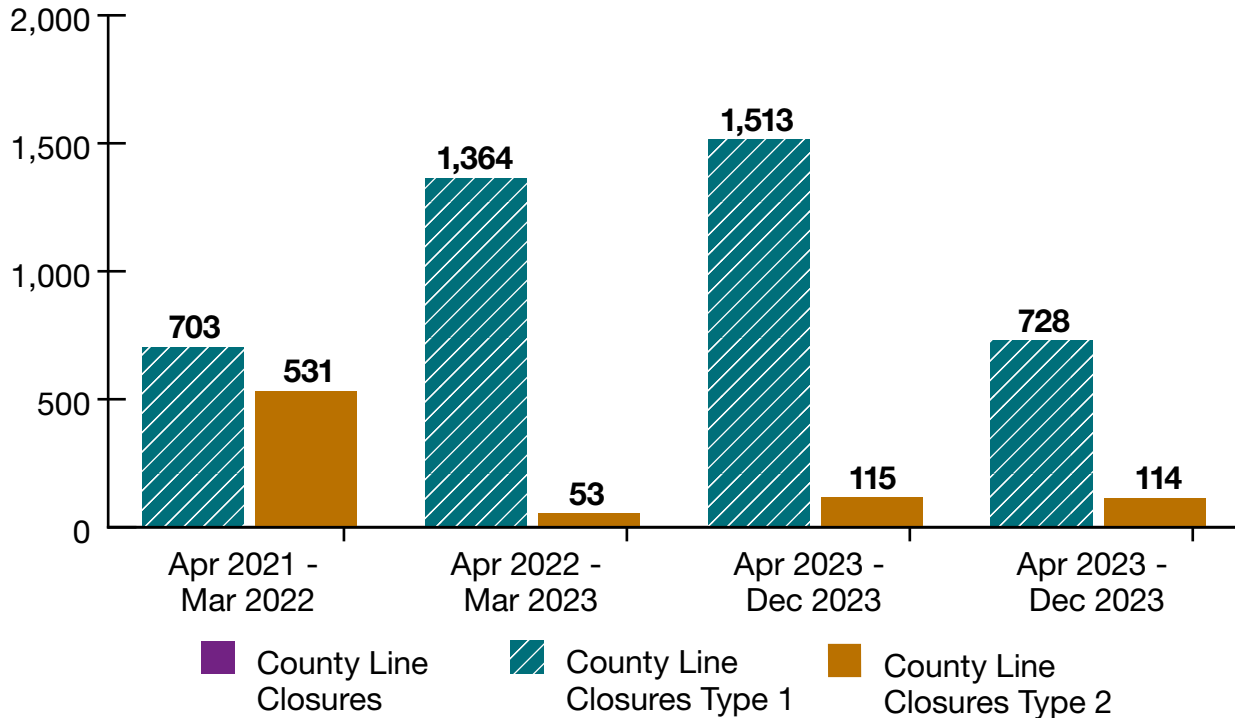
The government is committed to tackling modern slavery in all its forms and to giving survivors the support and certainty they need to rebuild their lives. This includes bringing more perpetrators of modern slavery to justice, and supporting partners across the criminal justice system to maximise opportunities for successful prosecutions. We have hired over 200 additional Home Office staff to process cases and eradicate the backlog in the National Referral Mechanism (a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support).

We are proud to say that the backlog is now at its lowest since 2021 despite a steady increase in referrals.

Source: [CPS quarterly data summaries, the Crown Prosecution Service.](#)

Data reflects information available as at April 18, 2025.

Data frequency: Quarterly.

Drugs***Number of County Line closures****Purpose:**

This metric, which tracks the number of county lines closures achieved by County Lines Programme taskforces, provides the Home Office with a direct measure of the programme's operational impact in disrupting and dismantling these harmful criminal networks. This allows refinement of national strategies aimed at effectively combating county lines and safeguarding vulnerable individuals.

Performance:

Through the County Lines Programme, the Home Office continues to target exploitative drug dealing gangs and the organised crime groups behind the trade. Between April 2024 and September 2024, the Home Office County Lines Programme closed down 728 Type 1 and 114 Type 2 county lines*. The programme remains on track to deliver in line with preceding years' performance, and full year data will be published on the GOV.UK county lines page in due course.

We are continuing to disrupt drugs organised crime groups and are delivering a strong legislative package to support this ambition including introduction of a new offence of child criminal exploitation and a new offence of 'cuckooing' (where criminals take over a vulnerable person's home and use it as a base for criminal activity) which were both included in the Crime and Policing Bill, introduced into Parliament in February 2025.



*Type 1 line closures refer to the closure of a county line through the arrest and charge of a line holder. National County Lines Coordination Centre determines when a Type 1 line was closed by using evidence that the controlling gang is no longer capable of distributing drugs using that telephone number, with check backs to ensure the telephone number remains out of use. Type 2 line closures refer to the closure of a county line through the deactivation of a phone line, number, or SIM associated with the line.

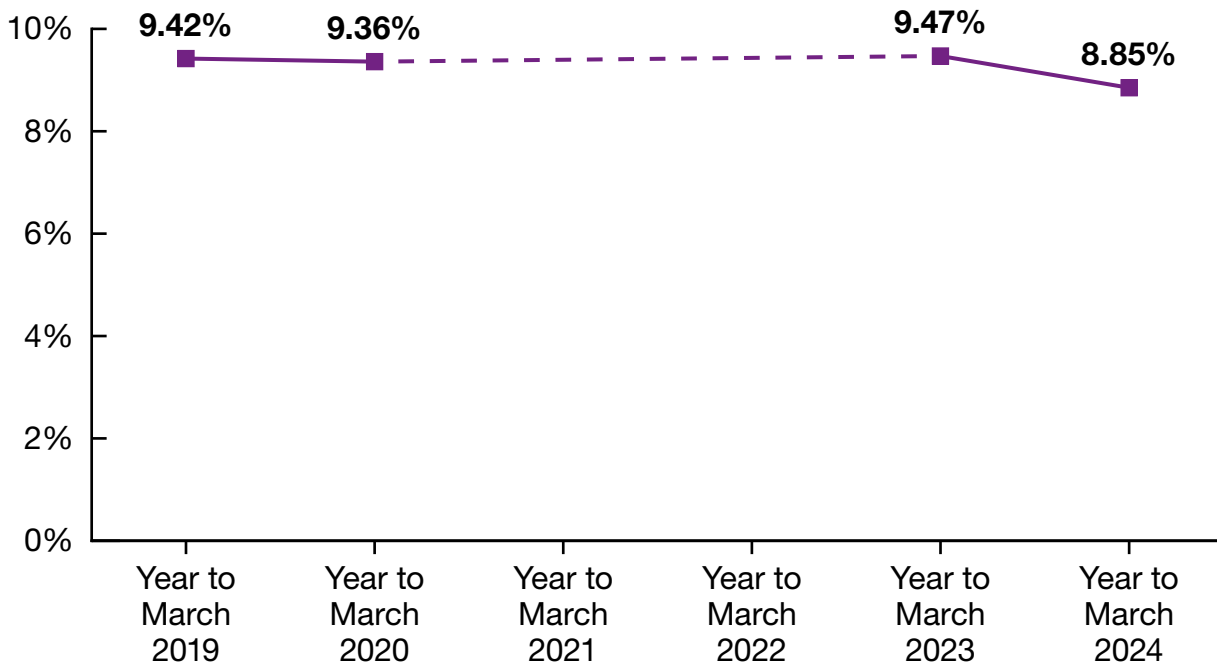
Source: [County Lines Programme data – GOV.UK.](#)

Data reflects information available as at April 18, 2025.

Data frequency: Annual.

Drug misuse

Prevalence of drug misuse: Percentage using drugs in previous 12 months



Purpose:

This metric provides an estimate of the percentage of people aged 16 to 59 years who reported using a drug in the preceding 12 months, in England and Wales. This informs the Home Office of the scale and prevalence of drug use within this key demographic and assists the development and evaluation of national drug strategies and policies aimed at reducing drug use and its associated harms.

Performance:

The prevalence of drug misuse was 8.85% at the year ending March 2024 compared to 9.47% in the year ending March 2023 (a change of 0.62% is not a statistically significant change given reporting methodology).

Due to the suspension of the CSEW during the pandemic, there is no available data for the year ending March 2021 and the year ending March 2022 (represented by the dotted lines).

The government aims to reduce illicit drug misuse by targeting drug supply and

reducing demand for and consumption of illicit drugs through multi-agency approaches, and development and delivery of the UK Drugs Strategy via the cross-government Joint Combatting Drugs Unit.

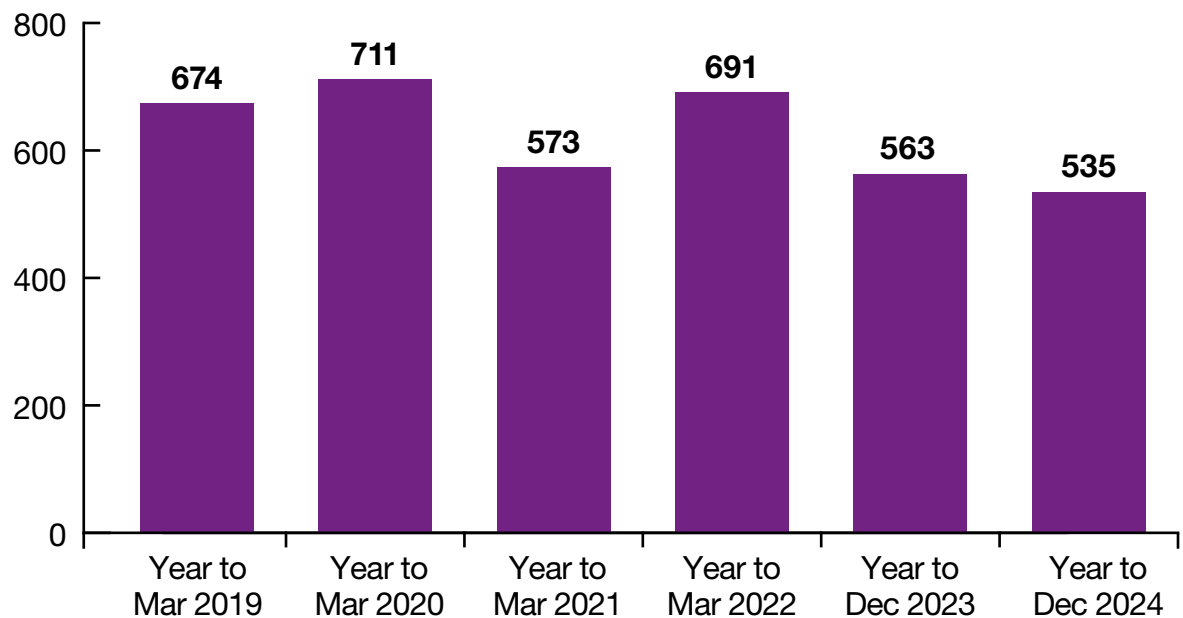
Source: [Drug misuse in England and Wales, Office for National Statistics.](#)

Data reflects information available as at April 18, 2025.

Data frequency: Ad-hoc.

Homicide

Number of homicides



Purpose:

This metric, which tracks the number of homicides committed in a 12-month period, enables the Home Office to monitor levels of serious violence across the country. This data helps inform policy decisions, assessing the effectiveness of violence reduction strategies, and ultimately working towards a safer society.

Performance:

There were 535 homicide offences in the year ending December 2024 in England and Wales, a 5% decrease from the 563 recorded offences in the year ending December 2023.

The low volume of homicides committed in England and Wales makes the trend more volatile. In order to understand and tackle the drivers of serious violence, the government continues to invest in Violence Reduction Units and Serious Violence Duty partnerships which bring together key partners, including the local community.

For 2025/26, the government is investing £49.7 million in Violence Reduction Units, and £14.4 million to Serious Violence Duty Partnerships nationally.

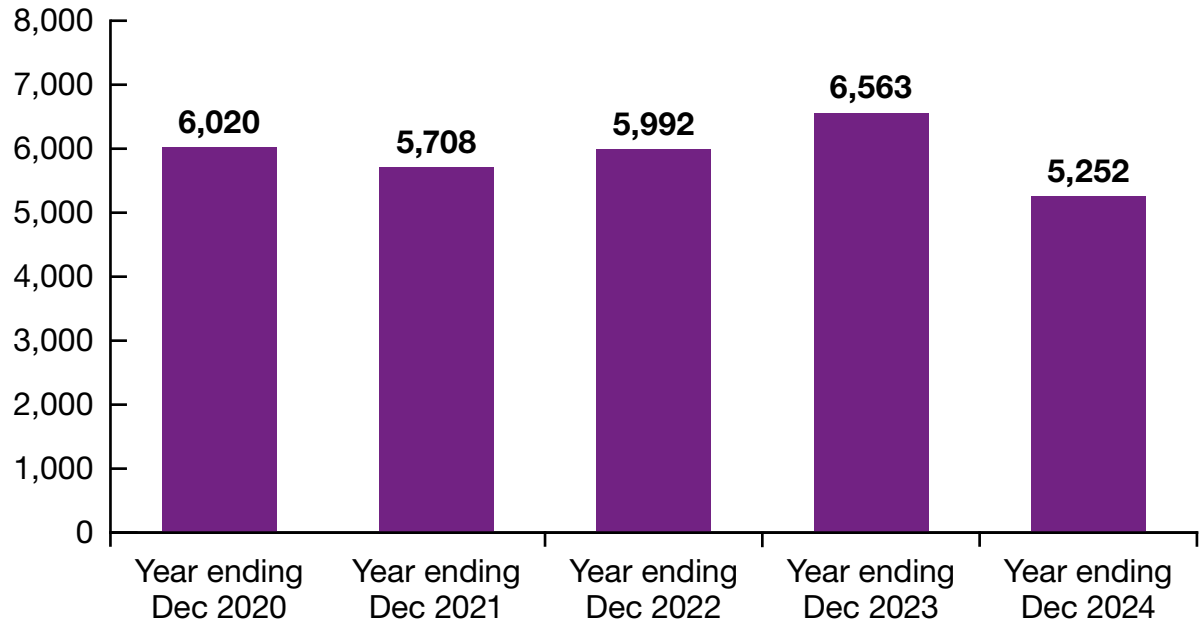
Source: [Crime in England and Wales: Appendix tables – Office for National Statistics](#).

Data reflects information available as at April 25, 2025.

Data frequency: Quarterly.

Firearms and offensive weapons

Police recorded offences involving firearms



Purpose:

This metric tracks the number of police-recorded offences involving firearms. It includes offences where a firearm has been fired, used as a blunt instrument against a person, or used as a threat. Offences involving air weapons are not included in these data. This gives us information on lower volume but high harm crimes.

Performance:

Police-recorded data showed there were 5,252 offences involving firearms in the year ending December 2024. This was a 20% decrease from the 6,563 offences in the year ending December 2023.

The government’s 13 February 2025 response to the earlier Firearms Licensing Consultation signals our intention to strengthen firearms licensing controls and to publish a new consultation on shotgun controls. Increased firearms licensing fees will also support a more robust and efficient licensing process. The government

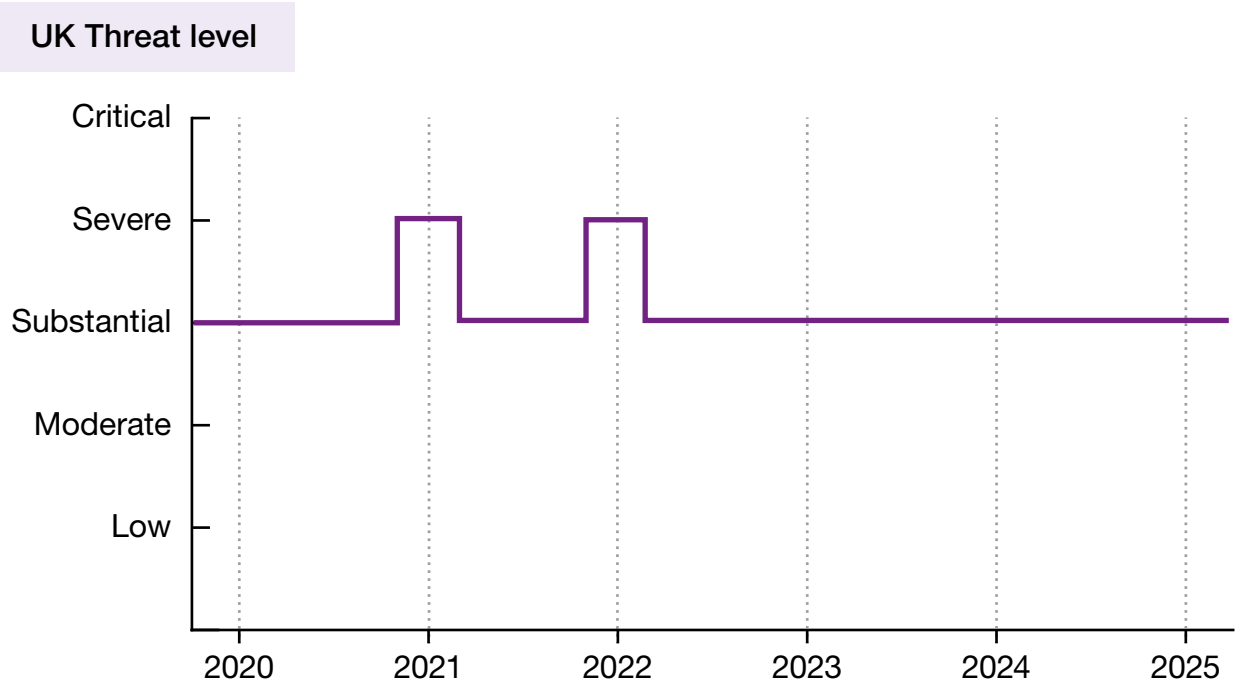
has acted to remove readily convertible models of Top Venting Blank Firing Firearms off the streets and is legislating to criminalise the possession and supply of manuals for the use of 3D-printed firearms components.

Source: [Police recorded crime and outcomes open data tables PRC firearms](#).

Data reflects information available as at April 18, 2025.

Data frequency: Quarterly.

Outcome 3: Reduce homeland security risks to the UK’s people, prosperity and freedom



Purpose:

Threat levels are designed to give a broad indication of the **likelihood** of a terrorist attack happening.

Performance:

The threat to the UK (England, Wales, Scotland and Northern Ireland) from terrorism is SUBSTANTIAL and has remained at this level since February 2022. The Northern Ireland Threat Level is SUBSTANTIAL and has remained at this level since March 2024.

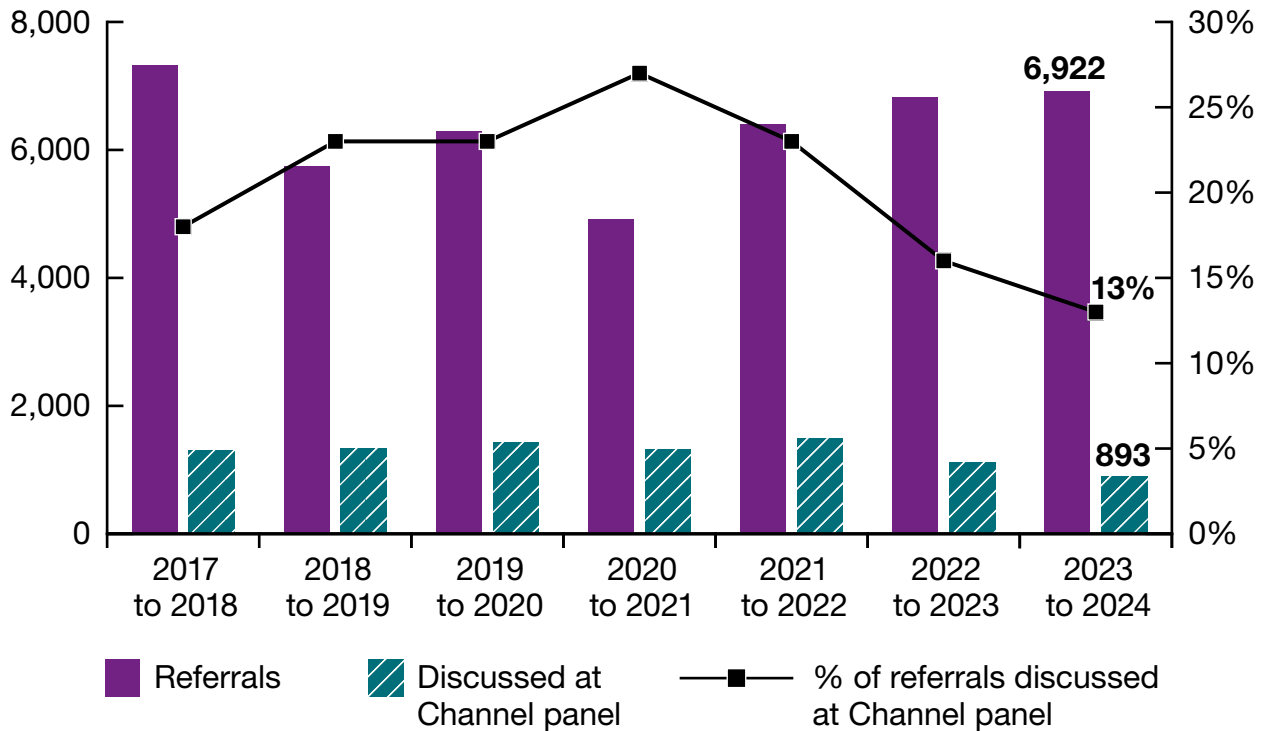
In July 2019 changes were made to the terrorism threat level system to reflect the threat posed by all forms of terrorism, irrespective of ideology.

The Joint Terrorism Analysis Centre (JTAC) analyses and assesses all information relating to international terrorism at home

and overseas. It is responsible for setting the threat level for the UK (including Islamist terrorism, Extreme Right-Wing terrorism, Left and Single Issue terrorism, and Northern Ireland related terrorism in Great Britain). MI5 sets the threat level for Northern Ireland related terrorism in Northern Ireland.

Source: [Threat Levels | MI5](#).
Data reflects information available as at April 18, 2025.
Data frequency: Threat levels do not have any set expiry date but are regularly subject to review.

Percentage of Prevent (anti-radicalisation) referrals discussed at Channel panel



Purpose:

Individuals are referred to and supported through the Prevent programme due to concerns that they were susceptible to a risk of radicalisation. Following initial screening and assessment, referrals may be passed to a multi-agency 'Channel panel', where a risk of radicalisation exists. Chaired by local authorities, these panels determine the extent of an individual's susceptibility to radicalisation and whether a tailored package of support is necessary and proportionate to address them.

Performance:

In the year ending March 2024, 13% of referrals to Prevent were considered for Channel support, representing a three percentage points decrease compared with the year ending March 2023.

In the year ending March 2024, there were 6,922 referrals to Prevent. Of these, 5,853 (85%) were deemed not suitable for Channel consideration and exited the process prior to a Channel panel discussion. 4,514 (77% of those who

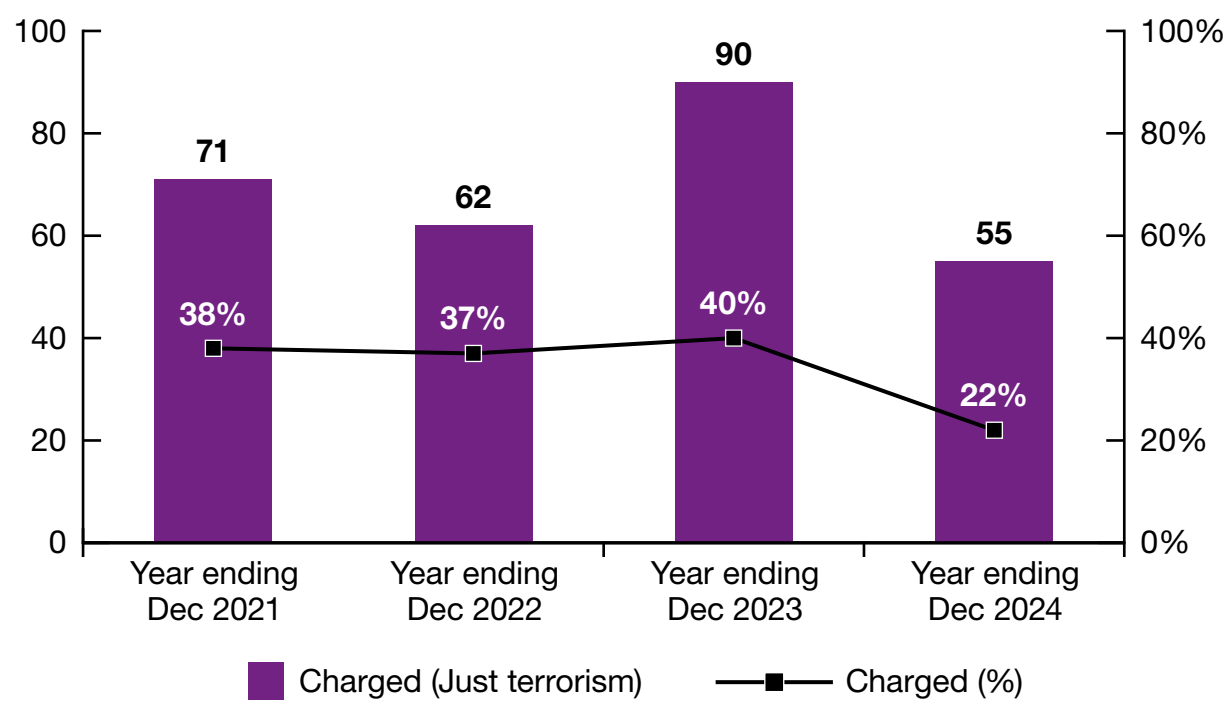
exited) were signposted to other services, 893 (13%) of all referrals were discussed at a Channel Panel for potential support, and of the 893, 512 (7%) were adopted as Channel cases.

Source: [Individuals referred to Prevent: to March 2024 – GOV.UK.](#)

Data reflects information available as at April 18, 2025.

Data frequency: Annual.

Terrorism arrests resulting in a charge*



Purpose:

To show the percentage of terrorism-related arrests that result in a charge. An arrest is considered terrorism-related when, at the time of arrest or during the course of the subsequent investigation, a police officer suspects a person of being involved in terrorism. Terrorism-related arrests can result in charges for any criminal offence, not just those covered by terrorism legislation.

Performance:

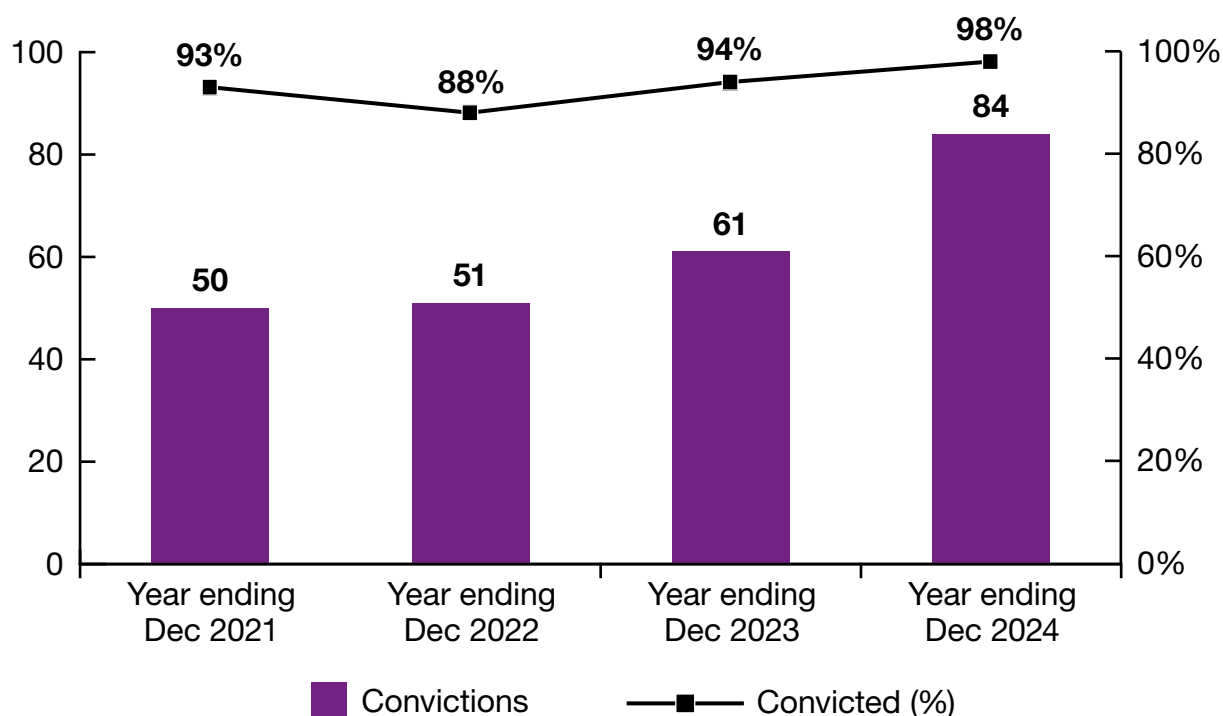
There were 248 arrests for terrorism-related activity in the year ending December 2024, 25 more than in year ending December 2023. At the time of data provision, 84 arrests resulted in a charge (34%), of which 55 were for terrorism-related offences.

For charges following a terrorism-related arrest (under terrorism legislation), the arrest-to-charge rate decreased from 49% in the year ending December 2023 to 34% in the year ending December 2024.

*When reporting this data on charges, it is important to recognise the caveat that there is a potential lag period between an arrest and charge. An individual may not be charged in the same quarter that they are arrested. Therefore, charge rates for the most recent quarters may increase in future releases.

Source: [Operation of police powers under TACT 2000 – GOV.UK](#).
Data reflects information available as at April 18, 2025.
Data frequency: Quarterly.

Percentage of those prosecuted for terrorism related offences that were convicted (England and Wales)*



Purpose:

To show the percentage of those prosecuted for terrorism-related offences that were convicted. Not all charges for terrorism-related offences result in convictions for terrorism-related offences. In some instances, a person arrested for a terrorism-related offence may be charged with a non-terrorism-related offence. All resultant convictions (whether terrorism-related or non-terrorism-related) are presented in the data.

Performance:

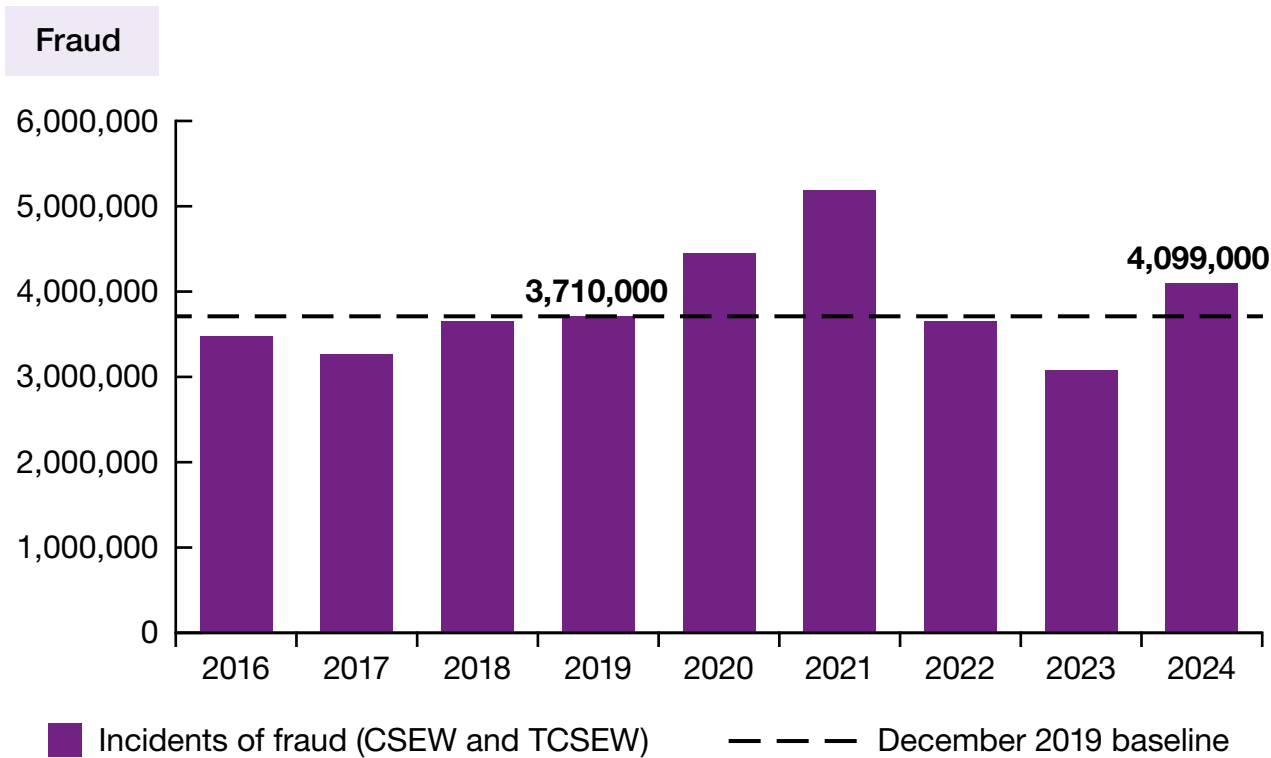
In the year ending December 2024, 86 individuals were tried for terrorism-related offences in England and Wales. Of those 86 individuals, 84 (98%) were convicted.

*When reporting this data on convictions, it is important to recognise the caveat that there is a potential lag period between prosecution and conviction. An individual may not be convicted in the same quarter that they are prosecuted.

Source: [Operation of police powers under TACT 2000, to December 2024 – GOV.UK.](#)

Data reflects information available as at April 18, 2025.

Data frequency: Quarterly.



Purpose:

To show the estimated total number of fraud incidents committed against individuals in the preceding 12 months, sourced from the Crime Survey for England and Wales (CSEW), which offers insights into crime experienced by surveyed individuals. The Home Office monitors fraud incidents to help gauge the frequency and trends, in order to enhance fraud prevention strategies and protect the UK from financial and reputational harm.

Performance:

The CSEW estimated 4.1 million fraud incidents in the year ending December 2024, a 33% increase compared with the year ending December 2023 (3.1 million incidents).

Fraud estimates are only available from the year ending September 2016 onwards. Annual estimates for the year ending March 2021 and the year ending March 2022 are not available, as there was a break in the CSEW because of the coronavirus (COVID-19) pandemic.

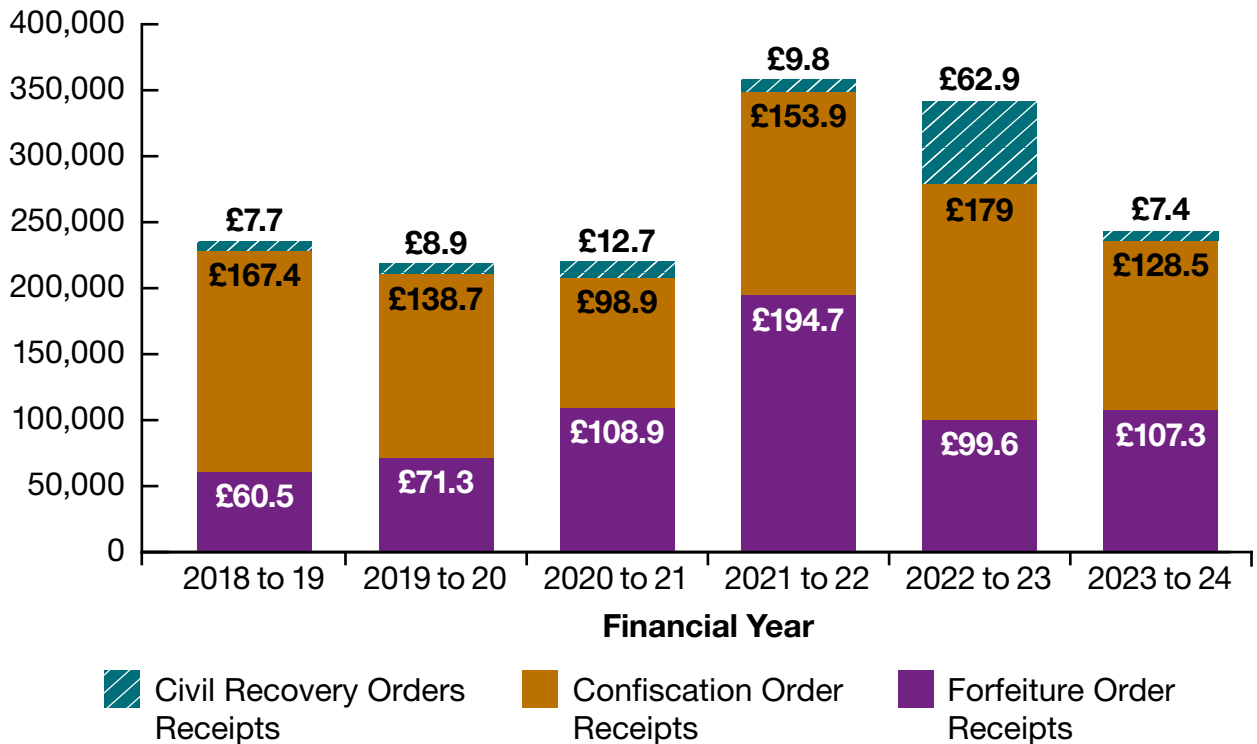
The government is committed to working with law enforcement, industry, civil society and international partners to tackle financial

scams, blocking fraud at its source, disrupt it before it reaches the public, and provide preventative advice and support, such as our “Stop! Think Fraud” campaign.

The government manifesto has promised the development of an expanded fraud strategy, which is due to be published later this year.

Source: [ONS \(Crime in England and Wales\)](#).
Data reflects information available as at April 25, 2025.
Data frequency: Quarterly.

Value of proceeds of crime recovered in England and Wales and Northern Ireland (£m)



Purpose:

To show the total proceeds of crime recovered from Confiscation Orders, Forfeiture Orders, and Civil Recovery Order Receipts over the previous six financial years. The Home Office monitors asset recovery to help gauge the effectiveness, compliance, and trends in recovery efforts so that it can enhance recovery strategies and ensure assets are returned appropriately.

Performance:

There was £243.2 million of assets recovered from confiscation, forfeiture, and civil recovery orders in the financial year ending March 2024. This is in line with past performance but represents a fall of 29% compared to the financial year ending March 2023, which was an exceptional year.

Of the £243.2 million recovered in the year ending March 2024, £128.5 million was recovered through Confiscation Order Receipts, £107.3 million was recovered through Forfeiture Order Receipts, and £7.4 million was recovered through Civil Recovery Order Receipts.

The Proceeds of Crime Act 2002 enables law enforcement agencies to deprive criminals of their money, or other property connected to criminal activity, and recover the proceeds of crime. Recovered criminal proceeds can subsequently be returned in compensation to victims (following criminal conviction) or reinvested for use in tackling crime through the Asset Recovery Incentivisation Scheme (ARIS) and the ARIS 'Top Slice' grant.

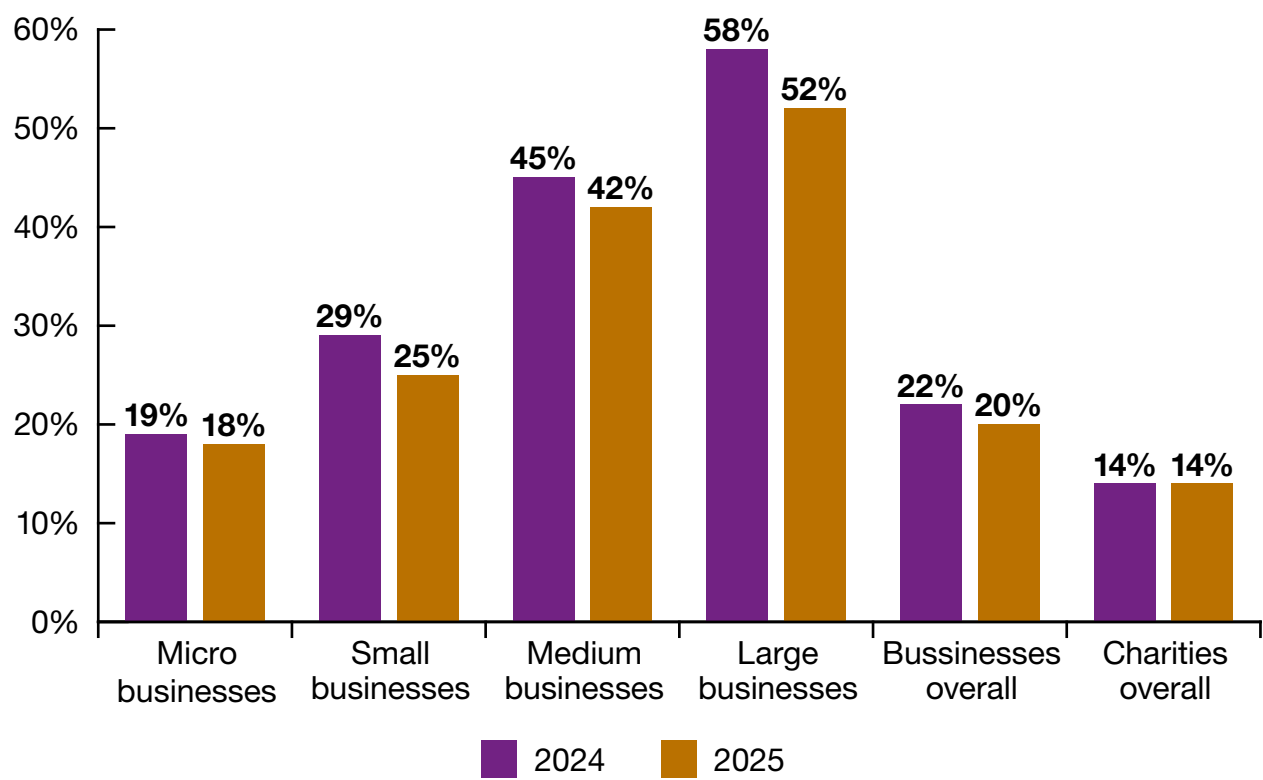
Source: [Asset Recovery Statistical Bulletin](#).

Data reflects information available as at April 18, 2025.

Data frequency: Annual.

Cyber-crime experienced by organisations (Cyber Security Breaches Survey)

Percentage of UK organisations that have experienced any cyber crime in the last 12 months



Purpose:

This metric estimates the percentage of UK organisations that have experienced any cyber-crime in the last 12 months, using the Cyber Security Breaches Survey (CSBS). In each publication year, the quantitative fieldwork takes place in the winter of the preceding year.

Performance:

The 2025 CSBS estimated that 20% of UK businesses and 14% of charities have been victims of cyber-crime in the last 12 months. This accounts for approximately 283,000 businesses and 29,000 registered charities.

Estimates of cyber-crime have been included in the CSBS since the 2023 survey. Comparisons between 2024 and 2025 cyber-crime estimates can be made, but these estimates cannot be compared to 2023 estimates due to methodology updates to the 2024 CSBS. The survey has also included estimates of cyber-facilitated

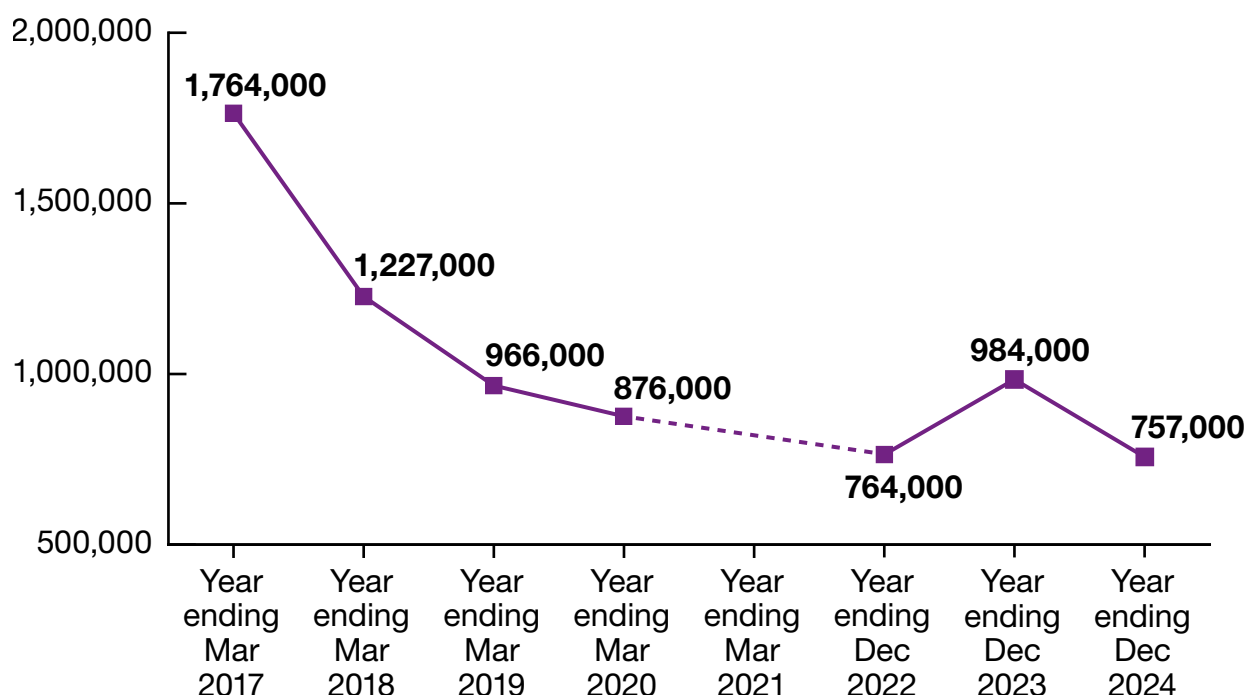
fraud experienced by organisations since 2023. We are unable to compare 2025 cyber-facilitated fraud estimates with 2024 or 2023, due to question refinements made in all years.

Source: [Cyber security breaches survey 2025 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/cyber-security-breaches-survey-2025)

Data reflects information available as at April 25, 2025.

Data frequency: Annual.

Number of incidents of computer misuse experienced by individuals (Crime Survey for England & Wales)



Purpose:

This metric estimates the total number of computer misuse offences against adults in England and Wales using a nationally representative sample from the Crime Survey for England and Wales (CSEW). The Home Office monitors computer misuse to help gauge the frequency and trends in cyber threats so that it can enhance cybersecurity strategies and protect the UK from digital threats.

Performance:

Estimates from the CSEW showed there were approximately 757,000 incidents of computer misuse against individuals in the year ending December 2024, a significant decrease of 23% compared to the year ending December 2023 (984,000 incidents). Whilst the findings in the CSEW are not directly comparable with the Cyber Security Breaches Survey, they provide a broader context from which to consider the scale of cyber-crime in organisations.

The Computer Misuse Act (CMA) plays a vital role in ensuring that the UK has the right legislative framework to allow us to tackle cyber harms. The government is

committed to ensuring the CMA remains up to date and effective in tackling criminality.

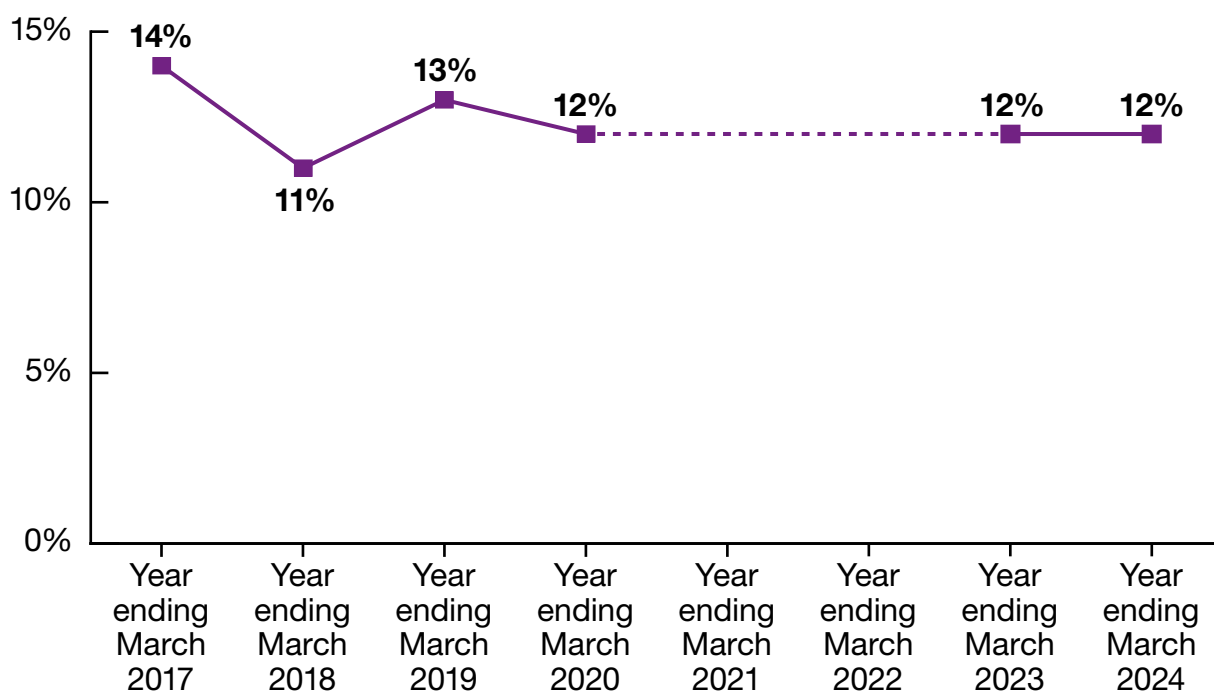
The trend is disrupted between the year ending March 2020 and the year ending December 2022 due to Telephone-operated Crime Survey for England and Wales computer misuse estimates being known to be overestimates. For more information, see the update the comparability report.

Source: [Crime in England and Wales, ONS](#)

Data reflects information available as at April 25, 2025.

Data frequency: Quarterly.

Percentage of fraud and computer misuse incidents reported to Action Fraud, people aged 16 and over*



Purpose:

This metric shows the percentage of fraud and computer misuse incidents reported to Action Fraud, for people aged 16 and over. Action Fraud is the national reporting centre for fraud and cybercrime. It collects reports about fraud on behalf of the police in England, Wales and Northern Ireland. Incidents that were reported to Action Fraud also include those incidents that they came to know about in another way, e.g. when police arrived at the scene.

Performance:

This measure shows that the estimated proportion of fraud and computer misuse incidents reported to Action Fraud in the year ending March 2024 was 12%, with the trend remaining stable.

The government is developing further measures to implement the fraud strategy and working with industry and international partners to tackle these complex economic crimes.

*The trend is disrupted between the year ending March 2020 and the year ending March 2023 due to Telephone-operated

Crime Survey for England and Wales fraud and computer misuse estimates being known to be overestimates. For more information, see the update to the comparability report.

Source: [Nature of fraud and computer misuse in England and Wales: appendix tables – Office for National Statistics](#).

[Crime in England and Wales](#)

Data reflects information available as at April 18, 2025.

Data frequency: Annual.

Principal Risks

The department’s principal risks are subject to an annual risk identification refresh with Executive Committee (ExCo) members to anticipate and reset our understanding of most significant risks and challenges facing the department in the context of our delivery priorities and the Spending Review for 2025-26 and beyond. The summary table below reflects the latest refresh (February 2025) and in-year progress of both corporate and delivery-specific risks as of 1st April 2025.

As tabled below, the department faces a volatile and complex risk environment which carries significant potential impacts to delivery of outcomes and future performance. For instance, the risk profile covers outdated powers and systems that could undermine law enforcement and justice, potential pressures on policing from criminal justice reform and prison capacity, and the growing impact of climate change on migration and global stability. More broadly, financial constraints, continued respect for Human Rights, evolving threats

from criminals and hostile states, rapid technological change, and vulnerabilities in digital infrastructure are cross-cutting risks that could further compound delivery challenges. Additionally, international conflicts and potential barriers to cross-government coordination have the potential to heighten national security threats, social cohesion and delivery failures where complex interdependencies and shared responsibilities across organisations exist. Failure to manage these risks could negatively impact our performance against the departments agreed outcomes which include:

- ODP1 – Increasing control and fairness in the Migration and Borders System to strengthen border security
- ODP2 – Deliver safer streets, prevent crime, reduce serious harm, and increase confidence in policing and the criminal justice system
- ODP3 – Reduce homeland security risks to the UK’s people, prosperity and freedom

Risk assessment ⁶⁶ (as at 31 March 2025)	 Critical	 High	 Medium	 Low
Trajectory ⁶⁷ for FY 2024-25	 Risk Increase	 Risk Decrease	 No movement	 New risk since FY2023-24

⁶⁶ Assessment of the risks in the table follow a qualitative methodology and ratings used are indicative only to evaluate the level of remaining risk (or residual risk) the department is exposed to by end of March 2025.

⁶⁷ The trajectory of the risk indicates whether generally the trend in likelihood and impact of the risk materialising increased, decreased, or remained the same over the reported period for 2024-25. The colour code used indicates the severity of risk which increases using a five-point scale from Lowest (green) to Highest (purple).

Title	Short Description	Key controls and mitigating activities 2024-25
Organised Immigration Crime facilitated small boat crossings   	There is a risk of continued growth in the strength of OIC gangs who facilitate arrivals to the UK via Small Boats.	• setting up and building the Border Security Command • developing and implementing international action plans • supporting passage of the Border Security, Asylum and Immigration Bill through Parliament • upstream engagement on key routes • joint Unit with the Foreign, Commonwealth and Development Office (FCDO) • delivery of the Border Security Summit in London (31st March – 1st April 2025) to obtain support from international partners for capacity-building in source and transit countries to tackle irregular migration into the UK
Threat to life in the Border process  	There is a risk of serious harm, injury or death to one or more individuals.	• Business Continuity Plans (BCPs) in place covering operations including Safety of Life at Sea operations, Western Jet Foil and at Manston • modernising Custody records to a digital case management system, which has gone live across Border Force custody suites in England (Dover, Colnbrook and Gatwick) • assurance review of Border Force arrest and custody processes • national Operations Headquarters undertaking ongoing incident planning and coordination

Title	Short Description	Key controls and mitigating activities 2024-25
Disruption at the Border  	There is a risk that systems outages and/or reduced capabilities at the border and a reduction in our ability to run the operating model.	• new strategic watchlist tool (Helios) was introduced in October 2024 with agreed business continuity and disaster recovery (BC/DR) plans with measures/approvals in place to maintain border flow • improved information at the Primary Control Point (PCP) to aid faster decision making • fixes to data feeds used at the border to reduce impacts on passenger flow, complaints and litigation • tabletop exercise undertaken to test operational response to a range of border system outages, including eGates • resource planning measures to deliver in periods of high demand (Easter/Summer 2025) • second line assurance review through the stages of eVisa/Electronic Travel Authorisation (ETA) implementation • reviewed and improved management of student arrivals

Title	Short Description	Key controls and mitigating activities 2024-25
Threat to life in Asylum Accommodation  	There is a risk that people harm themselves, or others (non-detained asylum accommodation).	• setting, reviewing and ensuring compliance with Standard Operating Procedures which provide guidance for welfare of staff and others on how to address unacceptable behaviour • external review of safeguarding procedures • strengthening policy options for managing anti-social and violent behaviour particularly with regard to clarifying and reinforcing acceptable standards • increased engagement and interaction with policing partners • the National Asylum Seeker Health Steering Group in partnership with Department for Health and Social Care (DHSC) is in place • safeguarding referrals to Local Authorities • full review of Health and Safety risks, with assigned actions undertaken • ensuring robust safeguarding training across Asylum Support • routine and regular inspections regime in place to assure that Initial Accommodation and Dispersal Accommodation meet contractual standards and are safe, habitable, fit for purpose and correctly equipped • undertaken analysis to identify trends and patterns in incidents to help improve identification and support for vulnerable individuals at the earliest possible point • improved management of controls for high harm individuals • service user induction package to be reviewed ensuring it highlights cultural behaviour expectations within the UK

Title	Short Description	Key controls and mitigating activities 2024-25
Immigration Detention Volatility – Security and Safety  	There is a risk that serious disruption or disorder at an Immigration Removal Centre (IRC) due to concerted indiscipline.	• physical security reviews across the detention estate completed, with support from both the Ministry of Justice and Home Office teams to inform any necessary infrastructure changes • procedural Security reviews across all Immigration Removal Centres (IRCs) are conducted as part of an ongoing rolling programme • strengthening IRC population management processes to improve safety and security • developing a Management Information tool which produces trends based on relevant safety and security incidents/data • working with suppliers to reduce incidents where residents manage to access the safety netting. Violence Reduction Plans to develop an enhanced and co-ordinated estate strategy • working with police and other specialists to better prevent illicit substances entering IRCs • improvements to security and intelligence provision with greater trend analysis and cross-estate intelligence dissemination • on-site occupational health and safety inspections/audits

Title	Short Description	Key controls and mitigating activities 2024-25
Criminal Justice System (CJS) risk  	There is a risk that CJS reform programme fails to deliver the changes required to deliver for victims which puts pressure on policing system.	• improving case file quality and cut bureaucracy by cross-system work and harnessing technology • improving CPS-police relationships to deliver better and swifter outcomes for victims • demand Insights Project and work with CJS partners on demand and supply in the system. Agree joint CJS planning Demand Assumptions. Long-term to assist the MoJ with prison capacity projections • identifying reasons for victim attrition in pre-charge space, cohorts of victims most likely to withdraw support for further action and encourage victims to engage and seek justice. Insights used to scope options for SR Phase 2
Harmful online content and narrative   	There is a risk that the Department fails to reduce the exposure of vulnerable individuals, especially children, to online content including online communities, which expose them to harmful behaviour or motivate them to engage in it.	• Online Safety Act – The Illegal Harms Codes and associated duties are now in force. Duties place responsibility on platforms to remove illegal content. The Protection of Children Codes are expected to come into force Summer 2025 • Online Safety Act (Section 121) require platforms to implement proactive technology to identify and remove terror-related material automatically. Home Office feedback to the accuracy of standards consultation launched by Ofcom

Title	Short Description	Key controls and mitigating activities 2024-25
Data Quality (DQ)  	There is a risk of operational or insight failure due to poor data quality.	• co-ordinated risk mitigation plan to implement Data Quality Assurance audit recommendations • continued roll out of senior data governance and assurance roles and processes clarifying data ownership and accountability • systematic identification, logging and triage of costed issues and risks to help monitoring data quality • work with Data Stewards to improve clarity on shared DQ risks with deep dives on select high impact cross-cutting risks and issues

Title	Short Description	Key controls and mitigating activities 2024-25
Artificial Intelligence (AI) impact on outcomes (i)   (ii)  	There is a risk that we (i) Fail to safely and responsibly adopt AI-enabled technology (AI Adoption); and, (ii) Fail to adequately understand and respond to harm from AI adoption (AI-enabled Harms).	Note that for 2025/26 financial year, Part (i) of the risk on ‘failing to adopt AI responsibly’ has been delegated down, following good progress on policy and assurance in relation to responsible adoption of AI by the department. This does not de-risk the overall assessment which remains critical. (i) AI Adoption: • supporting an embedded and aligned approach to responsible AI adoption across Home Office teams. Shared with partners, including through engagement with key ALBs, OGDs and industry • a controlled pipeline of Generative AI trials and pilots established to support AI adoption, including Generative AI models with robust governance • implementing and embedding an enhanced and focussed R&D system to enable AI innovation, uptake and implementation in the Home Office and partners of deepfake detection capabilities (ii) AI-enabled Harms: • close working with Whitehall partners on policies and plans to identify and mitigate key risks emerging. Developing and maintaining risk and impact assessments with key partners • building strong external strategic relationships and influencing strategies to align with our objectives to mitigate key risks from existing and new models • build capability to respond to AI related harms (see above)

Title	Short Description	Key controls and mitigating activities 2024-25
Cyber Threats across the Home Office  	There is a risk that cyber threat actors, (including state actors) could access or tamper with HO data, make HO information, systems, environments and services unavailable to HO staff and/or citizens; and/or place sensitive HO data in the public domain.	Home Office continues to embed government and industry best practice including: • embedding Cyber Security Governance, Risk and Compliance (GRC) frameworks to improve risk management and decision making • roll out of the Secure by Design framework to strengthen systems design and operation • adopting the Cyber Assessment Framework for security assurance; and, • extending operational security monitoring to align with wider government Defend as One approach Personnel security is ensured through appropriate security vetting and aftercare services, education and culture programmes.

Title	Short Description	Key controls and mitigating activities 2024-25
Climate Security 	There is a risk that the Home Office approach to climate security risks is not yet built on a clear understanding of the nature, scale and proximity of climate security risks, and the impact on policy delivery.	More frequent and intense extremes in weather could cause disruption, some catastrophic, to the economy, environment and communities in the UK and overseas. All major Home Office policy areas could be impacted, possibly simultaneously, through changes to e.g. migration flows, drugs trafficking, demand on emergency services (increased domestic violence and climate related extremism), and on security services (increase in the propagation of mis/disinformation and support for terrorist groups through exploitation of vulnerable people). In our risk plan we prioritise the following actions: • leadership: appointing SCS Leads for climate security (with sustainability) in all Director-General led policy and operational areas. Leads will be responsible through the line for identifying resource, risks and mitigations and increasing internal and external engagement on climate security • data and evidence: a two-fold requirement on the DG-led central analysis team and each DG-led business area, to collate and analyse focussed climate data, and to use the data to inform planning • capability building: each Director-General area will reprioritise resource to develop a clear and wide understanding of the risks of climate change on their respective areas of responsibility, and build in-house capability to mitigate the risks to delivery through informed adaptation of policy and planning

Title	Short Description	Key controls and mitigating activities 2024-25
Affordability 	The financial settlement is insufficient to deliver departmental and government priorities in both the current year and future years.	• within the current year, ensure forecasts are taut and robust and financial controls are strong, giving confidence to HMT that reserve claim bids are required to support departmental and government priorities • working with HMT, through the Spending Review process to secure future year budgets to deliver department and government priorities
Health & Safety (H&S), and Fire 	There is a risk that our approach to H&S and fire management systems may be inadequate.	• new Accident and Incident Reporting (AIR) system – live since 1st July-24 • standardisation and digitisation of key support documentation • leadership commitment – Revised H&S, and Fire Statements of Intent in place to outline organisational commitment to its employees and ambitions to achieve a safety excellence culture • fire Drills: commitment set to ensuring regular fire drills across the core estate • H&S Comms and Engagement Plan • audit programme for H&S and Fire to validate implementation of policies and procedures and identify areas of continuous improvement • provision of DSE and Fire Marshal e-learning • better system to escalate and de-escalate risks • developing H&S Governance model suitable for non-operational areas • mapping of H&S and Fire management systems to build a new system model and permit new draft umbrella policies for H&S and Fire • updating all the People H&S and Fire policies and procedures following audit recommendations

Title	Short Description	Key controls and mitigating activities 2024-25
Insider Risk 	There is a risk that a person who has, or previously had, authorised access to knowledge of the department's work engages in activity or inactivity that leads to harm or loss to the department through its people, information or assets.	Development of the Insider Risk Programme (four pillars): i. prevent/deter: Improve pre-employment screening, enhance line manager capability and focus on education and awareness initiatives ii. identify: Establish Insider Risk Strategic Management Groups (IRSMG) and promote a culture where staff feel comfortable confiding their own vulnerabilities and concerns about colleagues iii. respond: Develop an Investigations strategy and enhance collaboration with HR iv. protect: Education and awareness initiatives and close collaboration with Cyber colleagues • Home Office Insider Risk Analysis refresh • establishment of Operational Security Advisers (OpSy) across high-risk areas
Failing to Transform 	There is a risk that we fail to deliver transformational change which will lead to a failure to implement the Organisational Strategy.	• agree a clear and signed off plan, identifying risks to delivery and the impact on key workstreams • develop futures and horizon scanning capability to drive behavioural change • implement the Organisational Strategy, including the three strategic shifts of system thinking approach, harnessing data and technology and becoming a resilient organisation

Title	Short Description	Key controls and mitigating activities 2024-25
Loss in Public Confidence  	Significant drop in public confidence in the work of the Home Office, as shown through regular public polling (2021-2025), which could be driven by negative perceptions of the department's decision-making/delivery, poor experience when interacting with the department or perceived lack of control of our policy/operational responsibilities, resulting in failure to deliver and harm.	• improve planning and exercising of key risks that may lead to a fall in confidence to improve risk management culture, following annual strategic risk refresh • ongoing revisions to communications strategy to reflect departmental objectives and Home Secretary priorities, aligning communications objectives with building public confidence in departmental delivery • develop appropriate ongoing measurement of public confidence through Comms research and polling (drawing on other sources where available) to better assess scale of this risk, develop and measure impact of mitigations



Financial Review

Budgeting System

As with other ministerial government departments, operations are predominantly funded by an Exchequer grant, voted by Parliament by means of the Departmental Group's submission of expenditure 'Estimates' which have been agreed by HM Treasury.

The Departmental Group's budget is separated into:

- resource Departmental Expenditure Limit (Resource DEL) for current expenditure such as staff pay, purchases of goods and services and depreciation. This budget is split between the programme budget which captures expenditure on front line services and the administration budget to cover all other expenditure
- capital Departmental Expenditure Limit (Capital DEL) for new investment in assets including digital assets
- resource Annually Managed Expenditure (Resource AME) for costs that may be unpredictable such as provisions
- capital Annually Managed Expenditure (Capital AME) for unpredictable costs which also give rise to an asset in the Departmental Group's financial statements

Estimates

The budget agreed at the Supplementary Estimates for the department was £22.83 billion (including depreciation), consisting of £18.55 billion Resource DEL (an increase of £2.50 billion since the Main Estimate), £1.67 billion Capital DEL (an increase of £742.6 million since the Main Estimate), £2.54 billion Resource Annually Managed Expenditure (AME) (an decrease of £176.4 million since the Main Estimate) and £60.0 million Capital AME (which was not part at the Main Estimate).

Due to the impact of these changes and the projected associated increase in cashflows, the Home Office also increased its Net Cash Requirement (NCR) by £1.62 billion at the Supplementary Estimate.

Resource DEL

Resource DEL increased by £2.50 billion compared to the 2024-25 Main Estimates. A total of £3.78 billion was provided by HM Treasury (HMT) as part of the SR25 Phase 1 Settlement for the following:

- £2,500.0 million to alleviate pressures within the asylum system
- £1,625.0 million for new policies including the creation of the Border Security Command and investment in Asylum & Returns Transformation, to tackle illegal migration and small boats crossing the Channel and reform our asylum system to restore order and end the use of expensive hotels. This funding also covered any expenditure that could not be recovered when ending the Migration and Economic Development Partnership (MEDP) with Rwanda and the wind down of the Illegal Migration Act (IMA)
- £278.1 million to support the Afghanistan Resettlement Schemes
- £96.5 million to implement the Anti-Social Behaviour Action Plan
- £79.0 million for the Economic Crime Levy which aims to tackle money laundering and help deliver the reforms set out in the 2019 Economic Crime Plan
- £47.5 million to support initiatives to enhance Police Productivity and Technology
- £31.0 million of Protective Security funding
- £24.8 million to fund the Organised Immigration Command within the National Crime Agency
- £3.0 million of funding to support the security of Places of Worship

In addition, the following significant transfers to and from the Home Office were made with other government departments:

- £907.3 million was provided to the Department of Health and Social Care (DHSC) and the Devolved Administrations for the Immigration Health Surcharge
- £53.2 million was provided to the Ministry of Justice (MoJ) for activity relating to the Illegal Migration Act (IMA) and asylum backlogs
- £42.0 million was provided to the National Crime Agency (NCA). This was a net transfer which included funding for Organised Immigration Crime along with return of funding no longer required for IFRS 16 (budget relating to leases held on properties)
- £17.0 million was provided to the Foreign, Commonwealth & Development Office (FCDO) and National Crime Agency (NCA) for Irregular Migration Returns Fund
- £13.8 million was provided to the Home Office by the Foreign, Commonwealth & Development Office (FCDO) for UK Integrated Security Fund (UKISF) and the Afghan Relocation and Assistance Policy

HM Treasury also approved the following Resource DEL changes:

- surrender of £194.4 million relating to savings within the asylum support system as part of the SR25 Phase 1 agreement
- budget exchange of £57.0 million relating to underspends within the Afghanistan Resettlement Schemes in 2024-25. Home Office will receive an additional £57.0 million in 2025-26 for these schemes
- resource DEL to Capital DEL switches totalling £819.1 million explained in the Capital DEL section

A number of smaller value transfers were also made between the Home Office and other government departments in the Supplementary Estimates.

Capital DEL

Capital DEL increased by £742.6 million compared to the 2024-25 Main Estimates. The net increases primarily relate to:

- resource DEL to Capital DEL switches of £819.1 million for Major Law Enforcement, Economic Crime Levy, Illegal Migration Act (IMA) and Tackling Illegal Migration (TIM) along with other transformation programmes
- a budget exchange of £99.0 million was also agreed with HM Treasury relating to underspends and efficiencies within transformation programmes in 2024-25. Home Office will receive £99.0 million additional CDEL funding in the 2025-26 budget allocation

In addition, the following significant transfers to and from the Home Office were made with other government departments:

- £17.4 million was provided to the Ministry of Justice (MOJ) to support costs relating to policies for Controlling and Coercive Behaviours
- £16.8 million was provided to the Home Office by the Department for Science, Innovation & Technology (DSIT) as part of the Shared Rural Network (SRN)
- £10.0 million was provided to the Home Office by HM Revenue and Customs (HMRC) to fund costs relating to the Tobacco Strategy “Stubbing Out the Problem” for Data Analytics

A number of smaller value transfers were also made between the Home Office and other government departments in the Supplementary Estimates.

Resource AME

Resource AME reduced by £176.4 million compared to the 2024-25 Main Estimates mainly due to:

- the surrender of an underspend in the AME cash of £276.8 million driven by a lower than projected number of retirees in the Police Forces and Fire Services pension schemes
- non-Cash AME of £100.4 million agreed by HM Treasury to cover a provision for possible payments to Local Authorities relating to unaccompanied asylum-seeking children and Afghanistan Resettlement



Capital AME

The Supplementary Estimates included a new capital AME provision of £60.0 million. This is an accounting adjustment created for possible costs associated with leasehold dilapidations where works are required at the end of a lease term to return a leasehold property to the state it was at the start of the term.

Budget and Outturn

The budgets for the department agreed at the Supplementary Estimates are shown in the table below. Outturn against each of these budgets is also shown and the variance to budget against each total.

Budget	Budget £ billion	Outturn £ billion	Variance £ billion
Admin	0.44	0.41	0.03
Programme	18.11	17.74	0.37
Total Resource DEL	18.55	18.15	0.4
Total Capital DEL	1.67	1.58	0.1
Total DEL Voted	20.23	19.73	0.5
Resource AME in-year	2.54	2.42	0.12
non-budget prior period adjustment	0	-0.28	0.28
Total Resource AME	2.54	2.14	0.4
Total Capital AME	0.06	0.02	0.04
Total AME	2.6	2.16	0.44
Total MANAGED EXPENDITURE	22.83	21.88	0.94

All of the main categories were successfully managed within their control totals:

- resource DEL (including non-cash depreciation) by £0.40 billion
- capital DEL by £0.10 billion
- resource AME by £0.40 billion, and
- capital AME by £0.04 billion

Resource DEL

The Home Office Resource DEL net expenditure was £18.15 billion against a budget of £18.55 billion, resulting in an underspend of £0.40 billion. The table below shows the Resource DEL outturn against budget by Business Group.

Business Group	Budget £ Billions	Actual £ Billions	Variance £ Billions
Public Safety Group	12.25	12.25	(0.00)
Homeland Security Group	1.38	1.38	0.00
Migration and Borders Group	0.36	0.36	0.00
Border Security Command	0.04	0.04	0.00
Strategic Operations for Illegal Migration	0.02	0.02	0.00
Customer Services (Visas & Passports)	(4.32)	(4.32)	(0.00)
Asylum Support, Resettlement and Accommodation	4.57	4.51	0.06
Border Force	1.38	1.38	0.00
Immigration Enforcement	0.82	0.82	(0.00)
Corporate and Delivery	1.22	0.89	0.33
Digital, Data and Technology	0.56	0.56	0.00
Science, Technology, Analysis and Research	0.04	0.04	0.00
Strategy	0.08	0.08	(0.00)
Legal Advisors	0.01	0.01	0.00
Communications	0.01	0.01	(0.00)
Arm's Length Bodies (Net)	0.13	0.12	0.00
Total Resource DEL	18.55	18.15	0.4

The main reasons for the underspend are:

- c.£0.33 billion of the underspend relates to lower than expected depreciation costs for the year
- savings in relation to asylum support achieved by focusing on supported cases, reducing application backlogs and increasing the volume of dispersal accommodation reducing the level of hotel accommodation. This is explained further in the section on asylum below
- activity under the Afghanistan Resettlement programme continued in 2024-25 with schemes to secure the evacuation, repatriation and care of Afghan citizens coming to the UK. However, the flow of arrivals was lower than initial assumptions resulting in underspends. Costs for Afghan resettlement were £205.5 million in 2024-25 (a decrease from £441.1 million in 2023-24)

Asylum

In accordance with the Immigration and Asylum Act 1999, the Home Office has a statutory obligation to provide destitute asylum seekers with accommodation and subsistence whilst their application for asylum is being considered.

Asylum support spend was £4.0 billion compared to £4.7 billion in 2023-24. Of this, £2.1 billion was spent on hotels in 2024-25, at an average of £5.77 million per day, compared to £3.0 billion spent on hotels in 2023-24 at an average of £8.3 million per day.

To meet the demand for asylum support, the Home Office has continued to use hotels as contingency accommodation, however the use of hotels has declined causing an overall decrease in asylum support spending. The total number of contracted hotels reduced by 71 across 2024-25.

Capital DEL

The Home Office Capital DEL net expenditure was £1.58 billion against a budget of £1.67 billion, resulting in an underspend of £0.10 billion. The table below shows the Capital DEL outturn against budget by Business Group.

Business Group	Budget £ Billions	Actual £ Billions	Variance £ Billions
Public Safety Group	0.35	0.35	0.00
Homeland Security Group	0.21	0.21	0.00
Migration and Borders Group	0.21	0.21	0.00
Border Security Command	0.02	0.02	0.00
Strategic Operations for Illegal Migration	0.00	0.00	0.00
Customer Services (Visas & Passports)	0.12	0.12	0.00
Asylum Support, Resettlement and Accommodation	0.02	0.02	0.00
Border Force	0.17	0.17	0.00
Immigration Enforcement	0.16	0.13	0.03
Corporate and Delivery	0.27	0.21	0.06
Digital, Data and Technology	0.08	0.08	0.00
Science, Technology, Analysis and Research	0.06	0.06	0.00
Strategy	0.00	0.00	(0.00)
Legal Advisors	0.00	0.00	0.00
Communications	0.00	0.00	0.00
Arm's Length Bodies (Net)	0.01	0.01	0.01
Total Capital DEL	1.67	1.58	0.10

The main reasons for the overall underspend are:

- lower levels of activity and savings on several programmes within the Department resulted in a net impact of c£50.0m underspends being recognised across business areas within the Department. Some of these were due to a combination of, capital expansion expected in programmes related to improvements at the border and expansion programmes to support the ability to deal with the impact of Illegal Migration, not progressing at the pace which had been projected
- expenditure in relation to the IFRS16 standard for lease accounting across the Home Office property estate has been c.£47.0 million lower than expected

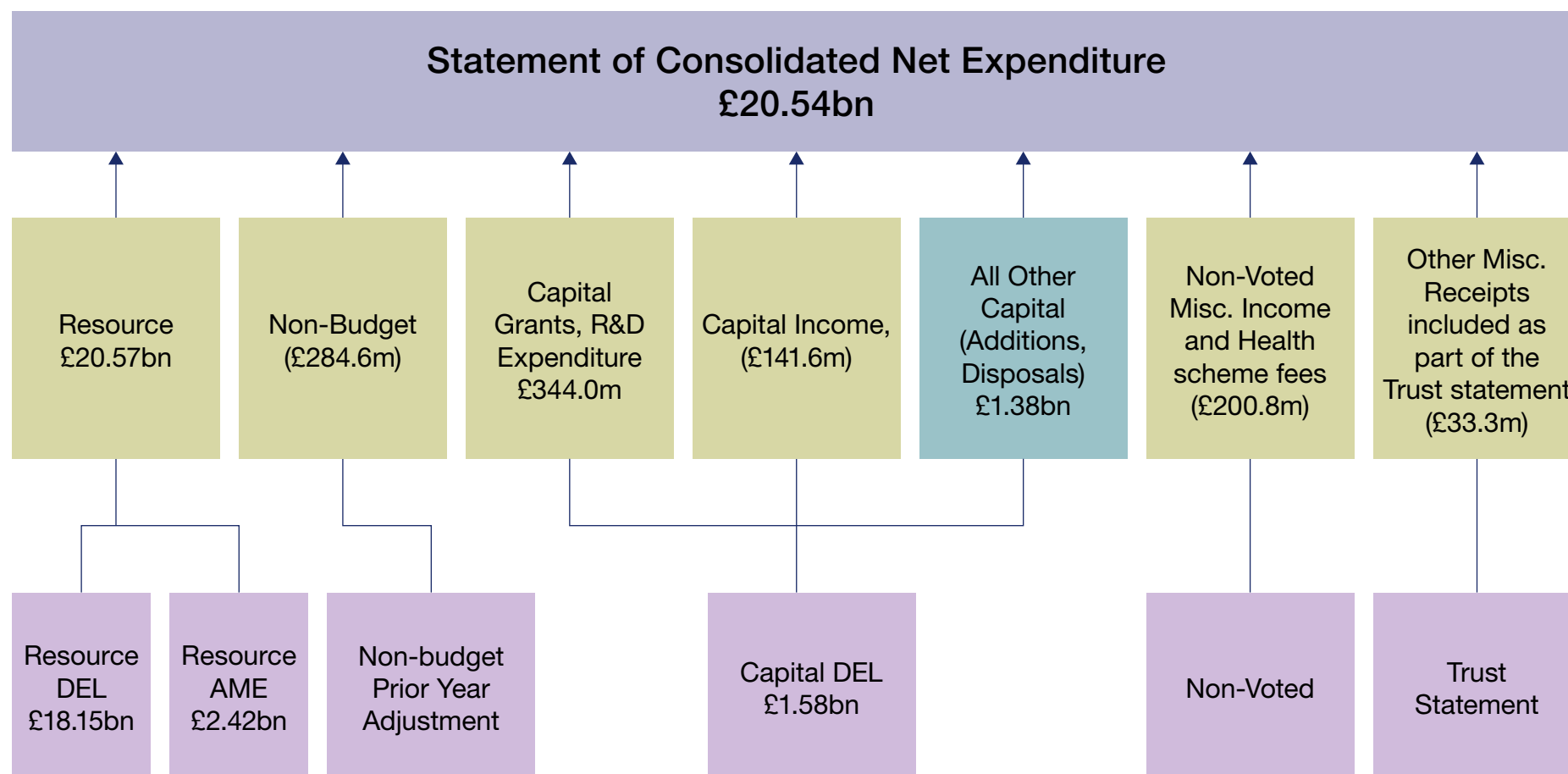
AME Expenditure

The department's Resource AME expenditure was £2.42 billion against a budget of £2.54 billion. The largest element of the budget, payments towards pensions costs incurred by the Police and Fire and Rescue Authorities, was £2.40 billion. The Resource AME figure includes a prior period adjustment of £284.6 million is related to an overstatement of accrued expenditure for police and fire pensions top-up grants in financial year 2023-24. A budget of £60.0 million for Capital AME was provided to the department in relation to provisions for leasehold dilapidations. £21.0 million of expenditure was recorded against this provision following a review of the potential costs of large buildings dilapidations – the expected impact was downgraded and a lower provision was made for this future cost.

In addition there is a non-budget line of £284.6 million related to an overstatement of accrued expenditure for police and fire pensions top up grants in financial year 2023-24.

Reconciliation of the Estimates to the Statement of Net Expenditure

The Estimates and Statement of Outturn against Parliamentary Supply (SOPS) are compiled using the budgeting framework. The financial statements are prepared using International Financial Reporting Standards (IFRS). The diagram below outlines how we translate the Estimates to the Statement of Comprehensive Net Expenditure (SoCNE) in the schedules. All green areas feed into the SoCNE.



The SOCNE is represented by all of Resource Expenditure (RDEL and RAME), specific elements of CDEL (Capital Grants, Capital Income and R&D Expenditure) and minor elements of non-voted expenditure and other Misc receipts which are captured under the Trust Statement.

The department has reported net expenditure of £20.54 billion within the SoCNE. This expenditure is mainly within Resource (DEL and AME), although there are some elements of Capital DEL, non-voted income and receipts reported in the Trust Statement, which also form part of the SoCNE total.

All elements of Resource (both DEL and AME feed into the SOCNE). These represent the Resource Outturn Figure which can be seen in SOPS tables 1.1 and 2. These include a prior period non-budget adjustment of £284.6m, in relation to police and fire pensions.

Capital grants (£233.0 million) and research and development expenditure (£111.0 million), are treated as expenditure under IFRS. Capital income (£141.6 million) although reflected as CDEL in the department's Estimate, is treated as income under IFRS. All three elements are included in the SoCNE and are shown in SOPS table 2 as adjustments to the Resource Outturn figure.

Miscellaneous income and Health Scheme fees are non-voted (and so not part of Home Office Estimate) but are treated as income under IFRS and so represent £200.8 million in the SoCNE. These are shown under income payable to the Consolidated Fund in SOPS table 2.

Miscellaneous receipts of £33.3 million reported as other operating income – payable to consolidated fund are included in the SoCNE as they are treated as income under IFRS. This figure is shown as income payable to the Consolidated Fund in SOPS table 2. All other CFER income is reported within the Trust Statement and is excluded from the SoCNE as they are collected by Home Office in its capacity as agent rather than the principal and are therefore not part of the Home Office Estimate.

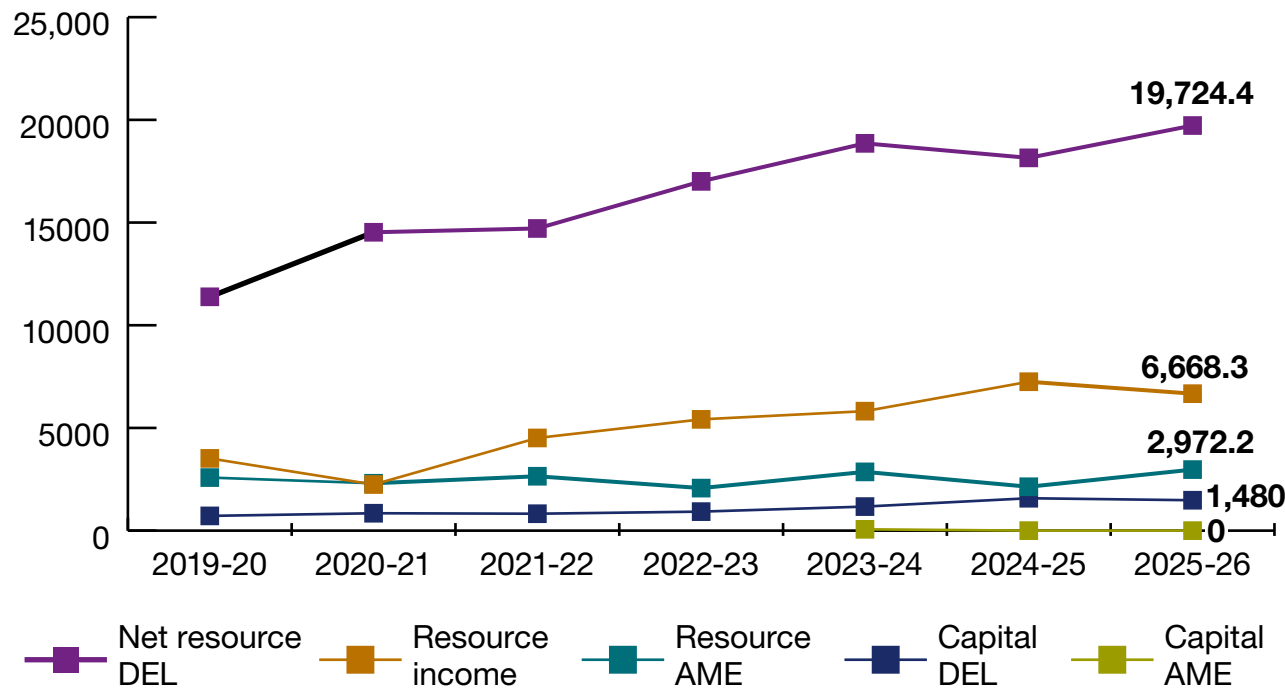


Net Expenditure Trend Analysis

The charts below show net expenditure in Resource, Capital, and AME over the past six years and estimate for 2025-26. The figures in 2025-26 relate to the department's SR25 settlement.

The figures for all previous years are the outturn figures reflected in the respective Home Office Annual Reports and Accounts. All Resource figures include depreciation.

Net Spending Trends, £m



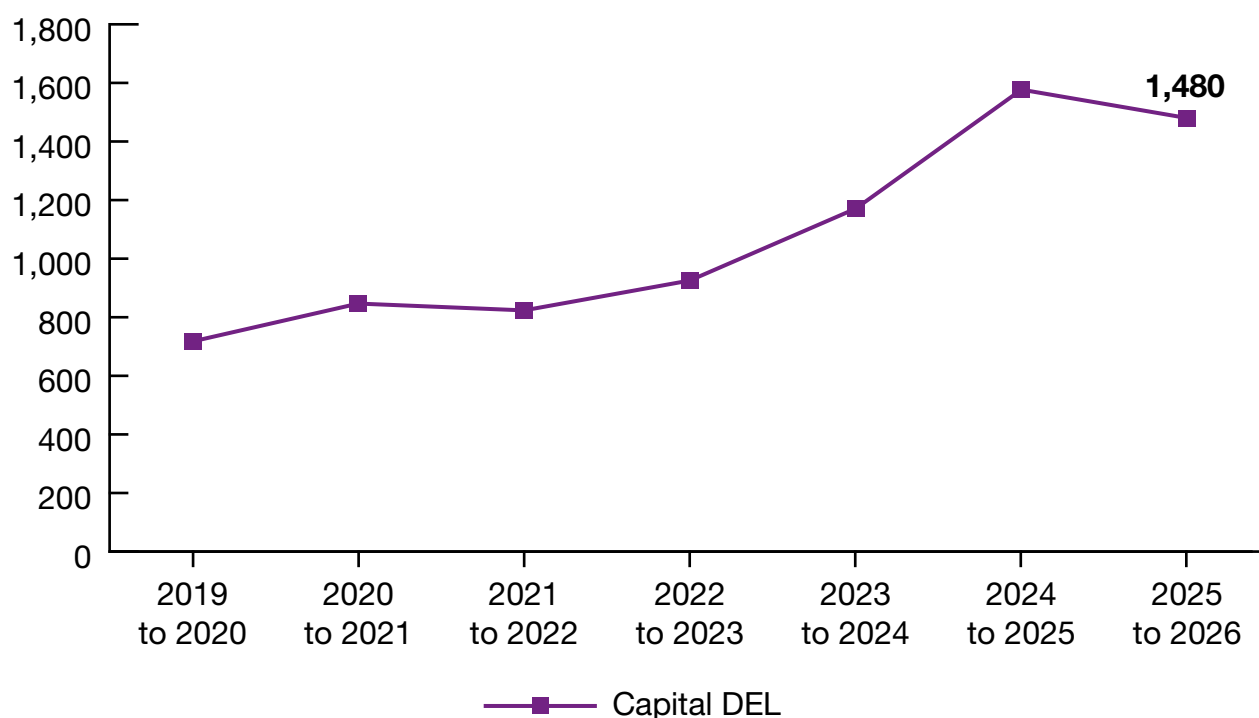
The increase in Resource DEL between 2019-20 and 2023-24 was mainly due to the rising cost of asylum support, measures on asylum, and the implementation of the department's plans on illegal migration and enforce the Illegal Migration Act. Over this period funding was also required to cover the cost of Afghan Resettlement schemes, preparations for exiting the EU and the recruitment of additional police officers.

Outturn in 2024-25 fell from 2023-24 driven primarily by savings in asylum support costs.

The increase in Resource DEL budget from the 2024-25 outturn primarily relates to the uplift in funding to be provided to as part of the Police Settlement for 2025-26 (including for Neighbourhood Policing) and additional funding for National Security and Counter Terrorism. The SR Settlement also includes budget for the Immigration Health Surcharge which is transferred to the Department for Health and Social Care (DHSC) during the year.

Capital DEL Net Expenditure

Trend Analysis – Capital DEL Net Expenditure £m



Since 2019-20, capital expenditure has generally increased due to continued investment particularly to support new and improved border controls. Over this period, the department has also incurred costs related to exiting the EU with expenditure on the transition and upgrade of required systems.

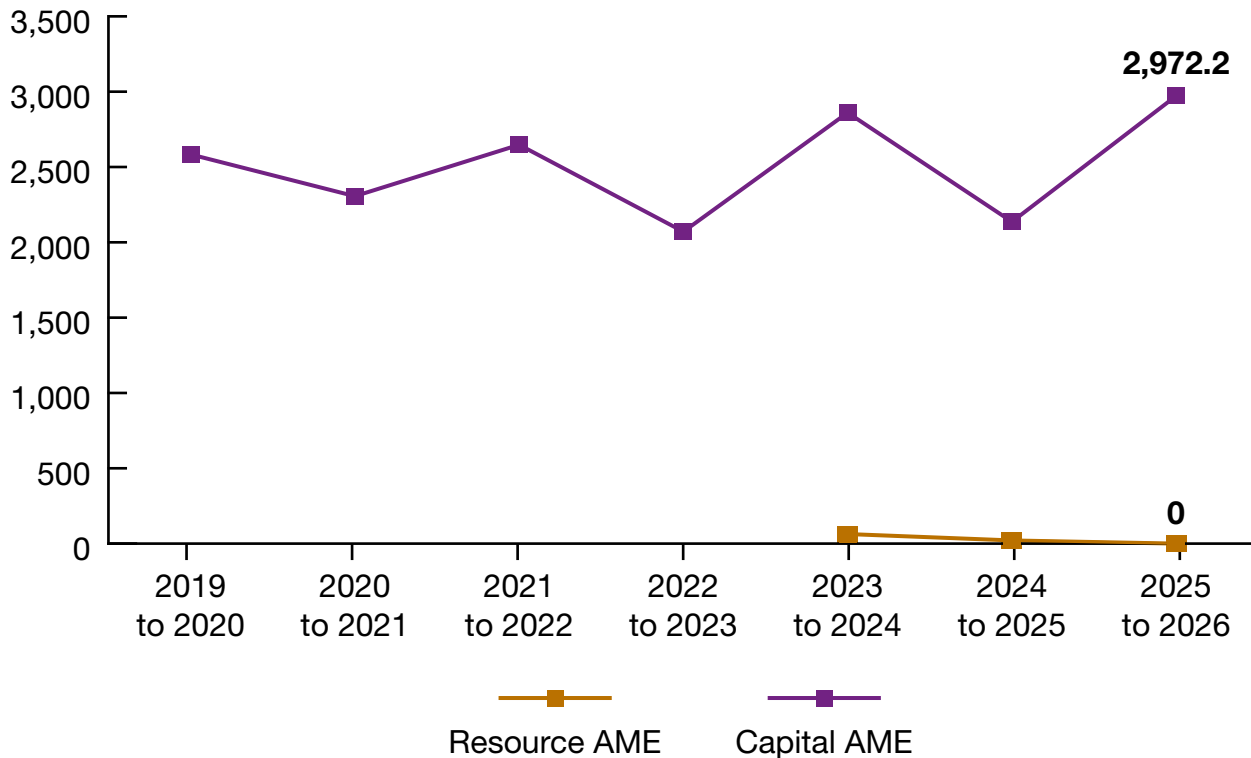
Since 2022-23, the department has also seen an increase in its capital expenditure due to changes in the accounting treatment of leases under International Financial Reporting Standard (IFRS) 16.

Between 2023-24 and 2024-25 capital expenditure rose due to capital programmes within Border Force, immigration removal centres, Major Law Enforcement programmes and the department taking on new leases to consolidate HO Estates.

There is expected to be a slight fall in capital expenditure in 2025-26 when compared to the 2024-25 outturn due to the completion of local transformation projects and reduced forecasts for International Financial Reporting Standards (IFRS) 16.

AME and Capital AME

Trend Analysis – AME and Capital AME Expenditure, £m



The department's **Resource AME** budget primarily comprises top-up funding for Police and Fire and Rescue Authorities pensions (£2.97 billion in 2023-24). The movement in accounting provisions also forms part of this budget. Over the past 5 years Resource AME spend has remained between £2.00-3.00 billion which reflects the changes in annual pensions requirements as well as movements in provisions. The decrease in Resource AME in 2024-25 is the result of the expected increase in Police and Fire Pensions costs not materialising with fewer retirees than had been projected.

Capital AME occurred for the first time in 2023-24 after a provision was created for the possible costs associated with leasehold dilapidations (where works are required at the end of the lease term to return a leasehold property to the state it was at the commencement of the term). Spend was c£63.5 million in 2023-24 and had been estimated at £60 million for 2024-25 however only c£21.0 million was required. There is no budget for capital AME for 2025-26.

Statement of Financial Position

The Home Office group has a net liability of £0.01bn at 31 March 2025, a decrease of £1.23bn when compared to £1.24bn liability at 31 March 2024. The main changes in the Statement of Financial Position were:

- £0.30 billion increase in current liabilities, which was mainly due to a £0.28 billion prior period adjustment to payables (see note 20 in Financial Statements)
- £0.10 billion increase in non-current liabilities, which was mainly due to new leases being taken on in 2024-25
- £1.03 billion increase in non-current assets, which was mainly due to increases in plant property and equipment from an expansion in the Home Office estates space and from the continued investment in Immigration removal spaces. The Home Office estate increased in 2024-25 as did the value of assets under construction due to the continued expansion of major programmes to tackle asylum accommodation challenges. There were also increases in the volume of IT equipment as part of the re-fresh of the departments end of life technology
- £0.59 billion increase in current assets, which was mainly due to an increase in the balance of cash and cash equivalents held in the department's bank, driven by the department drawing down more cash from the Consolidated Fund than it used; this cash balance will count towards the department's net cash requirement in 2025-26



Sustainability reporting

Environmental sustainability

This section covers the impact of the Home Office on the environment. In 2024-25 the Home Office continued to subscribe to the Greening Government Commitments (GGC) for reducing carbon, water, and paper use, reducing travel, managing waste, sustainable procurement, developing and delivering Nature Recovery Plans, adapting to climate change, and reducing the impact of information and communications technology.

Scope and data

This report has been prepared in accordance with the GGC reporting framework and guidelines laid down by HM Treasury in 'Sustainability Reporting Guidance' published at: **2024-25 Sustainability Reporting Guidance (publishing.service.gov.uk)**. The Home Office has reported on climate-related financial disclosures consistent with HM Treasury's TCFD (Task Force on Climate-related Financial Disclosure) - aligned disclosure application guidance, which interprets and adapts the framework for the UK public sector. The Home Office has complied with the TCFD recommendations and recommendations disclosures in line with the implementation timetable.

The Departmental data below summarises our position for the calendar year 2024, against a baseline of the financial year 2017-18, unless otherwise stated.

The Ministry of Justice (MoJ) is responsible for reporting and managing environmental sustainability across the Home Office estate. Data was gathered and verified by an external organisation and quality assured by Det Norske Veritas on behalf of the Department for Environment, Food and Rural Affairs (DEFRA).

Overall Greening Government Commitments (GGC) performance

The figures below are based upon re-baselined data approved by DEFRA.

Requirement by March 2025 (against 17/18 baseline as per GGC reporting requirement)	Interim 2024-25 target (same as GGC Target in the penultimate year)	2024-25 performance	Explanation where target not achieved
Reduce greenhouse gas (GHG) emissions by 44%	-44%	-51%	
Reduce direct greenhouse gas emissions by 25%	-25%	-41%	
Meet Government Fleet commitment for 25% of car fleet to be ultra-low emission vehicles (ULEV) by 31 December 2022, and for 100% of the government car and van fleet to be fully zero emissions at the tailpipe by 31 December 2027	n/a	49% ULEV 9%	Securing funding for both electric vehicles in our operational fleet and charging infrastructure for them has been challenging, as has securing landlord approvals to install charging points
Reduce the emissions from domestic business flights by at least 30% (report distance travelled; km)	-30%	-36%	
Reduce overall waste by 15%	-15%	-35%	
Reduce paper use by 50%	-50%	-76%	

Requirement by March 2025 (against 17/18 baseline as per GGC reporting requirement)	Interim 2024-25 target (same as GGC Target in the penultimate year)	2024-25 performance	Explanation where target not achieved
Remove consumer single use plastic (CSUP) from the central government office estate	n/a	Data not currently reported	
Recycle more than 70% of waste	n/a	61%	Performance has been impacted by an increase in waste generated by the disposal of equipment used in irregular immigration across the English Channel. We have partnered with industry and HM Prison Service to identify and develop a cost-effective method to reuse and recycle this waste. This was introduced in early 2025
Send less than 5% of waste to landfill	n/a	2%	
Reduce water consumption by at least 8%	-8%	0%	The increase in water consumption is a result of new buildings being added to the Home Office estate that were not included in baseline. It does not mean average water consumption has increased in reality
Develop and deliver a Nature Recovery Plan	n/a		In April 2025, we commissioned Biodiversity Net Gain baselines for key land assets on our estate. This will enable the development of a Nature Recovery Plan in 2025



Mitigating climate change: working towards Net Zero by 2050

The Home Office has continued to build on the progress made in 2022-23, when we developed our first green strategy, and 2023-24, when we developed our estates sustainability strategy and a new Digital, Data and Technology (DDaT) sustainability strategy and appointed our first board level sustainability champion to champion sustainability and climate change consideration in the department. Highlights in 2024-25 include full delivery of the Social Value 2025 Plan, a major piece of analysis to improve our understanding of climate change risks, and creation of a new sustainability advocates network. To support the board champion, we also nominated a designated senior civil servant under every director general to champion and drive forward this agenda in their area. As with the champion, these leads performed this work on top of their day jobs.

Greenhouse gas emissions

This section covers greenhouse gas emissions including Scope 1 (direct emissions), Scope 2 (indirect energy emissions) and Scope 3 (emissions from official business travel).

The Home Office has reduced greenhouse gas emissions by 51% against its 44% reduction target. This has been achieved through a combination of energy efficiency, decarbonisation interventions and estate rationalisation.

In 2024-25, we focused on embedding sustainability and net zero outcomes in Home Office property projects, introducing a new Building Research Establishment Environmental Assessment Method (BREEAM) policy, which mandated recognised sustainability standards for all major new-build and refurbishment projects. In addition, we trialled the SKA rating standard for lower-value refurbishment projects, with a view to introducing a formal policy in 2025 to drive more sustainable outcomes in lower-value property projects.

We delivered a range of energy efficiency and decarbonisation projects including full LED lighting upgrades across 12 locations, preventing 99 tonnes of CO₂ emissions and saving £100,000 every year. We also commissioned low- or zero-carbon and heat decarbonisation plans at 15 locations. The recommendations from these surveys will inform project pipelines and support our ambition to achieve compliance with Minimum Energy Efficiency Standards across our buildings.

Greenhouse Gas Emissions (GHG)		2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 Restated FY	2024-25) (2024 CY)
Non-Financial Indicators (tonnes CO2e)	Scope 1 (Direct) GHG emissions ¹	18,072	12,149	12,572	11,025	12,045	7,885	8,008	11,570
	Scope 2 (Energy indirect) GHG emissions	26,101	18,249	16,335	13,644	12,896	9,628	11,055	10,592
	Scope 3 (Electricity T&D, Transport) GHG emissions	7,478	9,243	8,254	3,578	8,353	11,518	5,191	14,003
	Total GHG Emissions – Scope 1, 2 & 3	51,651	39,641	37,161	28,247	33,294	29,031	24,254	36,165

1 Some buildings in the Home Office estate are currently unable to report on their sustainability data. Work continues to improve our data coverage.

Greenhouse Gas Emissions (GHG)		2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 Restated FY	2024-25) (2024 CY)
Related Energy Consumption (MWh)	Electricity: Non-Renewable	24,223	21,496	21,105	19,030	60,723	49,733	53,582	29,569
	Electricity: Renewable	50,028 (a)	42,971 (a)	42,805 (a)	39,498 (a)	57(b)	55 (b)	897(c)	19,905 (c)
	Gas	58,276	43,747	45,934	44,642	38,839	33,089	34,556	34,796
	Gas Oil (inc. diesel)	985	966	1,869	986	607	400	242	83
	LPG	3,574	1,794	1,034	285	743	802	499	456
	Fuel Oil						3	140	160
	Burning oil	4,849	3,160	3,110	2,512	645	3,397	2,844	2,377
	Total Energy Consumption	141,935	114,134	115,857	106,953	101,614	87,479	92,759	87,346

Greenhouse Gas Emissions (GHG)		2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 Restated FY	2024-25) (2024 CY)
Financial Indicators (£'000)	Total expenditure on energy (£'000)		10,780	8,598	6,769	9,747	13,171	21,198	24,254
	Expenditure on official business travel (incl. domestic air travel)		49,405	40,435	17,416	16,651	35,735	34,622	40,886
	Total expenditure on energy and business travel		60,185	49,033	24,185	26,398	48,906	55,820	65,140

This is a green tariff; no self-generated electricity recorded.

This is self-generated.

This includes green tariff and self-generated.

Following a reduction in 2020-21 in business and operational flights – contributing to Scope 3 (Official business travel) emissions – in large part because of the pandemic, the distance travelled in domestic flights increased this year, but the department is still on course to meet its target in relation to domestic flight emissions. Since 2022, Home Office travel policy has reflected Greening Government guidance requiring lower carbon options to be considered as an alternative to flying. We do not currently compensate for flights emissions specifically, but we require tree planting around sites under new contracts as part of our commitment to social value. (See ‘Sustainable procurement’ below.)

Domestic Flights	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 Restated	2024-25 CY
Number of flights	n/a	14,495	13,236	1,303	3,089	4,623	5,610	4,767
Distance (km)	5,214,931	6,430,118	5,956,134	696,683	2,020,283	3,672,276	2,492,014	3,043,783
Non-Financial Indicators (tonnes CO2e)	737				263	477	384	473

Although there is no target associated with international business travel, following a large decrease last year, travel has decreased again by distance. There is currently no breakdown of data by category and class of travel available.

International Business Travel		2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25 CY
Distance (km)	Flights	34,530,995	33,128,683	30,237,489	4,087,750	11,082,617	23,111,203	10,930,938	10,669,887
	Rail	847,062	855,170	296,630	11,649	103,593	541,611	334,882	221,481
Non-Financial Indicators (tonnes CO2e)	Flights	4,202	3,917	3,040	424	1,054	3,139	1,276	1,872
	Rail	10	10	2	0.1	0.4	2.4	0.6	1.4
	Total	4,212	3,927	3,042	424	1,054	3,141	1,277	1,873

Car fleet

130 out of 1,466 vehicles in our operational fleet are fully electric (fully zero emission at the tailpipe), which equates to 9% of the fleet. (This figure does not include ultra-low emissions vehicles.) We are continuing to increase the number of electric vehicles in our fleet to meet the target of 100% by 31 December 2027, and a multi-year programme to install charging points to support the fleet's transition is underway. Funding for both the fleet and charging infrastructure presents a challenge, as does securing landlord approvals to install electric vehicle charging points. More progress is expected in the coming year.

Waste minimisation and management

Since 2022-23, irregular immigration across the English Channel has generated increasing volumes of waste, particularly portable floatation devices (PFDs). Early batches of PFDs were sent for incineration. Noting this was not a sustainable long-term option, we partnered with industry and HM Prison Service to identify and develop a cost-effective method of dismantling PFD component parts for reuse and recycling. This process went live in early 2025 using a prison workforce and is forecast to prevent 140 tonnes of CO2 emissions by avoiding incineration.

Separately, the introduction of the Simpler Recycling Reforms (England) in April 2025 allowed us to standardise waste facilities across our buildings. The roll-out is well underway and early indications show recycling rates improving by up to 20%.

Waste		2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 Restated	2024-25 CY	
Non-Financial Indicators (tonnes)	Total waste		6,105	4,820	4,981	2,713	3,563	3,260	3,632	3,909
	Non-hazardous waste	Landfill	79	177	204	62	36	293	113	73
		Reused/ Recycled	5,357	4,276	4,361	2,330	2,300	1,959	2,005	2,373
		Composted/ anaerobic digestion	148	71	119	85	156	88	196	189
	Incinerated with energy from waste		521	296	296	235	1,071	918	1,187	1,449
	Incinerated without energy recovery		0	0	1	1	0	2	6	12
Total expenditure on waste (£'000)				198	519	640	2,968	2,625	2,108	

In line with the ban on supply of single-use plastics in England from October 2023, we have taken steps to ensure removal from our supply chain. We are confident that they have been removed from our estate and facilities management supply lines as well as our commercial supply lines.

The figure for total waste excludes ICT waste. We have previously been unable to report data on ICT waste separately but have started to record this and plan to report on it from next year.

Paper use

We have reduced paper consumption again this year, already meeting the 2025 target. This has been achieved through a continuing programme of IT improvements and digitisation in addition to hybrid working.

Paper Purchased	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 Restated	2024-25 CY
Paper Reams Procured (A4 equivalents)	251,632	186,267	150,657	53,876	79,577	79,750	64,899	58,095

Finite resource consumption

Our water baseline and performance against the water target was restated in 2023-24 to improve data accuracy and incorporate buildings that were not previously included. This resulted in an increase in overall water consumption, but average consumption per building has remained consistent. We continue to focus on reducing our water use, working with our water supplier, and using smart meter data to identify excessive water use, leaks and opportunities to improve efficiency. Water surveys at 25 properties have identified further opportunities for efficiency improvements which will be implemented over future years. The introduction of the Home Office BREEAM policy also allowed us to apply mandatory water efficiency credits to all new build or property refurbishments, ensuring all projects follow best practice in water use. We are currently developing our position on indirect water use.

Water Consumption			2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 Restated	2024-25 CY
Non-Financial Indicators (m3)	Water consumption	Office estate	73,045	136,502	134,177	128,745	153,779	71,578	116,462	128,477
		Whole estate	399,144	176,047	176,763	145,801	245,713	297,342	348,766	388,406
Financial Indicators (£'000)	Water supply and sewage costs			1,073	454	605	417	141	291	467



Sustainable construction

The Home Office BREEAM policy was approved in November 2024. This applies to all Home Office new build and refurbishment projects costing over £500,000 and will drive sustainability best practice outcomes in all property projects. We have also trialled the SKA rating sustainable refurbishment scheme as a standard for lower cost projects and will look to introduce a formal policy in 2025.

Nature recovery and biodiversity action planning

Although the Home Office does not own significant natural capital, such as significant land holdings, in early 2025, we commissioned biodiversity baselines for all key land holdings across the Home Office estate. These will form the basis of a Nature Recovery Plan to be developed in 2025.

Reducing environmental impacts from ICT and digital

We continue to implement the Digital, Data and Technology (DDaT) Sustainability Strategy that was developed in 2023-24. The strategy supports the government's overarching commitment to net zero, including adoption of the Greening Government: ICT & Digital Services Strategy and associated targets. We are working with suppliers in our supply chain to reduce the impact of our digital services on the environment and with other government departments to share best practice and lessons learned and encourage hosting suppliers to provide more accurate and timely reporting of carbon emissions, energy consumption and water usage.

We place a great deal of emphasis on sustainability when we procure staff devices, for example official laptops. Newer devices are supported and can be used for six to seven years, rather than the historical five years. At end of their supported life, these devices are then sold on for a second life, or where necessary parts are recycled. This includes full traceability with vendors conforming to standards for waste electrical and electronic equipment (WEEE). We also continue to work with our partners to reduce CO2 emissions by optimising logistical processes, for example through adoption of smart lockers.

Sustainable procurement

This year, we delivered the Social Value 2025 Plan, a plan to embed social value, including sustainability, into our procurement practices and comply with the Greening Government Commitments and Government Buying Standards. This included improving awareness of social value requirements through targeted events to our key suppliers and SME business partners and improving social value capability of commercial staff through mandatory learning for those with commercial roles. We have also mandated data capture for all procurement activities above the relevant procurement threshold through an e-sourcing tool. This will inform our future strategy, as part of our commercial transformation programme, which will also focus on the sustainability of our major spend areas such as digital technology and migration and borders. Next year, we will produce our Social Value 2030 Plan, which will align to the new National Procurement Policy Statement and the government's Missions.

Examples of effective delivery of social value in our contracts may be found at Home Office social value and SME case studies. Procurement of food and catering services is also fully in line with Government Buying Standards.

Climate change adaptation

Climate change represents a serious threat to Home Office operations and policy interests. In 2023, the Home Office partnered with an international think tank to improve our understanding of the security risks the UK faces as a result of climate change, focusing on the policy areas led by the Home Office. The recommendations from that work formed further initiatives. In particular, we conducted more detailed analysis to improve our understanding of climate change risks, including under different scenarios, and we have started the process of embedding these risks in our departmental risk processes to improve climate security action.

In 2024, the Home Office commissioned Climate Change Risk Assessments for its own property assets, identifying the key risks to its estate and operations.

Policy objectives

The Home Office led on one government policy objective related to climate change in 2024-25. In the third National Adaptation Programme (published July 2023), the Home Office committed to scoping a wildfire strategy and action plan.

In 2024-25, it was announced that all fire-related Ministerial responsibilities, including this policy objective, would move from the Home Office to the Ministry of Housing, Communities & Local Government (MHCLG) from 1 April 2025 to bring all fire safety functions under one department.

Governance

In 2024-25, oversight of climate-related risks and opportunities sat with two senior Home Office boards, our Executive Committee (ExCo) and Audit and Risk Assurance Committee (ARAC), which discuss these issues at least annually. These two boards were supported by a number of fora, including a Home Office Greening Government Commitments (GGC) forum that met quarterly to discuss progress against the targets in this section of this report, and the Climate Change Group forum for policy professionals referred to above.

In 2024-25, we increased the number of senior managers with a formal role in assessing and managing climate related risks and opportunities. The Home Office International Strategy, Engagement and Devolution (ISED) Director acted as Senior Responsible Office for climate security policy in the Home Office, providing a single point of contact for cross-Whitehall and international engagement on the issue. The Director of Security, Estates and Information oversaw performance against our Greening Government commitments. The Strategy Director additionally acted as the ExCo champion. These senior managers or their teams reported to ExCo and ARAC and other committees as above. In addition to these senior managers, there is now a designated senior manager under every director general to help champion and drive forward all aspects of sustainability, including climate change adaptation, as relevant to their areas, and ensure that wider management is informed about climate-related issues through both governance and other reporting processes. Climate-related issues also featured in senior officials' performance objectives.

We have also continued to embed environmental principles in Home Office policymaking to ensure policy decisions are based on sound evidence. As such, all senior managers have a duty to ensure that relevant advice to ministers complies with the government's environmental principles policy statement, with tools and guidance provided to policy makers. These principles are also embedded in project management, in business case templates, to ensure that environmental considerations are part of standard project and programme processes and reviews. As of 2024-25, climate change is now also identified as a risk in the Home Office strategic risk register. It also continues to form part of longer-term futures work – also known as horizon scanning – to ensure that climate-related issues inform strategy and plans. This work draws on the analysis referred to above, including for scenarios relating to global temperature warming of 2 and 4 degrees Celsius over different timeframes.

Wider staff learning and participation

This year, we hosted our third Home Office sustainability week. This consisted of daily presentations on themes and interviews with partners to encourage staff in all roles to develop their green skills. We also created a sustainability advocates network, consisting of staff from across the Home Office, to share ideas and think innovatively about sustainability. It meets once a month and provided useful feedback on new and improved bins and signage, which are now being rolled out across Home Office buildings.

Metrics and targets

The Home Office has disclosed its Scope 1, 2 and 3 greenhouse gas emissions and related risks. We have not identified additional metrics or targets, over and above those associated with our Greening Government Commitments, relevant to this subject but keep this under review.

UN Sustainable Development Goals (SDGs)

The aim of the UN's SDGs THE 17 GOALS | Sustainable Development is to end poverty and inequality and promote peace and prosperity globally.

Along with departments across government, the Home Office plays a key role in the delivery of, and supporting delivery of, a number of these goals, predominantly SDGs 3, 5, 8, 10 and 16, which include crime, national security and migration. They cover Home Office priorities such as creating safer streets, reducing gender-based violence, knife crime, online exploitation of children and the vulnerable, modern slavery, disrupting the activities of those who profit from serious and organised crime and supporting victims.

- the Performance section earlier in this report sets out the detail about what we've done to address these issues. Our work often supports more than one goal: Safer Streets – new policies and resource to help reduce domestic and gender-based violence and improve confidence in policing: SDGs 5, 11, 16

- exploitation of children and vulnerable people – new legislation and initiatives like our Young Futures Programme: SDGs 3,5
- disrupting organised crime groups involved in supplying drugs relates to healthier lives and safer communities: SDGs 3,11 and 16
- modern slavery – supporting victims and the conviction of perpetrators – tackling issues relating to gender inequality, decent work and workplaces and economic growth: SDGs 5 and 8
- cyber resilience, fraud and corruption affect all nations internally and across physical and non-physical borders: SDGs 8 and 10
- multiple Home Office workstreams also contribute to delivery of the goal relating to peace, justice and strong institutions, through offices and institutions such as the UN Office for Drugs and Crime (UNODC), the International Organisation for Migration (IOM), Europol and INTERPOL: SDGs 16 and 17
- corporate initiatives to support the Government Greening Commitments, decrease our carbon emissions, reduce environmental harm and ensure sustainable procurement standards: SDGs 6 and 13



Dame Antonia Romeo DCB

Accounting Officer

14 July 2025

Accountability report



Corporate Governance Report

Lead Non-Executive Board Member's Report

In 2024-25, the Home Office worked to ensure the safety of our citizens and the security of our country amidst the challenges of an unstable world, and disorder following the horrific attack in Southport. The department delivered key legislation through the Border Security, Asylum and Immigration Bill, and the Terrorism (Protection of Premises) Bill, also known as Martyn's Law. We continued to reduce the legacy asylum backlog, introduced eVisas and Electronic Travel Authorisations as part of our transformation to a digitized border, and established the Border Security Command — a dedicated team coordinating efforts across all organisations already responding to irregular migration, while driving new funding, technology, capabilities, and legislation to support the delivery of a secure and effective border.

2024-25 was my second full year as Lead Non-Executive Board Member and was one of significant change for the department, most notably, the election of the new government and pivoting to deliver their priorities. The Home Office Departmental Board met twice this year, including one session with the ministerial team.

This was a productive discussion that focused on the Home Secretary's priorities. Since then, the Board has focused on tracking progress against those priorities, particularly in light of the tight fiscal environment.



In 2023-24, I reported that the Home Office Operating System had significantly improved departmental performance management, especially in major programs, commercial contracts, risk management, and resource management. The system has continued to be enhanced and embedded within the department, refining our performance reporting and data presentation linked to the department's objectives, thereby improving public service and resilience against future challenges. The Home Office Operating System has enabled the department to respond well to change at pace.

There has been further change to the department's executive. Following Jae Samant's move to the Department of Business and Trade, Richard Clarke was appointed Director General, Public Safety Group, and Senior Responsible Owner for the Safer Streets Mission across government. Stuart Skeates (Director General, Strategic Operations) and Gus Jaspert (formerly Director General, Strategy and Delivery) both formally left

the Home Office in 2024. The Home Office welcomed Martin Hewitt as the new Border Security Commander and Sarah Taylor as the Chief People Officer, following Julie Blomley's departure at the end of the previous reporting year. Thank you to Laura Price, who took on the role of interim Chief People Officer while recruitment was undertaken. I also want to extend my thanks to David Mawdsley for his work as a non-executive board member until September 2024.

At the end of this reporting year (28 March 2025), Sir Matthew Rycroft left the civil service following five years as Home Office Permanent Secretary. Simon Ridley (Second Permanent Secretary) was acting Permanent Secretary as the department onboarded Dame Antonia Romeo DCB, who joined the Home Office on 14 April 2025. The transition has been smooth, and I am encouraged by the handover that took place.

The role of the non-executive board members is to advise on performance and operations issues, providing advice to the senior leadership of the department to deliver on its objectives. This year, we have continued to fulfil an important role across the breadth of the department's top-level governance, with non-executives serving as members of our Investment Committee, People Committee, and Senior Talent Committee (formerly Senior Leadership Committee). As members of the Executive Talent Board, during a year of significant senior change, we have appraised performance, participated in recruitment campaigns, and assured succession planning. James Cooper, chair of the Audit and Risk Assurance Committee (ARAC), has continued to challenge the department's management of risks, controls, and governance. Focusing on lessons learned and reviewing risk

management controls, ARAC has provided advice to the department's executive team on assurance improvements and given particular attention to the department's approach to health and safety.

Non-executives have also been aligned to support the delivery of the Home Secretary's priorities. Activity was focused across the Safer Streets Mission, Police Reform, Spending Review returns, and approval of the Outcome Delivery Plan, pushing for metrics to be central to the Home Office's delivery approach. The non-executives have also continued to mentor teams and senior leaders throughout the department and have reviewed major programmes such as the Emergency Services Mobile Communications Programme, and the Future Borders and Immigration System (FBIS) Programme, including the readiness of Border Force operations and the Carrier Support Hub for eVisa implementation.

I would like to conclude by expressing my thanks to my non-executive colleagues for their time, which significantly exceeds contractual expectations, the valuable skills they contribute, and their dedication to ensuring the Home Office serves our country and citizens effectively.

Timothy Robinson CBE

Home Office Lead Non-Executive Director

Statement of Accounting Officer's responsibilities

Under the Government Resources and Accounts Act 2000 (the GRAA), HM Treasury has directed the Home Office to prepare, for each financial year, consolidated resource accounts detailing the resources acquired, held, or disposed of, and the use of resources, during the year by the department and its sponsored Non-departmental Public Bodies designated by order made under the GRAA by Statutory Instrument 2024 No. 295. These bodies together are known as the 'departmental group' consisting of the department and sponsored bodies listed at note 19 to the accounts. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the department and the departmental group and of the net resource outturn, resources applied to objectives, recognised gains and losses and cash flows of the departmental group for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual (FReM) and in particular to:

- observe the Accounts Direction issued by HM Treasury, including relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis
- ensure that the department has in place appropriate and reliable systems and procedures to carry out the consolidation process

- make judgements and estimates on a reasonable basis, including those judgements involved in consolidating the accounting information provided by non-departmental public bodies
- state whether applicable accounting standards, as set out in the FReM have been followed, and disclose and explain any material departures in the accounts
- prepare the accounts on a going concern basis
- confirm that the annual report and accounts is fair, balanced and understandable and that he or she takes personal responsibility for the annual report and accounts and the judgments required for determining that it is fair, balanced and understandable

HM Treasury has appointed the Permanent Secretary of the department as Accounting Officer of the Home Office.

The Accounting Officer of the department has also appointed the Chief Executives of its sponsored non-departmental public bodies as Accounting Officers of those bodies. The Accounting Officer of the department is responsible for ensuring that appropriate systems and controls are in place to ensure that any grants that the department makes to its sponsored bodies are applied for the purposes intended and that such expenditure and the other income and expenditure of the sponsored bodies are properly accounted for, for the purposes of consolidation within the resource accounts. Under their terms of appointment, the Accounting Officers of the sponsored bodies are accountable for the use, including the regularity and propriety, of the grants received and the other income and expenditure of the sponsored bodies.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the assets of the department or non-departmental public body for which the Accounting Officer is responsible, are set out in Managing Public Money published by HM Treasury.

This report relates to a period when a previous accounting officer was in post. I have therefore obtained assurance from my Directors General and Second Permanent Secretary and a letter of assurance from the DG Corporate and Delivery in the preparation of the Annual Report and Accounts.

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the Home Office's auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.



Director's Report

Our ministers at 31 March 2025



The Rt Hon Yvette Cooper MP
Secretary of State for the Home Department



Daniel Jarvis MBE MP
Minister of State (Minister for Security)



Dame Angela Eagle DBE MP
Minister of State (Minister for Border Security and Asylum)



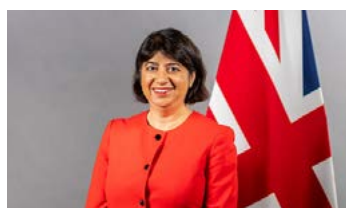
The Rt Hon Dame Diana Johnson DBE MP
Minister of State (Minister for Policing and Crime Prevention)



The Rt Hon Lord Hanson of Flint
Minister of State (Lords Minister)



Jessica Phillips MP
Parliamentary Under Secretary of State (Minister for Safeguarding and Violence Against Women and Girls)



Seema Malhotra MP
Parliamentary Under Secretary of State (Minister for Migration and Citizenship)

Our executives at 31 March 2025



Simon Ridley
Acting
Permanent Secretary



Chloe Squires
Director General,
Homeland Security Group



Richard Clarke
Director General Public
Safety and Safer Streets
SRO



Daniel Hobbs
Director General, Migration
and Borders Group



Professor Jennifer Rubin
Director General, Science,
Technology, Analysis and
Research (STAR) and
Chief Scientific Adviser



Joanna Rowland
Director General,
Customer Services Group



Martin Hewitt CBE
Border Security
Commander



Basit Javid
Director General,
Immigration Enforcement



Philip Douglas CB
Director General,
Border Force



David Kuenssberg
Director General,
Corporate and Delivery



Rebecca Ellis CBE
Strategy Director



John Ward OBE¹
Home Office Legal
Director



Ruth Tomlinson¹
Home Office
Legal Director



Robert Hall
Communications Director



Sarah Taylor
Chief People Officer

¹ Ruth Tomlinson and John Ward OBE are officially employed by the Government Legal Department



Timothy Robinson CBE
Lead
Non-Executive Director



James Cooper
Non-Executive Director



Janet Gower
Non-Executive Director



Philip Swallow
Non-Executive Director

Other Independent members at 31 March 2025

John Aston

Independent Member
Audit and Risk Assurance Committee

Alan Hammill

Independent Member
Audit and Risk Assurance Committee

Ruth Murray-Webster

Independent Member
Audit and Risk Assurance Committee

Dr. Abigail Tierney

Independent Member
Audit and Risk Assurance Committee

Changes to our senior decision-making forums in 2024-25

Person	Role	Change
The Rt Hon James Cleverly MP	Secretary of State for the Home Department	Departed on 05 July 2024
The Rt Hon Thomas Tugendhat MBE MP	Minister of State (Minister for Security)	Departed on 05 July 2024
The Rt Hon Christopher Philp MP	Minister of State (Minister for Crime, Policing and Fire)	Departed on 05 July 2024
The Rt Hon Michael Tomlinson KC	Minister of State (Minister for Countering Illegal Migration)	Departed on 05 July 2024
Thomas Pursglove	Minister of State (Minister for Legal Migration and the Border)	Departed on 05 July 2024
Laura Farris	Parliamentary Under Secretary of State (joint with Ministry of Justice)	Departed on 05 July 2024
The Rt Hon Lord Sharpe of Epsom OBE	Parliamentary Under Secretary of State	Departed on 05 July 2024
The Rt Hon Yvette Cooper MP	Secretary of State for the Home Department	Appointed on 05 July 2024
Daniel Jarvis MBE MP	Minister of State (Minister for Security)	Appointed on 06 July 2024

Person	Role	Change
The Rt Hon Dame Diana Johnson DBE MP	Minister of State (Minister for Policing, Fire and Crime Prevention)	Appointed on 08 July 2024
Dame Angela Eagle DBE MP	Minister of State (Minister for Border Security & Asylum)	Appointed on 08 July 2024
The Rt Hon Lord Hanson of Flint	Minister of State (Lords Minister)	Appointed on 09 July 2024
Seema Malhotra MP	Parliamentary Under Secretary of State (Minister for Migration & Citizenship)	Appointed on 09 July 2024
Jessica Phillips MP	Parliamentary Under Secretary of State (Minister for Safeguarding and Violence Against Women & Girls)	Appointed on 09 July 2024
Julie Blomley	Chief People Officer	Departed 31 March 2024
Stephanie Price	Interim Chief People Officer	Appointed 01 April 2024
		Departed on 02 August 2024
Richard Clarke	Director General, Safer Streets	Appointed on 05 July 2024 ¹
Stuart Skeates CB CBE	Director General, Strategic Operations	Departed on 12 August 2024
Sarah Taylor	Chief People Officer	Appointed on 01 October 2024
Martin Hewitt CBE	Border Security Commander	Appointed on 07 October 2024
Jaee Samant	Director General, Public Safety	Departed on 05 January 2025
Richard Clarke¹	Director General, Public Safety and SRO for Safer Streets	Started role on 05 January 2025
Sir Matthew Rycroft KCMG CBE	Permanent Secretary	Departed on 28 March 2025
David Mawdsley	Non-Executive Director	Departed on 30 September 2024
Colin Inglis	Independent Member	Deceased, last official working day on 17 November 2024

¹ Richard Clarke started on 05 July 2024 as Director General of Safer Streets and was then appointed as Director General of Public Safety and SRO for Safer Streets on 05 January 2025

The Home Office organisational structure

Our organisational structure is designed to enable us to deliver better outcomes for the public. Our three mutually supportive Missions lead the end-to-end delivery of our core outcomes, working in conjunction with our Capabilities to provide best in class services. The Missions and Capabilities are coordinated and supported by a strong corporate centre which sets the strategic direction for the department, underpinned by evidence, and provides the enabling functions to deliver our objectives. The objectives include:

Public Safety Mission - principally leads on developing, coordinating and delivering the government's strategy, policy and legislation on crime, policing and fire, the Public Safety Mission includes responsibility for delivering the government's safer streets mission, which aims to reduce serious harm and increase public confidence in policing and in the criminal justice system

Homeland Security Mission – reduces the risk to the UK from terrorism, state threats and economic crime and cyber crime

Migration & Borders Mission – provides the policy, strategy and system leadership to enable the legitimate movement of people and goods, reduce net migration, reduce irregular migration (including to bring order to the asylum system, exit asylum hotels and increase returns), and protect the UK public from harm, the Migration & Borders Mission includes the Border Security Command, established in July 2024, which acts as the system leader to tackle organised immigration crime and reduce small boat crossings

Ten cross-cutting capabilities play an integral part in delivering these outcomes: Border Security Command; Border Force;

Customer Services; Immigration Enforcement; Corporate & Delivery; Human Resources; Science, Technology, Analysis & Research; Legal; Strategy; and Communications

We work with over 30 agencies and public bodies to deliver this work.

Senior appointments and management of interests

Appointment of senior officials

The permanent head of the department was appointed by the Prime Minister on the recommendation of the Head of the Home Civil Service and with the agreement of the Ministerial Head of the department. All Executive Committee appointments are permanent Civil Service appointments, the terms of which are set out in the standard Senior Civil Service contract. These appointments are for an indefinite term under the terms of the Senior Civil Service contract. The rules for termination are set out in Chapter 11 of the Civil Service Management Code.

Public appointments

All appointments to Home Office sponsored public bodies are made in accordance with the principles of merit, openness, and fairness, as set out in the Commissioner for Public Appointments (OCPA) Code of Practice.

Business appointment rules

Senior Civil Servants (SCS) leaving the Civil Service are asked to complete a Business Appointment Rules (BAR) application. If a trigger is met, the application is processed by the SCS HR Team. The Permanent Secretary is responsible for reviewing and approving all SCS1-2 BARs cases and Special Advisers

(SPADs) at SCS3 level. The Advisory Committee on Business Appointments (ACOBA) is responsible for reviewing all other SCS3-4 BARs cases.

Exits from senior civil service

Number of exits from the SCS – 2024-25	
SCS4	1
SCS3	3
SCS2	7
SCS1	11
Number of BARs applications processed by the department – 2024-25	
SCS2	1
SCS1	3
Number of BARs applications where conditions were set	
SCS2	1
SCS1	3
Number of applications that were found to be unsuitable for the applicant to be taken up by the department – 2023-24	
SCS2	0
SCS1	0
Number of the breaches of the rules in 2024-25	
SCS2	0
SCS1	0

In compliance with BARs, the department is transparent in the advice given to individual applications for senior staff, including special advisers. Advice regarding specific business appointments has been published on GOV.UK. [Home Office: business appointment rules advice](#). Quarterly updates are also provided to the Home Office Audit and

Risk Assurance Committee which are aligned with the quarterly transparency requirements set by Cabinet Office.

The BARs policy and process is highlighted in SCS contracts and leavers guidance.

Gus Jaspert, former DG Delivery Group, who has been on a career break since September 2022 formally resigned on 31st August 2024 to take up a role with Crown Estates. ACOBA confirmed that a BAR application was not needed.

[Home Office: business appointment rules advice - GOV.UK](#)

[Register of Members' Financial Interests - UK Parliament](#)

[List of ministers' interests - GOV.UK](#)

Non-executive board members – appointment and terms

Independent Non-Executive Board Members are appointed through fair and open competition by the Home Secretary in accordance with public appointment rules. Non-Executive Board Members are appointed for an initial period of three years with an option to extend for a further three years. These appointments can be terminated with one month's notice period.

Declaration of Conflicts of Interest

It is Home Office policy, which aligns with the Civil Service Code, that requires all staff to ensure there is no conflict of interest, or apparent conflict of interest, between their official positions and any financial or non-financial interests, which they or those close to them may have. The policy provides guidance on matters that could be construed a conflict of interest.

Register of Interests

All SCS grades and Non-Executive Board Members are required each year to consider the guidance and make a declaration on whether any such conflict may exist. These details are maintained in a register of interest to ensure that any perceived or real conflicts of interest can

be identified. Relevant information is held by the department in a central register alongside mitigation measures taken. There were no conflicts of interest to report for SCS grades. The register of ministers' financial interests is held by [Parliament](#) and other relevant interests are held by the [Cabinet Office](#).

Non-Executive Board Members' interests

Name of Company or Organisation	Position Held	Type of Interest	Other Information
Timothy Robinson CBE			
Place2Be	Trustee	Unpaid	
Advent International	Operating Partner, Advisory	Remuneration by hours worked	
Blackstone	Industry Advisor	Remuneration by hours worked	
James Cooper			
GB Railfreight Ltd	Chairman	Paid	
Forth Ports Ltd	Non-Executive Director	Paid	Border Force is a tenant
Solent Stevedores Ltd	Consultant	Fees paid	
Janet Gower			
Medway Consulting	Partner	Profit share	
Management Consultant Industry Awards	Judge	Unpaid	
HM Courts & Tribunals Service	Independent Advisor	Fees	
Intellectual Property Office	Independent Advisor	Fees	
Ministry of Housing, Communities and Local Government	Independent Advisor	Fees	

Name of Company or Organisation	Position Held	Type of Interest	Other Information
Infrastructure and Projects Authority	Independent Advisor	Fees	
Philip Swallow			
Accenture	Senior Advisor	Paid	Some work on Government team, previously on METIS
Taw Valley Ltd	Director	Unpaid	
London Transport Museum	Member of Enterprise Board	Unpaid	
Locomotive Services (TOC) Limited Non-Executive	Director	Salaried	
David Mawdsley (departed September 2024)			
GSK	Senior Vice President	Paid	
Conservative Party	Member	Membership	

Mitigations have been put in place in relation to potential perceived conflicts of interest for the department's non-executive board members. The Home Office non-executive board members are required to report any conflict of interests that arise and recuse themselves from any discussions which may give rise to an actual or perceived conflict of interest. There was no requirement to enact this mitigation in 2024-25.

No executive members of the board reported any significant company directorships or other interests that may conflict with their management responsibilities.

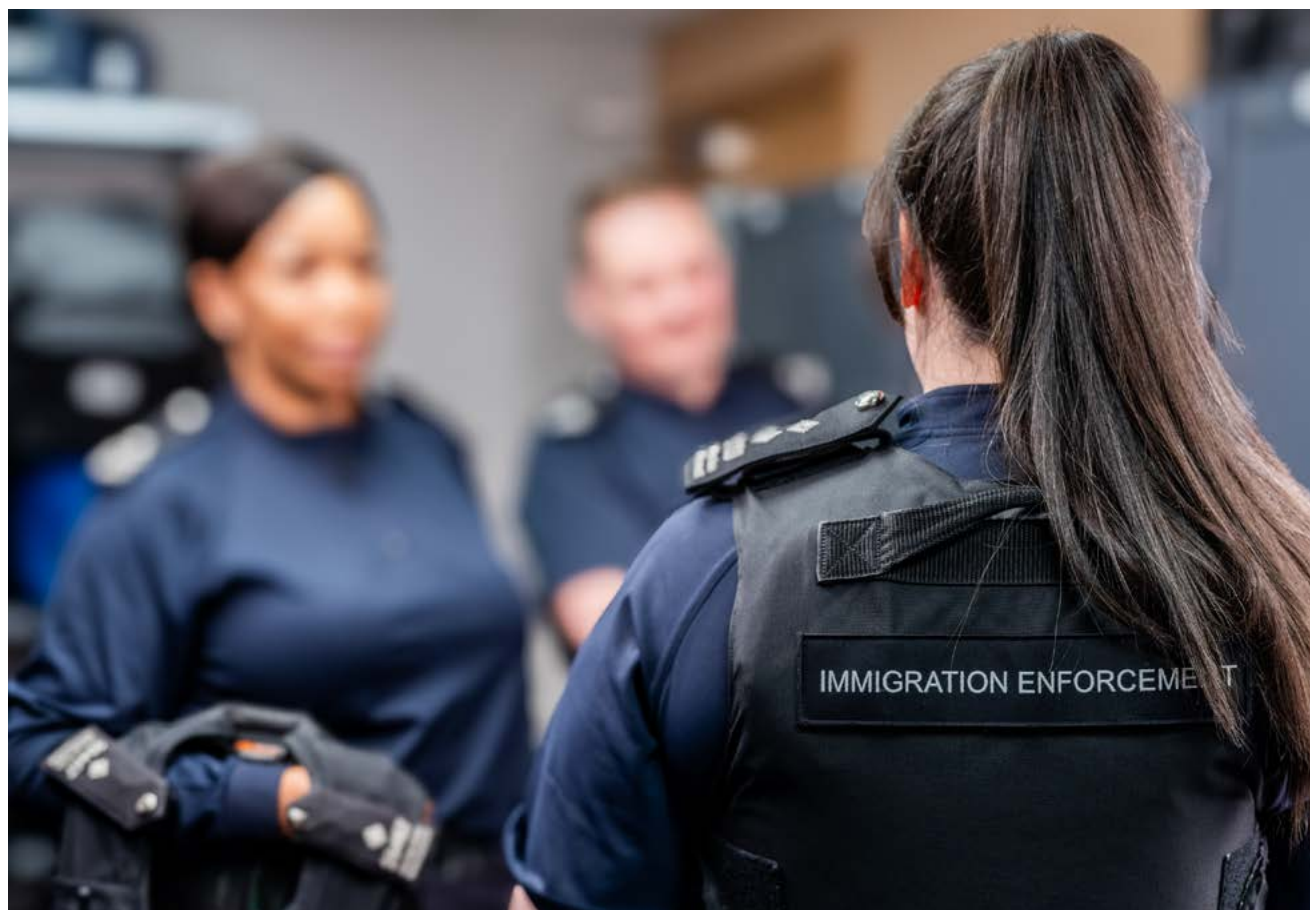
Philip Douglas, who is a member of the Executive Committee registered a potential conflict of interest arising from the employment of his brother with Maersk, the Danish shipping and logistics company. He will not be involved in any commercial conversations involving Maersk and will declare the conflict of interest in any relevant meetings and there were no transactions in the year between the Home Office and Maersk.

Jennifer Rubin is engaged in outside employment as Chair of the Advisory Board for the International School for Government at King's College London. This role is one day per week and remunerated. It is not subject to or eligible for bonuses or incentives. This outside employment was agreed through the process for the declaration and management of outside interests by the Permanent Secretary.

In line with the current Declaration of Interests Policy for special advisers, all special advisers have declared any relevant interests or confirmed they do not consider they have any relevant interests. The Permanent Secretary has considered these returns and the following relevant interests are set out in public:



Full Name	Details of interest
Amy Richards	Brother is the MP for Rother Valley and member of Home Affairs Select Committee
Jess Leigh	Local Councillor for the London Borough of Lambeth
Natasha Collett	Husband works for Impetus, who deliver the Home Office's Youth Endowment Fund. Natasha is recused from involvement in discussions or matters relating to Impetus.
Callum Tipple	Nil Return
Damian McBride	Nil Return
Alice Hopkin (until 24/05/2024)	Unpaid Trustee at The Glyn Hopkin Charitable Foundation
Brandon Hattiloney (until 24/05/2024)	Unpaid Director of BJHMEDIA Ltd
Joe Tetlow (until 30/05/2024)	An Associate at the Green Alliance Think Tank
Hudson Rose (until 05/07/2024)	Nil Return



Personal Data Related Incidents

Table 1: summary of other personal data incidents formally reported to the Information Commissioner's Office in 2023-24

The department notified the Information Commissioner's Office of 15 incidents during the 2024-25 reporting period.			
Category	Nature of Incident	2024-25 Total	2023-24 Total
I	Loss of inadequately protected electronic equipment, devices or paper documents from secured government premises	0	0
II	Loss of inadequately protected electronic equipment, devices or paper documents from outside secured government premises	2	1
III	Insecure disposal of inadequately protected electronic equipment, devices or paper documents	0	0
IV	Unauthorised disclosure	10	3
V	Other	3	2
Total		15	6

NB. One of the above ICO referrals related to an incident recorded in the 2023-24 year. Further information which came to light in 2024-25 prompted the ICO referral at that time.

Processes and procedures used to identify, manage and resolve personal data breaches align with the General Data Protection Regulations. These processes and procedures ensure that the definition of a personal data breach used by the

department is aligned with regulatory guidance and provide a robust and consistent approach to the centralised reporting of such breaches is adopted; and consequently, that the department's approach is compliant with the legislation.

Table 2: summary of other personal data incidents recorded in 2024-25

The 23,909 incidents reported to the Office of The Data Protection Officer and deemed by the data controller to be personal data breaches which did not fall within the

criteria for reporting to the Information Commissioner's Office but recorded centrally within the department are set out in the table below.

Category	Nature of Incident	2024-25 Total	2023-24 Total
I	Loss of inadequately protected electronic equipment, devices, or paper documents from secured government premises	1,840	722
II	Loss of inadequately protected electronic equipment, devices, or paper documents from outside secured government premises	5,368	5,017
III	Insecure disposal of inadequately protected electronic equipment, devices, or paper documents	47	125
IV	Unauthorised disclosure	9,604	7,247
V	Other	7,032	4,377
Total		23,891	17,488

NB. The figures above refer only to those reported incidents which were assessed as a personal data breach.

The number of personal data incident reports continued to increase last year alongside rising levels of data protection maturity across the department. The increased volume of reports is an indicator of how the department is improving its ability to recognise, report, and manage these predominantly low-risk incidents. The increase in reporting is a result of continuing efforts to educate staff on their data protection responsibilities as individuals, and as part of the development of a no-blame culture which promotes reporting as a means to improve. Policy has also been strengthened to further promote reporting.

Despite the increase in overall reporting, the number of ICO referrals in 2024-25 remained low. The quantity of referrals increased compared to the previous four years; 12 in 2020-21, 13 in 2021-22 and 8 in 2022-23 and 6 in 2023-24. When taking into account the data from implementation of the General Data Protection Regulation to date however, we recognise that taken in isolation and compared with the preceding 24 months data indicates an increase. Since reporting started 6 years ago as a proportion of the total number of incidents this indicative of an over-all improvement in the Department's controls, limiting risks and the impact when such events do occur.

The vast majority of reported incidents remain, as expected, in those parts of the organisation which process the greatest volumes of personal data. Improved awareness is also resulting in a shift in the types of incidents which are recognised as we continue to raise awareness of the entire Information Security (Confidentiality, Integrity & Availability) Triad.

The increase in the number of reports is indicative of the improved engagement by the business in seeking advice on identifying and responding to incidents, mitigating risks, communicating with data subjects and preventing recurrence, all positive behaviours. As the department continues to improve, we expect the increase in incident reporting to continue into 2025-26 as we are further refining the reporting tools and guidance. We hope that the continuous improvements in efficiency of reporting will enable the business to focus more on mitigation and lessons learned to prevent recurrence, supporting a genuine and sustainable reduction in actual incidents over the longer term. At this stage of the department's journey the Home Office's ODPO still believes that supporting the organisation to continue identifying different incident types and areas of under-reporting is the most effective path to increasing levels of compliance and assurance. The Home Office continues

to build on the governance, information assurance and risk management structures which have developed and improved following the roll-out of UK GDPR. Efforts to increase incident reporting provide a valuable source of risk analysis, enabling targeted assurance work and otherwise supporting improvements in the organisation. To support the need for a robust reporting culture, a data and security incident reporting tool is in place across the Home Office. The improved management information which the tool provides is being used to improve analysis of trends and risks to support improved assurance activity throughout the department.

The Home Office continues to process a significant volume of personal data. Incident numbers should not be viewed in isolation but considered against the vast amount of data handling undertaken throughout the organisation on a daily basis. A significant proportion of recorded incidents continue to be physical documents lost in transit to customers by the delivery partner. While there is no room for complacency as we still work to reduce these events, it is important to note that these form a small percentage of the applications being managed by Customer Services which undertakes a large proportion of the department's processing.

Complaints to the Parliamentary Ombudsman

The Parliamentary and Health Service Ombudsman received a total of 619 complaints against the Home Office during 2023-24, a reduction of 583 (42.5%) compared to the 1,202 complaints in 2022-23. This report was published in July 2024 and is the period for which the most recently published data is available [Complaints about UK government departments and other public organisations 2023-24](#)

Organisation	Complaints Received	Complaints Resolved by mediation	Decided following primary investigation	Resolved with agreement of the complainant at Initial checks or Primary investigation	Complaints accepted for detailed investigation	Detailed investigations fully upheld	Detailed investigations partly upheld	Detailed investigations not upheld	Detailed investigations resolved with the complainant	Detailed investigations discontinued	Uphold rate (only upholds)	Uphold rate (upheld or partly upheld)
Home Office Group	619	-	110	13	14	2	8	3	-	1	14%	71%
Derbyshire Constabulary	-	-	1	-	-	-	-	-	-	-	0%	0%
Durham Constabulary	-	-	1	-	-	-	-	-	-	-	0%	0%
General Register Office	3	-	-	-	-	-	-	-	-	-	0%	0%
HM Passport Office	90	-	32	4	5	-	3	-	-	-	0%	100%
Home Office	207	-	30	5	1	-	-	-	-	-	0%	0%
Kent Police	3	-	1	-	-	-	-	-	-	-	0%	0%
Lincolnshire Police	-	-	1	1	-	-	-	-	-	-	0%	0%
Merseyside Police	1	-	-	-	-	-	-	-	-	-	0%	0%
Metropolitan Police Service	3	-	-	-	-	-	-	-	-	-	0%	0%
Office of the Immigration Services Commissioner	3	-	-	-	-	-	-	-	-	-	0%	0%

Organisation	Complaints Received	Complaints Resolved by mediation	Decided following primary investigation	Resolved with agreement of the complainant at Initial checks or Primary investigation	Complaints accepted for detailed investigation	Detailed investigations fully upheld	Detailed investigations partly upheld	Detailed investigations not upheld	Detailed investigations resolved with the complainant	Detailed investigations discontinued	Uphold rate (only upholds)	Uphold rate (upheld or partly upheld)
Police	50	-	1	-	-	-	-	-	-	-	0%	0%
Security Industry Authority	4	-	-	-	-	-	1	-	-	-	0%	100%
The Disclosure and Barring Service	29	-	1	-	1	-	1	-	-	-	0%	100%
UK Visas and Immigration	224	-	41	3	7	2	3	3	-	1	22%	56%
West Midlands Police	2	-	1	-	-	-	-	-	-	-	0%	0%

Complaints about UK government departments and other public organisations 2023-24

The Home Office is committed to providing a high-quality service to both internal and external customers, and takes any complaints made seriously. Every complaint is investigated thoroughly by a specially trained officer at the appropriate level of authority.

The Home Office deals with two types of complaints:

- formal complaints are those made by outside organisations about the behaviour of members of staff
- operational complaints refer to the way in which a person's case is dealt with

The department believes that complaints are an opportunity to improve its services and we see complaints as opportunities for us:

- to learn about the quality of the service we give, and to improve it
- to improve our service, rather than just fixing a specific problem for an individual
- to take responsibility for complaints on our subject area, we 'own' the complaint on behalf of the organisation; the complainant 'owns' the original issue

The Home Office has published its complaint handling procedure [Complaints procedure - Home Office - GOV.UK](#).

Home Office staff are requested to familiarise themselves with it before handling a complaint in the interests of consistency.

For more information on the Ombudsman complaints process, classification of complaints and where to find recent reports and consultations refer to: <http://www.ombudsman.org.uk/home>

The Home Office works closely with the Independent Examiner of Complaints (IEC) which is an independent complaint investigation service for individuals who are dissatisfied with the Home Office's final response to a complaint. The IEC was introduced in October 2022. We have continued to build a positive working relationship with the IEC through a programme of visits, regular conversations with the Directors General and the senior team. Its recommendations have supported the department in reviewing our approaches to complaints handling and have provided us with insights on systemic issues. The IEC Annual Report can be found at [Independent Examiner of Complaints Annual Report 2023 to 2024 - GOV.UK](#)

The Home Office received four final reports from the Office of the Parliamentary and Health Ombudsman that contained recommendations. Across the four final reports, there were a total of 22 recommendations of which the Home Office has complied with 11, and the other 11 are currently in progress.

Performance in responding to correspondence from the public

In 2024-25, Home Office headquarters received 7,781 letters and emails which required an official response. We replied to 92% of this correspondence within 20 working days against a target of 95%.

Compared to 2023-24 with 7,938 letters and emails, this year's performance in responding to correspondence from the public was the same, though the volume received was 2% lower.

The Central Correspondence Team is working closely with those areas that are required to draft bespoke and sometimes more complex responses, and that are falling behind target, in a drive to improve performance.

Governance Statement

How we are governed

The Home Office operates and follows the principles of good governance in accordance with HM Treasury and Cabinet Office guidance. We continue to evaluate our governance and introduce changes to support more effective management of the department, enhance collective decision making and improve the effectiveness of our systems of internal control,

risk management and accountability. The Home Office vision for corporate governance is to create an efficient and effective decision-making structure that is inclusive, accountable, and transparent.

Integral to our governance is the Home Office Operating System, which ensures the department is run in a structured and consistent way, giving senior leadership sight of priorities, corporate fundamentals, and emerging risks. It enables the Permanent Secretaries to hold the department to account on our top priorities, and track progress and actions against these through the line management chain. It ensures a single version of the truth to track performance, with standardised, rigorous, and routine reporting of a stable set of metrics and targets against our Outcome Delivery Plan.

Data in our reporting is transposed from the Departmental Data Dashboard, which features high-level data analysis of key indicators of activity and performance across Home Office business areas and objectives, taken from published statistics and internal MI.

The Operating System is based on the principle of accountability primarily through the line management chain, with committees only used to deal with cross cutting issues where necessary. They are empowered to take decisions at the lowest appropriate level to enable senior boards to focus time on the issues only they can manage. This enables the department's senior leadership to:

- set the strategic direction of the department and deliver on its vision and mission
- manage performance, risk, delivery, and allocation of resources against the department's key priorities

- horizon scan for long-term trends that may influence these priorities, policies and services, and capitalise on emerging opportunities
- encourage cultural change and uphold the values that will enable the department to deliver effectively
- have oversight of the work of the department's arm's length bodies

Corporate governance, management, and controls

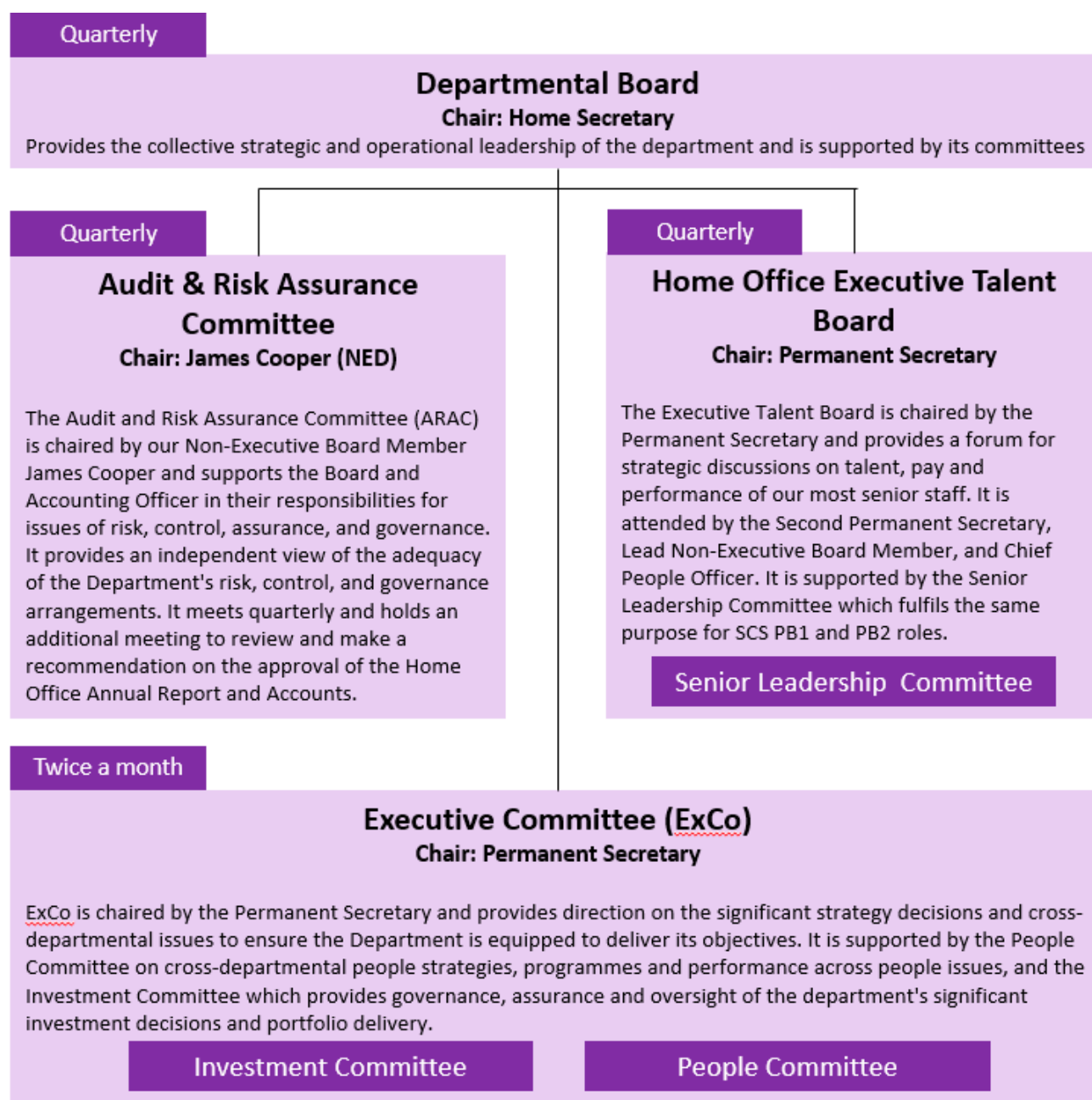
Governance

System of control

We are governed by:

- the Secretary of State's overall responsibility for governance of the Home Office and its arm's length bodies
- the Permanent Secretary's responsibility both to the Secretary of State and directly to Parliament as the Principal Accounting Officer both for management and expenditure
- the Departmental Board's collective responsibility for advice on strategic and operational issues and overseeing the work of the department. Its sub-committees provide layers of control, scrutiny, and assurance to ensure that the department has been achieving its aims and objectives

The Home Office governance structure as of 31 March 2025



Our boards and committees

Departmental Board

The Departmental Board (the Board) is chaired by the Home Secretary, and comprises of the lead Non-Executive Board Member, the Lords Minister, the Permanent Secretaries, the Director General (DG) for Corporate and Delivery and Director of Strategy.

Other Home Office ministers and non-executive board members are invited as required. It forms the collective strategic leadership of the Home Office with a broad purpose to steer and scrutinise the department's strategy, performance, and capability. Its remit is wide-ranging with top-level committees and timebound boards reporting into it.

The responsibilities are to:

- provide long-term strategic direction for the department that supports delivery of the department's performance objectives
- scrutinise, advise, and assure the department's performance against its delivery of strategic objectives, major programmes, and priority policy initiatives
- ensure the design, capability and capacity of the organisation matches current and future commitments and plans
- shape, test and assure strategic engagement across government
- provide leadership by defining and supporting the department's purpose, values, and approach to delivery

Policy will be decided by Ministers alone, with advice from officials. The Board will give advice and support on the operational implications and effectiveness of policy proposals, focusing on getting policy translated into results. The established accountability of Ministers and Accounting Officers to Parliament is unchanged.

Due to the General Election and changes in ministerial leadership, a board effectiveness review was not conducted in 2024/25. The review is scheduled for 2025/26, when it is expected to be more valuable and timely.

Audit and Risk Assurance Committee

The Audit and Risk Assurance Committee (ARAC) is chaired by our Non-Executive Board Member, James Cooper. It met five times and provides an independent view of the adequacy of the department's risk, control, and governance arrangements. This year, alongside usual assurance activities, was an increased focus on risk management within the DG commands and Arm's Length Bodies as well as

lessons learned from key risk events.

The committee held an additional meeting to review and make a recommendation on the approval of the Home Office Annual Report and Accounts.

The responsibilities are to:

- scrutinise the strategic processes for governance, risk management and control and the Governance Statements
- review the accounting policies, the accounts, and the annual report of the organisation, including the process for review of the accounts, prior to submission for audit, levels of error identified, and management's letter of representation to the external auditors
- review the planned activity and results of both internal and external audit
- assure adequacy of the management response to issues identified by audit activity, including external audit's management letter
- provide assurances relating to the management of risk and corporate governance requirements for the organisation
- understand the effectiveness of the internal control environment
- review (where appropriate) proposals for tendering for either internal or external audit services or for purchase of non-audit services from contractors who provide audit services
- scrutinise anti-fraud policies, whistleblowing processes, and arrangements for special investigations
- periodically review (at least annually) its own effectiveness and report the results of that review to the board

Executive Talent Board

The Executive Talent Board is chaired by the Permanent Secretary and provides a forum for strategic discussions on talent, pay and performance of our most senior staff. It is attended by the Second Permanent Secretary, the Lead Non-Executive Board Member, and Chief People Officer. It met three times this year, holding discussions on the full range of its responsibilities set out below.

It was supported by the Senior Leadership Committee which fulfils the same purpose for SCS PB1 and PB2 roles. These Boards fulfil the role of a nominations committee as set out in the Corporate Code of Governance.

The responsibilities are to:

- oversee and lead on the department's processes for developing talent in the director general (SCS PB3) population
- decide reward and incentive strategies for the SCS and take overall responsibility for decisions on the implementation of the SCS pay award
- oversee succession planning and pipeline into these roles

Executive Committee (ExCo)

The Executive Committee is chaired by the Permanent Secretary and attended by Directors General and senior leaders across the Home Office. It provides direction on the significant strategy decisions and cross-departmental issues to ensure the department is equipped to deliver its objectives. The Committee scrutinises departmental performance, finance and risk and assesses the portfolio of major programmes on a quarterly cycle as part of the Home Office Operating System. It met twenty-six times.

The responsibilities are to:

- steer and approve Home Office strategy and policy prioritisation
- align Home Office activity with Ministerial priorities, and prioritising resources accordingly
- input into design of, and oversight of, outcome delivery plans and business planning process (including resource allocation)
- provide a steer on emerging and significant change processes within the organisation
- review the monthly stocktake summary setting out the overall departmental delivery position
- provide a steer on the department's approach to people issues including the annual People Survey plan (delegating people issues to People Committee as appropriate); performance against delivery of departmental objectives; financial forecasting and spend; strategic risk tolerance and mitigation; portfolio management (delegating to Investment Committee as appropriate); and delivery of the Organisational Strategy
- approve the annual Pay Award
- approve significant changes to systems and operations, security and estates management and operating model
- as necessary, agree approach to department-level stakeholder engagement and negotiations, e.g., x-Whitehall, key international relationships or events
- maintain oversight of subcommittee activity

ExCo is supported by the following subcommittees:

- the People Committee, chaired by the DG Immigration Enforcement, has oversight and responsibility for the departmental people agenda, strategy and cross-cutting people issues. It tracks business area performance against key people metrics
- the Investment Committee, chaired by the DG Corporate and Delivery, provides governance, assurance, and oversight of the Home Office's significant investment decisions for all GMPP and HOC programmes as well as portfolio management and delivery

Board and committee attendance in 2024-25 (up to 31 March 2025)

Name of board member	Departmental Board	Audit and Risk Assurance Committee	Executive Talent Board	Executive Committee
Ministers				
The Rt Hon Yvette Cooper MP	2/2	N/A	N/A	N/A
Daniel Jarvis MBE MP	1/1	N/A	N/A	N/A
Dame Angela Eagle DBE MP	N/A	N/A	N/A	N/A
The Rt Hon Dame Diana Johnson DBE MP	1/1	N/A	N/A	N/A
The Rt Hon Lord Hanson of Flint	2/2	N/A	N/A	N/A
Jessica Phillips MP	N/A	N/A	N/A	N/A
Seema Malhotra MP	1/1	N/A	N/A	N/A
Former Ministers				
The Rt Hon James Cleverly MP	N/A	N/A	N/A	N/A
The Rt Hon Thomas Tugendhat MBE MP	N/A	N/A	N/A	N/A
The Rt Hon Christopher Philp MP	N/A	N/A	N/A	N/A
The Rt Hon Michael Tomlinson KC	N/A	N/A	N/A	N/A
Thomas Pursglove	N/A	N/A	N/A	N/A
Laura Farris	N/A	N/A	N/A	N/A
The Rt Hon Lord Sharpe of Epsom OBE	N/A	N/A	N/A	N/A
Executive Directors				
Sir Matthew Rycroft KCMG CBE	2/2	3/4	3/3	22/25
Simon Ridley	2/2	1/1	3/3	24/26
Chloe Squires	N/A	N/A	N/A	21/26
Richard Clarke	N/A	N/A	N/A	18/19

Name of board member	Departmental Board	Audit and Risk Assurance Committee	Executive Talent Board	Executive Committee
Daniel Hobbs	N/A	N/A	N/A	21/26
Professor Jennifer Rubin	N/A	3/3	N/A	20/26
Joanna Rowland	N/A	2/2	N/A	23/26
Martin Hewitt CBE	N/A	N/A	N/A	10/13
Basit Javid	N/A	2/2	N/A	20/26
Philip Douglas	N/A	1/1	N/A	20/26
David Kuenssberg	1/1	5/5	N/A	22/26
Rebecca Ellis CBE	2/2	2/2	N/A	22/26
John Ward OBE	N/A	N/A	N/A	12/13
Ruth Tomlinson	N/A	N/A	N/A	15/16
Robert Hall	N/A	N/A	N/A	22/26
Sarah Taylor	N/A	N/A	1/3	12/13
Former Executive Directors				
Julie Blomley	N/A	N/A	N/A	N/A
Stephanie Price	N/A	N/A	2/3	10/10
Stuart Skeates CB CBE	N/A	N/A	N/A	6/9
Jaee Samant	N/A	N/A	N/A	18/20
Non-Executive Board Members				
Timothy Robinson CBE	2/2	N/A	3/3	N/A
James Cooper	N/A	5/5	N/A	N/A
Janet Gower	N/A	N/A	N/A	N/A
Philip Swallow	N/A	N/A	N/A	N/A
Former Non-Executive Board Members				
David Mawdsley	N/A	2/2	N/A	N/A
Independent Audit and Risk Assurance Committee Members				
John Aston	N/A	3/5	N/A	N/A
Alan Hammill	N/A	5/5	N/A	N/A
Ruth Murray-Webster	N/A	5/5	N/A	N/A
Dr. Abigail Tierney	N/A	3/5	N/A	N/A
Colin Inglis	N/A	2/3	N/A	N/A

Our approach to risk

In 2024-2025 we further improved risk management at the top of the Home Office. Risk is an explicit element of the new Home Office Operating System (HOOS), which has strengthened the principles of clear ownership and accountability through the line, integrated with cross-organisation responses. The monthly stocktake process, introduced in 2023, has matured to balance increasingly insightful reporting with routine challenge and discussions. This year the Home Office Executive Committee wholly reviewed and reset its principal risks, to ensure alignment with wider priorities and circumstances. It also raised the bar on scrutiny and mitigation of its principal risks, with a refreshed quarterly strategic risk item and deep dive, and by sponsoring reporting and discussions focused increasingly on the relative benefit of individual mitigations. In 2025-2026 this will be supported by new reporting and good practice around understanding, costing and choosing between mitigations.

Below the strategic level, we have invested in embedding the risk maturity model and self-assessment tool launched in 2023-2024, helping teams use both to understand their relative strengths and development areas. We have also begun to sample teams across the Home Office to identify trends, and to inform our own risk improvement plans. These self-assessments indicate that compliance with the Home Office Enterprise Risk Management Framework, and the Orange Book in turn, has improved. In 2024-2025, approximately three quarters of directorates assessed themselves at or above the Home Office standard for risk maturity, up from approximately two-thirds in 2023-2024. Despite this, gaps in the remaining areas confirm that, overall, risk

management practices do not fully comply with the requirements of our Framework or the high-level risk management principles set by the Orange Book. This is consistent with the Government Internal Audit Agency's work in 2024-2025, which found weaknesses in risk management practice in a number of audits. Most of the directorates we sampled aim to reach the Home Office standard in 2025-2026. Furthermore, we expect to prioritise direct engagements with teams to help them address development areas; and will also change our Framework to ensure it reflects lessons learnt since it was first introduced in 2021, and maintain high expectations for risk management effectiveness going forward. Risk Management systems have been in place for the year under review and up to the date of approval of the annual report and accounts.

The principal risks being managed by the department are set out on pages 56 to 68.

Better regulation

The Home Office is fully committed to ensuring the proper balance between its responsibility to protect the public, preserve national security measures and ensure its firm commitment to support wider government principles of better regulation. It does this through the careful examination of policy initiatives to ensure that regulation affecting business and civil society is both proportionate and introduced only where there is a clear case for doing so.

The Home Office has continued to promote effective policymaking through well-evidenced economic appraisals. Use of the new Better Regulation Framework for new Regulatory Provisions was introduced in the Home Office in July 2024 ahead of its mandated use cross-Whitehall from September 2024.

In the current financial year, the Home Office submitted six options or impact assessments for Regulatory Provisions to the Regulatory Policy Committee (RPC) for independent scrutiny. Five received a green 'fit for purpose' opinion and one received a 'not fit for purpose' opinion as at end March 2025.

Machinery of government changes

There have been no machinery of government changes in 2024-25.

On 4 September 2024, the Prime Minister announced that the government would respond in full to the Grenfell Phase 2 Inquiry report within six months. In response to the recommendation from Phase 2 of the Grenfell Tower Inquiry, it was confirmed that responsibility for fire will move from the Home Office to the Ministry of Housing, Communities and Local Government. This change will bring responsibility for building safety and fire under a single Secretary of State, providing for a more coherent approach to keeping people safe from fire in their homes. The Home Office will retain management of the Airwave Service Contract on behalf of the Ministry of Housing, Communities and Local Government and will remain responsible for the Emergency Services Mobile Communications Programme and

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

This change was effective from 1 April 2025.

Political and charitable donations

The Home Office has not made any political or charitable donations during 2024-25

Ministerial Directions

No Ministerial Directions were sought during 2024-25.

Financial governance, management, and controls

Financial governance

The department's Finance function is responsible for the planning, reporting, management and monitoring of allocated budgets, driving the productivity and efficiency agenda, and leading the risk management function across the Home Office.

The department's business planning process allocates the budget voted by Parliament to all parts of the organisation. The functions within business planning have been developed and expanded to include specific focus on productivity and efficiency in line with government and ministerial objectives.

The department's risk framework has been developed (as outlined in the previous section) and aims to better identify the impact of risk, where this sits across the

department to enable better management of risks within each DG area.

The finance directorate monitors budgets to ensure they have been spent in accordance with decisions made by ministers and the Board, and reviews the actual and forecast outturns each month to check that expenditure is managed in line with approved budgets. This monitoring is designed to ensure that the department does not breach any of the parliamentary control totals, whilst also providing advice on options to ensure best use of available resources.

The department continues to work closely with HM Treasury with weekly meetings held at directorial and working level between the finance teams at Home Office and HMT. There is frequent engagement between the department and Treasury across major or new policy areas and regular meetings with HMT at ministerial level.

Internal review of our internal control framework including risk management is ongoing in line with the Home Office's commitment to strengthen our internal control environment and address areas of non-compliance. The College of Policing has had its 2023-24 accounts qualified by the NAO - a 'disclaimer of opinion' due to lack of evidence available to complete its audit. The Home Office takes this very seriously and is working closely with the College in its recovery plan, as it works to clear the disclaimer and return an unqualified position. As a result of this, the College has significantly strengthened its finance team and its internal scrutiny processes, as well as its budget management and control environment. Any issues are not material to the Home Office accounts.

Financial and corporate planning

The annual budget planning process took place in Autumn 2023 to finalise budgets for 2024-25. The budget allocation for 2024-25 was discussed by the department's Executive Committee on 28th November 2023 and signed off. The initial allocation of 2024-25 budgets was finalised well in advance of the beginning of the financial year to allow for effective conversations on how to best manage budgets and pressures and to give time for any further inter-departmental changes to be worked through and reflected in final budgets.

Shortly after the election in 2024, the government launched a 2-stage Spending Review (SR) to settle budgets from 2024-25 up to 2028-29. Phase 1 of the SR occurred in the summer of 2024 and sought to determine the final budgets for the current financial year (2024-25) and for 2025-26. A line-by-line review of current activity in July and August 2024, allowed the department to find additional savings to re-invest into new governmental priorities. During phase 1, HMT provided additional funding to the department from the Reserve for 2024-25 and 2025-26. This allows the department to start the year on a more sustainable financial footing without the expectation of a significant additional Reserve claim.

At the time of writing, the department has received confirmation of the settlement for phase 2 of the SR which sets the total budget for 2026-27, 2027-28, 2028-29 and Capital budget for 2029-30.

Whistleblowing

The Home Office 'Whistleblowing and Raising a Concern' policy aligns with the principles of the model policy recommended by Cabinet Office.

The Home Office policy allows staff to raise legitimate issues of public interest via their manager, a confidential central reporting hotline and email address, and through a network of Nominated Officers embedded within Director General commands. This is complemented by a board-level Senior Responsible Officer.

The Home Office Professional Standards Unit within Security & Investigations provide an independent team of investigators, separate from business areas, to thoroughly investigate concerns that are raised. Their role is also to consider and, where deemed necessary, recommend improvements in departmental procedures and new safeguards, and monitor that any such agreed improvements are implemented.

The Home Office Audit & Risk Assurance Committee (ARAC) holds responsibility for ensuring the department is operating appropriate and effective whistleblowing practices for its staff. The committee reviews a high-level summary of the department's whistleblowing cases annually with Human Resources, in their capacity as policy owners, and the Professional Standards Unit, who operate the policy, supported by Nominated Officers.

Fraud and bribery

The Home Office assesses anti-fraud performance against the Cabinet Office Counter Fraud Functional Standard, measuring performance against the metrics set out in the standard, and monitoring effectiveness through the reporting of fraud and error losses to the Public Sector Fraud Authority (PSFA). The Home Office fraud action plan sets out key priorities to support continuous improvements against the standards required.

The Home Office works closely with the PSFA to demonstrate an increase in effectiveness through detected, prevented and recovered fraud as well as applying upfront fraud expertise to minimise fraud risk.

The department declares material losses in line with the requirements of 'Managing Public Money', the Financial Reporting Manual, and the PSFA performance reporting mandate.

The Home Office operates a federated approach to managing our counter fraud response, with each Director General held accountable for their commands' performance. The Director General for Corporate and Delivery is the accountable board member for counter fraud and is responsible for ensuring effective governance and assurance methods are in place.

The Home Office counter fraud strategy, policy and response plan focuses on mitigating against the threat of fraud and linked offences. A new two-year strategy was launched this financial year, and a revised policy is due to be launched in Quarter 1 of 2025-26.

To further support the Home Office Counter Fraud Investigation capability, the Home Office has applied to move from Collective to Organisational Membership of the Government Counter Fraud Profession.

The department continues to make progress on embedding Fraud Risk Assessments (FRAs) into wider Home Office risk management practices. In line with Managing Public Money (MPM), the Home Office undertakes Initial Fraud Impact Assessments (IFIAs) and full FRAs. Following HM Treasury requirements, the department has further embedded these assessments into spending considerations.

Within the Grants Function, FRAs and due diligence actions are a requirement of the commercial and legislative approvals process and fraud reporting is mandated in the grant agreement. Fraud risks and due diligence assessments are reviewed annually for multi-year schemes. All new high-value, novel or contentious schemes and schemes that link to manifesto commitments are referred to the Complex Grants Advisory Panel within Cabinet Office at the design and development stage. Any high-risk or politically sensitive scheme is also subject to our Grants Challenge Panel review, which tests the grant management plan and reviews fraud and other risks.

Assurance

Operational assurance

Through the Home Office Operating System, the Permanent Secretaries oversee assurance and risk across the department, with responsibility of assurance and risk management delegated through the line.

The department relies on assurance from multiple sources, consistent with good practice. Assurance activity is structured around the three lines of defence model, ranging from front line operational assurance (first line of defence) to independent assurance such as Internal Audit (third line of defence).

The Assurance Team continues to embed a new compliance framework set up to help instil a process of continuous improvement and improve compliance with our policies, standards and statutory requirements. The framework clarifies and structures the department's approach to management assurance and sets out

the common principles and standard assurance activities that the department expects to be in place, and how these should be assessed and reported. Assurance reporting is completed at SCS2 director level, and is used for Director General/Director discussions, with the aim of embedding good assurance practice, and to facilitate organisational learning. Reporting from the Director compliance framework feeds into the Audit and Risk Assurance Committee discussions, and will feed into the Permanent Secretaries' stocktake process, supporting the aim of ensuring accountability for performance at all levels.

The Assurance Team and Central Risk Team continue to deliver a comprehensive programme of learning, supporting first and second line assurance and risk capability across the department.

The Central Audit Recommendation and Risk Tracking Team manages the IT system which enables management of the department's most significant risks, and tracks recommendations made from external and internal sources of scrutiny in a single easy-to-use online platform.

Functional standards

Since September 2021 government functional standards have set expectations for the consistent management and governance of 13 central functions: Digital, Data and Technology, Project Delivery, Human Resources, Property, Finance, Security, Commercial, Internal Audit, Analysis, Communication, Counter Fraud, Debt and Grants.

The Home Office's corporate functions have continued to focus upon embedding mandatory elements of each functional standard, supported by the HO compliance framework and Home Office Operating System. Some functions are moving beyond mandated standards as they continuously improve and develop, and notably the Home Office was awarded 'Best Grants Team' at the 2024 Government Grants Awards.

Our ALBs are proactively working towards proportionate compliance with standards. Mechanisms are in place for ongoing assessment and improvements, supported throughout the year by discussions with Home Office functional leads, a deep dive at the ALB Heads of Governance Forum, and an awareness session at the ALB conference in December 2024.

Analytical assurance

The Home Office has a process for ensuring that all business-critical models are subject to proportionate quality assurance, and that risks and limitations are communicated and acknowledged by the users of the modelled outputs.

The department's register of business-critical models is updated annually, including all analytical models where the financial risks are in excess of £25 million, where errors could result in substantial reputational damage, or where the model is a major part of delivering the department's capabilities.

Business-critical models must have a Senior Responsible Owner (SRO) who commissions the model and uses the outputs, a Model Responsible Owner (MRO) in charge of delivering the analysis, and an Analytical Quality Assurance (AQA) Reviewer who gives their opinion on the level of AQA and the robustness

of the model during a formal sign-off process. The MRO and SRO must then acknowledge that they have understood these risks, limitations, and uncertainties.

The process is overseen by the AQA Model Board, which meets once the model team is ready. These boards are composed of panel of senior staff members, independent from the model's creation, who have an appropriate knowledge of the relevant subject area or surrounding issues. Panellists are drawn from across the Home Office, bringing in expertise from a wide range of areas including, but not limited to, policy, legal, finance, commercial and operations.

A full-time Head of Analytical Quality Assurance supports the board, as well as running a programme of work to deliver training, guidance, and advice to analysts on quality assurance.

An iterative process is in place to regularly review and update the models classed as business critical. All existing business-critical models have now been reviewed, with new models developed and scheduled for review once complete. We will continue to review the approach to strengthen our management of risks as needed.

Project assurance

The Portfolio and Project Delivery Directorate (PPD) is responsible for leading, managing and co-ordinating assurance across the Home Office change portfolio with the National Infrastructure and Service Transformation Authority (NISTA) providing the assurance of those projects which also form part of the Government Major Projects Portfolio (GMPP).

Home Office programmes and projects are delivered in accordance with the Home Office Project Delivery Framework, which is compliant with the Government Functional Standard GovS 002: Project Delivery owned by the NISTA. All projects categorised as either GMPP or HO (Home Office) Critical are required to have an integrated assurance and approval plan. These plans help to ensure that individual projects are subject to an appropriate approval and assurance regime and that assurance interventions align with approval points.

Over 2024-25 the NISTA and PPD between them carried out 41 assurance reviews on Home Office projects. PPD collates, tracks and analyses the recommendations arising from these interventions to ensure that they are addressed and to help identify recurring topics for both the Project Delivery Community Learning Events that PPD runs and for future Government Internal Audit Agency (GIAA) thematic reviews. PPD also provides advice to projects through its Portfolio Business Partners, including on the action needed to address recommendations arising from assurance and audit reviews.

Projects that are deemed 'Home Office Critical' report monthly to PPD who provide monthly and quarterly reports on portfolio delivery to the Home Office Portfolio Delivery Board. Additionally, a subset of these projects is categorised as either 'A' or 'B' on the GMPP and are reported quarterly to the NISTA. The NISTA will publish data on these programmes as part of the IPA Annual Report in summer 2025. The publication will be based upon 2024-25 Q4 GMPP project data, including the NISTA delivery confidence rating for each.

Independent assurance

The department is subject to independent oversight in several areas and implements many of the recommendations made.

This oversight includes:

- National Audit Office reports (including Value for Money) and the audit report for the Annual Report and Accounts
- Independent Chief Inspector of Borders and Immigration
- HM Inspectorate of Prisons publications and annual report
- Reviews by the IPA
- Government Internal Audit Agency programme

Summary of Government Internal Audit Agency opinion

In accordance with the requirements of the UK Public Sector Internal Audit Standards, I am required to provide the Accounting Officer and the Audit and Risk Committee with my annual opinion on the adequacy and effectiveness of the organisation's risk management, control and governance arrangements. My opinion is a key element of the assurance framework and can be used to inform the organisation's Governance Statement; however, the Accounting Officer retains personal responsibility for risk management, governance and control processes.

This is the seventh consecutive year that I have provided a Limited opinion to the Home Office. Pervasive across the department, based on the work I have undertaken, I continue to report on systemic weaknesses in foundational elements that would support a more positive assessment of a department wide maturity of a functioning risk management and control framework. As in previous years my work has highlighted the negative impact

of ambiguity in roles and accountabilities, deficiencies in risk management capability in operations where risk considerations are not integrated in decision making and poor data quality.

Some areas have continued to make progress in developing a more positive risk management culture and implementing check and challenge activities in second line assurance to support risk and compliance. This is encouraging. There is certainly more visibility and focus on accountability through the line supported by the Home Office Operating System, however, the rigour and emphasis applied in strategic governance needs to be replicated in the commands.

For more than two years now the department has been expressing an ambition to move to a Moderate opinion. Whilst this has gained prominence in senior level discussions, the required improvements have not yet materialised. There is however optimism for the future. The department is in the early stages of

developing a framework which enable the ambition to gain greater traction through a set of agreed and measurable principles. For the governance, risk management, internal control framework in the Home Office to be sufficient to provide evidence that supports a Moderate opinion, there needs to be a pervasive culture set through the 'tone at the top'. Developing the 'firm foundations' which are required to propel this ambition forward must matter to the most senior people in the organisation and continue to be viewed as a priority.

There must be a collective mindset and shared commitment to develop and embed the foundations of risk management, control, and assurance into business as usual where these considerations and behaviours are ingrained.

Rachel Wrathall

Chief Internal Auditor

Government Internal Audit Agency

Year-end governance assurance process

As the Principal Accounting Officer, I am responsible for ensuring there is an effective process in place for monitoring and reporting governance issues during the year. I am supported by Directors General and Directors who have delegated financial and risk management authority appropriate to their responsibilities.

To prepare the department's governance statement I have been provided with feedback and assurance from across the department. This includes:

- assessment against functional standards and Orange Book Risk Control Framework
- completion of the bi-annual compliance maturity matrix which summarises the objectives, controls and risks within each director's operations and provides an assessment of the level of assurance with business processes
- content of agency and Arm's Length Body governance statements to ensure consistency and completeness of this statement

Having taken over on 14 April 2025, there were a series of high-level discussions with the outgoing Accounting Officer and the Second Permanent Secretary. Briefing packs, including updates on governance and assurance issues, were also provided from DG Commands where financial and risk management responsibility lies.

I also received a letter of assurance from the DG responsible for the delivery of this document to confirm it was materially correct and that there was the correct level of AO assurance activity, sufficient internal controls and senior leadership throughout the last year, and this was in line with the previous year. I have also obtained assurance from my Directors General and Second Permanent Secretary during the preparation of the Annual Report and Accounts.

Conclusion and compliance with Code of Good Practice

Government policy on departmental governance is outlined in Corporate Governance in Central departments: Code of Good Practice. This code operates on a 'comply or explain' basis, whereby departments are asked to disclose any element of the code with which they are not fully compliant, explaining their rationale and any alternative measures which have been put in place to meet the objectives of the code. The Home Office meets the provisions outlined in the code through the operation of its departmental board and sub-committees. The function of the nominations committee is completed through the Executive Talent Board and its subcommittee. Further compliance is captured in the Lead Non-Executive Statement.

Remuneration and staff report

Remuneration report

Service contracts

The Constitutional Reform and Governance Act 2010 requires Civil Service appointments to be made on merit, based on fair and open competition. The Recruitment Principles published by the Civil Service Commission specify the circumstances when appointments may be made otherwise.

Unless otherwise stated below, the officials covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Further information about the work of the Civil Service Commission can be found at www.civilservicecommission.org.uk.

Remuneration policy

The remuneration of Senior Civil Servants is set by the Cabinet Office following independent advice from the Review Body on Senior Salaries.

In reaching its recommendations, the Review Body has regard to the following considerations:

- the need to recruit, retain and motivate, and where relevant, promote suitably able and qualified people to exercise their different responsibilities

- regional or local variations in labour markets and their effects on the recruitment, retention and, where relevant, promotion of staff
- government policies for improving the public services including the requirement on departments to meet the output targets for the delivery of departmental services
- the funds available to departments as set out in the government's Departmental Expenditure Limits
- the government's inflation target

The Review Body will take account of the evidence it receives about wider economic considerations and the affordability of its recommendations.

Further information about the work of the Review Body can be found at GOV.UK.

Single total figure of remuneration for each minister and director

This section is audited.

The following sections provide details of the remuneration and pension interests of the ministers and most senior management (board members) of the department.

Ministers

Ministers' salaries and pension benefits in 2024-25 and 2023-24 were as follows. Figures in brackets represent full year equivalents.

	Salary (£)		Benefits in kind (to nearest £100)		Pension benefits (to nearest £000)		Total (to nearest £000)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Ministers								
Rt Hon Yvette Cooper MP Secretary of State for the Home Department (Appointed 05/07/2024)	49,721 (67,505)	-	-	-	13	-	63	-
Daniel Jarvis MBE MP Minister for Security, Minister of State (Appointed 06/07/2024)	23,334 (31,680)	-	-	-	6	-	29	-
Rt Hon Dame Diana Johnson DBE MP Minister for Policing, Fire and Crime Prevention, Minister of State (Appointed 08/07/2024)	23,164 (31,680)	-	-	-	6	-	29	-
Dame Angela Eagle DBE MP Minister for Border Security and Asylum, Minister of State (Appointed 08/07/2024)	23,164 (31,680)	-	-	-	6	-	29	-
The Rt Hon Lord Hanson of Flint¹ Lords Minister, Minister of State (Appointed 09/07/24)	-	-	-	-	-	-	-	-
Seema Malhotra MP Minister for Migration and Citizenship, Parliamentary Under-Secretary of State (Appointed 09/07/24)	16,300 (22,375)	-	-	-	4	-	20	-
Jessica Phillips MP Minister for Safeguarding and Violence Against Women and Girls, Parliamentary Under-Secretary of State (Appointed 09/07/24)	16,300 (22,375)	-	-	-	4	-	20	-

¹ Lord Hanson is an unpaid minister.

	Salary (£)		Benefits in kind (to nearest £100)		Pension benefits (to nearest £000)		Total (to nearest £000)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Former ministers								
Rt Hon James Cleverly MP¹ Secretary of State for the Home Department (13/11/2023 to 05/07/2024)	34,660 (67,505)	22,502 (67,505)	-	-	4	7	39	30
Rt Hon Thomas Tugendhat MBE MP² Minister of State for Security (Until 05/07/2024)	16,266 (31,680)	31,680 (31,680)	-	-	2	8	18	40
Rt Hon Lord Sharpe of Epsom OBE³ Parliamentary Under-Secretary of State (Until 05/07/2024)	46,019 (70,969)	128,798 (70,969)	-	-	4	19	50	148
Rt Hon Christopher Philp MP⁴ Minister of State for Crime, Policing and Fire (Until 05/07/2024)	16,266 (31,680)	31,680 (31,680)	-	-	2	8	18	40
Laura Farris⁵ Parliamentary Under-Secretary of State for Victims and Safeguarding (13/11/2023 to 05/07/2024)	11,487 (22,375)	8,515 (22,375)	-	-	1	2	12	11
Thomas Pursglove⁶ Minister of State for Legal Migration and the Border (07/12/2023 to 05/07/2024)	16,266 (31,680)	7,920 (31,680)	-	-	2	3	18	11
Rt Hon Michael Tomlinson KC⁷ Minister of State for Countering Illegal Migration (07/12/2023 to 05/07/2024)	16,266 (31,680)	7,920 (31,680)	-	-	2	3	18	11

¹ Salary includes a non-taxable exit payment of £16,876.

² Salary includes a non-taxable exit payment of £7,920.

³ Salary includes a non-taxable exit payment of £17,742.25 and a Lords Office Holders Allowance of £9,580.29.

⁴ Salary includes a non-taxable exit payment of £7,920.

⁵ Salary includes a non-taxable exit payment of £5,593.

⁶ Salary includes a non-taxable exit payment of £7,920.

⁷ Salary includes a non-taxable exit payment of £7,920.

Officials

Senior officials are defined as members of the Home Office departmental board. Senior officials' salaries and pension benefits in 2024-25 and 2023-24 are set out on the following page. Figures in brackets represent full year equivalents.

	Salary (£000)		Bonus payments (£000)		Benefits in kind ¹ (to nearest £100)		Pension benefits ² (to nearest £000) (Restated)		Total (to nearest £000) (Restated)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24 ³	2024-25	2023-24
Board members										
Simon Ridley⁴ Second Permanent Secretary (From 18/04/2023), Acting Permanent Secretary (From 29/03/2025)	170-175 (170-175)	110-115 (165-170)	-	-	-	-	82	60	255-260	170-175
Philip Douglas CB^{5,6} Director General, Border Force	145-150 (140-145)	130-135 (135-140)	10-15	15-20	-	-	119	218	275-280	365-370
David Kuenssberg Director General, Corporate and Delivery	165-170 (165-170)	155-160 (155-160)	-	0-5	-	-	55	80	220-225	240-245
Prof. Jennifer Rubin Home Office Chief Scientific Adviser, Director General, STARS (Science, Technology, Analysis, Research and Strategy)	165-170 (165-170)	160-165 (160-165)	-	0-5	-	-	65	62	230-235	225-230
DG HSG	155-160 (155-160)	145-150 (145-150)	15-20	15-20	-	-	124	59	300-305	220-225

Board members	Salary (£000)		Bonus payments (£000)		Benefits in kind ¹ (to nearest £100)		Pension benefits ² (to nearest £000) (Restated)		Total (to nearest £000) (Restated)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24 ³	2024-25	2023-24
Robert Hall⁶ Director, Communications	120-125 (120-125)	110-115 (110-115)	10-15	10-15	-	-	72	195	200-205	320-325
Basit Javid Director General, Immigration Enforcement (From 06/11/2023)	180-185 (180-185)	65-70 (170-175)	-	-	-	-	71	27	250-255	95-100
Daniel Hobbs⁷ Director General, Migration and Borders Group (From 14/08/2023)	130-135 (130-135)	80-85 (125-130)	0-5	0-5	-	-	128	85	265-270	170-175
Joanna Rowland Director General, Customer Services Group (From 08/01/2024)	165-170 (165-170)	35-40 (155-160)	15-20	-	-	-	67	14	250-255	50-55
Rebecca Ellis CBE⁸ Strategy Director (From 08/01/2024)	120-125 (110-115)	25-30 (105-110)	10-15	-	-	-	175	10	305-310	35-40
Richard Clarke Director General, Safer Streets Mission and Public Safety Group (From 05/07/2024)	110-115 (150-155)	-	0-5	-	-	-	135	-	250-255	-

	Salary (£000)		Bonus payments (£000)		Benefits in kind ¹ (to nearest £100)		Pension benefits ² (to nearest £000) (Restated)		Total (to nearest £000) (Restated)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24 ³	2024-25	2023-24
Board members										
Martin Hewitt CBE Border Security Commander (From 07/10/2024)	95-100 (200-205)	-	-	-	-	-	- ⁹	-	95-100	-
Sarah Taylor Chief People Officer (From 01/10/2024)	70-75 (145-150)	-	-	-	-	-	29	-	100-105	-

¹ No benefits in kind were paid in 2024-25 and 2023-24.

² Pensions benefits are calculated by multiplying the real increase in annual pension age by 20 (regardless of the individual's age), adding the real increase in any lump sum, less the individual's pension contributions for the year.

³ Accrued pension benefits for directors were not included in this table in the 2023-24 Annual report and accounts due to an exceptional delay in the calculation of these figures. Hence, the 2023-24 total has changed.

⁴ Salary between April and July 2023 covered by the Cabinet Office.

⁵ Salary includes buy-out of annual leave, which is a non-consolidated payment of £5,742.34.

⁶ 2023-24 salary increase following status change from interim to permanent Director General.

⁷ 2023-24 salary includes buy-out of annual leave, which is a non-consolidated payment of £1,459.77.

⁸ 2023-24 and 2024-25 salary includes Private Secretary Allowance of £10,000.

⁹ Martin Hewitt does not hold a Civil Service pension.

Payments to past directors

Former officials	Salary (£000)		Bonus payments (£000)		Benefits in kind ¹ (to nearest £100)		Pension benefits ² (to nearest £000) (Restated)		Total (to nearest £000) (Restated)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24 ³	2024-25	2023-24
Sir Matthew Rycroft KCMG CBE ^{4,5} Permanent Secretary (Until 28/03/2025)	255-260 (200-205)	205-210 (195-200)	20-25	5-10	-	-	179	158	455-460	370-375
Jaee Samant Director General, Public Safety Group (Until 05/01/2025)	120-125 (155-160)	140-145 (140-145)	-	15-20	-	-	119	60	235-240	220-225
Stuart Skeates CB CBE ⁶ Director General, Strategic Operations (18/04/2024 to 12/08/2024)	95-100 (165-170)	110-115 (165-170)	-	0-5	-	-	-	-	95-100	115-120
Stephanie Price Interim Chief People Officer (01/04/2024 to 02/08/2024)	35-40 (110-115)	-	-	-	-	-	42	-	75-80	-

¹ No benefits in kind were paid in 2024-25 and 2023-24.

² Pensions benefits are calculated by multiplying the real increase in annual pension age by 20 (regardless of the individual's age), adding the real increase in any lump sum, less the individual's pension contributions for the year.

³ Accrued pension benefits for past directors were not included in this table in the 2023-24 Annual report and accounts due to an exceptional delay in the calculation of these figures. Hence, the 2023-24 total has changed.

⁴ 2024-25 salary includes buy-out of annual leave, which is a non-consolidated payment of £9,809.46. 2023-24 salary includes buy-out of annual leave, which is a non-consolidated payment of £7,494.83.

⁵ Salary includes exit payment of £50,000 (£30,000 non-taxable and £20,000 taxable).

⁶ Salary includes Payment In Lieu of Notice Taxable of £36,896.72. Salary between April and July 2023 covered by the Ministry of Defence. Stuart Skeates does not hold a Civil Service pension.

Non-executive directors

The non-executive directors listed below are those who sat on the Home Office departmental board and the executive committee. Non-executive directors do not receive bonuses. Other non-executive directors are employed by the Home Office's NDPBs and their details can be found in the accounts of those bodies.

Non-executive directors	Salary (£000)		Bonus payments (£000)		Benefits in kind (to nearest £100)		Pension benefits (to nearest £000)		Total (to nearest £000)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Timothy Robinson CBE ²	10-15	10-15	-	-	-	-	-	-	10-15	10-15
James Cooper	20-25	20-25	-	-	-	-	-	-	20-25	20-25
Janet Gower	10-15	10-15	-	-	-	-	-	-	10-15	10-15
Philip Swallow	10-15	10-15	-	-	-	-	-	-	10-15	10-15
Former non-executive directors										
David Mawdsley ¹ (Until 30/09/2024)	5-10 (10-15)	5-10 (10-15)	-	-	-	-	-	-	5-10	5-10

¹ Salary in brackets is for the full year salary.

² At his request Timothy Robinson's fee is donated directly to charity.

Salary

‘Salary’ includes gross salary; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation, and any severance or ex-gratia payments. This report is based on accrued payments made by the department and thus recorded in these accounts. In respect of ministers in the House of Commons, departments bear only the cost of the additional ministerial remuneration; the salary for their services as an MP £91,346 (from 1 April 2024) and various allowances to which they are entitled are borne centrally. However, the arrangement for ministers in the House of Lords is different in that they do not receive a salary but rather an additional remuneration, which cannot be quantified separately from their ministerial salaries. This total remuneration, as well as the allowances to which they are entitled, is paid by the department and is therefore shown in full in the figures above.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the department and treated by HM Revenue and Customs as a taxable emolument.

Bonuses

Bonuses are based on performance levels attained and are made as part of the appraisal process. Bonuses relate to the performance in the year in which they become payable to the individual. The bonuses reported in 2024-25 relate to performance in 2024-25 and the comparative bonuses reported for 2023-24 relate to the performance in 2023-24.

Pension entitlements for each minister and director

This section is audited.

The table below shows the pension entitlements for each minister:

	Accrued pension at age 65 as at 31/03/2025	Real increase in pension at age 65	CETV at 31/03/2025	CETV at 31/03/2024	Real increase in CETV
Ministers	£000	£000	£000	£000	£000
Rt Hon Yvette Cooper MP	15-20	0-5	302	279	10
Daniel Jarvis MBE MP	0-5	0-5	7	0	4
Rt Hon Dame Diana Johnson DBE MP	0-5	0-5	40	32	5
Dame Angela Eagle DBE MP	5-10	0-5	204	191	5
Seema Malhotra MP	0-5	0-5	5	0	3
Jessica Phillips MP	0-5	0-5	4	0	2
Former ministers					
Rt Hon James Cleverly MP	0-5	0-5	71	66	3
Rt Hon Thomas Tugendhat MBE MP	0-5	0-5	17	15	1
Rt Hon Lord Sharpe of Epsom OBE	0-5	0-5	43	37	4
Rt Hon Christopher Philp MP	0-5	0-5	36	34	1

	Accrued pension at age 65 as at 31/03/2025	Real increase in pension at age 65	CETV at 31/03/2025	CETV at 31/03/2024	Real increase in CETV
Ministers	£000	£000	£000	£000	£000
Laura Farris	0-5	0-5	4	2	1
Rt Hon Michael Tomlinson KC	0-5	0-5	39	37	1
Thomas Pursglove	0-5	0-5	28	26	3

Where a minister joined or left the department part way through the year, the 'cash equivalent transfer value' column refers to those dates and not 31 March.

Accrued pension benefits included in this table for any individual affected by the Public Service Pensions Remedy have been calculated based on their inclusion in the legacy scheme for the period between 1 April 2015 and 31 March 2022, following the McCloud judgment. The Public Service Pensions Remedy applies to individuals that were members, or eligible to be members, of a public service pension scheme on 31 March 2012 and were members of a public service pension scheme between 1 April 2015 and 31 March 2022.

The basis for the calculation reflects the legal position that impacted members have been rolled back into the relevant legacy scheme for the remedy period and that this will apply unless the member actively exercises their entitlement on retirement to decide instead to receive benefits calculated under the terms of the alpha scheme for the period from 1 April 2015 to 31 March 2022.



Ministerial pensions

Pension benefits for ministers are provided by the Parliamentary Contributory Pension Fund (PCPF). The scheme is made under statute and the rules are set out in the Ministers' – 2015 Pension Scheme, available at <http://qna.files.parliament.uk/ws-attachments/170890/original/PCPF%20MINISTERIAL%20SCHEME%20FINAL%20RULES.doc>.

Ministers who are MPs may also accrue an MP's pension under the PCPF (details of which are not included in this report). A new MPs pension scheme was introduced from May 2015, although members who were MPs and aged 55 or older on 1 April 2013 have transitional protection to remain in the previous MP's final salary pension scheme.

Benefits for ministers are payable from State Pension age under the 2015 scheme. Pensions are re-valued annually in line with Pensions Increase legislation both before and after retirement. The contribution rate from May 2015 is 11.1% and the accrual rate is 1.775% of pensionable earnings.

The figure shown for pension value includes the total pension payable to the member under both the pre- and post-2015 ministerial pension schemes.

Further details of the scheme are available at: [Parliamentary Contributory Pension Fund \(PCPF\)](#).

Executive directors' pensions

This table is audited

	Accrued pension at age 65 as at 31/03/2025	Real increase in pension at age 65	CETV at 31/03/2025	CETV at 31/03/2024	Real increase in CETV
Officials	£000	£000	£000	£000	£000
Richard Clarke	60-65	5-7.5	1093	945	106
Philip Douglas CB	75-80	5-7.5	1684	1505	113
Rebecca Ellis CBE	35-40 plus a lump sum of 85-90	7.5-10 plus a lump sum of 15-17.5	680	513	140
Robert Hall	45-50	2.5-5	794	707	51
Daniel Hobbs	50-55	5-7.5	888	754	96
Basit Javid	5-10	2.5-5	88	24	49
David Kuenssberg	35-40	2.5-5	745	670	35
Simon Ridley	65-70 plus a lump sum of 155-160	2.5-5 plus a lump sum of 0-2.5	1334	1218	57
Joanna Rowland	35-40	2.5 - 5	509	419	43
Prof. Jennifer Rubin	15-20	2.5-5	258	185	47
DG HSG	50-55 plus a lump sum of 120-125	5-7.5 plus a lump sum of 5-7.5	1018	882	92
Sarah Taylor	0-5	0 - 2.5	26	0	21

	Accrued pension at age 65 as at 31/03/2025	Real increase in pension at age 65	CETV at 31/03/2025	CETV at 31/03/2024	Real increase in CETV
Former Officials	£000	£000	£000	£000	£000
Sir Matthew Rycroft KCMG CBE	120-125	7.5-10	2510	2249	163
Jaee Samant	65-70 plus a lump sum of 175-180	5-7.5 plus a lump sum of 7.5-10	1617	1474	112
Stephanie Price	15-20	0-2.5	184	147	18

Pension benefits are provided through the Civil Service pension arrangements. Before 1 April 2015, the only scheme was the principal Civil Service Pension Scheme (PCSPS), which is divided into a few different sections – premium classic plus provide benefits on a final salary basis with a normal pension age of 60, while nuvos provides benefits on a career average basis with a normal pension age of 65. From 1 April 2015, a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme or alpha - which provides benefits on a career average basis with a normal pension age equal to the member's State Pension age (or 65 if higher). All newly appointed civil servants and the majority of those already in service, joined the new scheme.

These statutory arrangements are unfunded statutory schemes. Employees and employers make contributions (employee contributions range between 4.6% and 8.05%, depending on the salary). The balance of the cost of benefits is met by monies voted by Parliament each year. Pensions in payment are increased annually in line with pensions increase legislation. As an alternative to the defined benefit scheme, employees have the option to join a defined contribution arrangement known as the Partnership Pension Account.

In alpha, pension builds up at a rate of 2.32% pensionable earning each year, and the total amount accrued is adjusted annually in line with a rate set by HM Treasury. Members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004. All members who switched to alpha have their PCSPS benefits 'banked', with those with earlier benefits in one of the final salary sections of the PCSPS having those

benefits based on their final salary when they leave alpha.

The accrued pension shown in this report is the pension the member is entitled to receive when they reach normal pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over the normal pension age. Normal pension age is 60 for members of classic, premium and classic plus, 65 for members of nuvos, and the higher of 65 or State Pension age for members of alpha.

The pension figures shown in this report show pension earned in PCSPS or alpha - as appropriate. Where a member has benefits in both the PCSPS and alpha, the figures show the combined value of their benefits in the 2 schemes but note that the constituent parts of that pension may be payable from different ages.

When the government introduced new public service pension schemes in 2015, there were transitional arrangements which treated existing scheme members differently based on their age. Older members of the PCSPS remained in that scheme, rather than moving to alpha. In 2018, the Court of Appeal found that the transitional arrangements in the public service pension schemes unlawfully discriminated against younger members.

As a result, steps are being taken to remedy those 2015 reforms, making the pension scheme provisions fair to all members. The public service pensions remedy is made up of 2 parts. The first part closed the PCSPS on 31 March 2022, with all active members becoming members of alpha from 1 April 2022. The second part removes the age discrimination for the remedy period, between 1 April 2015 and 31 March 2022, by moving the membership of eligible

members during this period back into the PCSPS on 1 October 2023. This is known as ‘rollback.’

For members who are in scope of the public service pension remedy, the calculation of their benefits for the purpose of calculating their Cash Equivalent Transfer Value and their single total figure of remuneration, as of 31 March 2023 and 31 March 2024, reflects the fact that membership between 1 April 2015 and 31 March 2022 has been rolled back into the PCSPS. Although members will in due course get an option to decide whether that period should count towards PCSPS or alpha benefits, the figures show the rolled back position, that is PCSPS benefits for that period.

The partnership pension account is an occupational contribution pension arrangement which is part of the Legal & General Mastertrust. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member). The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer’s basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement).

Further details about the Civil Service pension arrangements can be found at the website <http://www.civilservicepensionscheme.org.uk>.

Cash Equivalent Transfer Value (CETV) – ministers and executive directors

This is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member’s accrued benefits and any contingent spouse’s pension payable from the scheme.

A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the pension benefits, they have accrued in their former scheme.

The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total service. For ministers that is all their time as a minister, not just their current employment. For executive directors, that is all the time they have been a member of that pension scheme, not just their service in a senior capacity to which the disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost.

CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

CETV figures are calculated using the guidance on discount rates for calculating unfunded public service pension contribution rates. HM Treasury published updated guidance on 27 April 2023 which was used in the calculation of 2023-24 and 2024-25 CETV figures.

The real increase in the value of the CETV

This is the element of the increase in accrued pension funded by the Exchequer. It excludes increases due to inflation and contributions paid by the minister. It is worked out using common market valuation factors for the start and end of the period.

Compensation on early retirement or for loss of office

This section is audited.

Officials

Compensation payments for redundancy made to officials who were board members are detailed in annotations to the table of the single total figure of remuneration for officials above.

Ministers

Compensation payments for loss of office made to ministers are detailed in annotations to the table of the single total figure of remuneration for ministers above.

Fair pay disclosures

This section is audited.

Salary and allowances

The percentage change in respect of the highest paid director's salary and allowances was -2.4% (decrease). In 2023-24, the band was £205-£210k for Sir Matthew Rycroft and in 2024-25, the band is £200-£205k for Martin Hewitt.

The average percentage change in respect of all other employees' salary and allowances increased by 9.2% in 2024-25 compared to 2023-24.

Performance pay and bonuses

The highest paid director did not receive a bonus in 2024-25. For other employees, the average performance pay and bonuses increased by 29.2% between 2024-25 (£738) and 2023-24 (£571).

Martin Hewitt is the highest paid director for salary in 2024-25, but received no bonus having started in the year. In 2023-24, Sir Matthew Rycroft was the highest paid director and received a bonus of £10,000. Sir Matthew Rycroft was in post until 28 March 2025 and received a bonus of £20-£25k.

Pay ratios

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

Total pay remuneration includes salary, non-consolidated performance related pay and benefits-in-kind. It does not include severance payments, employer pension contributions and the Cash Equivalent Transfer Value of pensions.

Pay remuneration bands ranged from £20,000-£25,000 to £200,000-£205,000.

The banded pay remuneration of the highest paid director in the Home Office in the financial year 2024-25 was £200,000-£205,000 (2023-24, £215,000-£220,000). This was 5.0 times (2023-24, 6.0 times) the median remuneration of the workforce, which was £40,102 (2023-24, £36,010).

In 2024-25, one employee received pay remuneration more than the highest paid director.

The following table shows the median earnings of the department's workforce and the ratio between this and the earnings of the highest paid director for total pay remuneration. Martin Hewitt is the highest paid director for 2024-25. Sir Matthew Rycroft was the highest paid director in 2023-24.

	2024-25	2023-24
Band of highest paid director's remuneration (£000)	200-205	215-220
25 th percentile pay (£)	31,579	28,952
25 th percentile remuneration ratio	6.4	7.5
Median pay (£)	40,102	36,010
Median remuneration ratio	5.0	6.0
75 th percentile pay (£)	47,443	44,101
75 th percentile remuneration ratio	4.3	4.9

During 2024-25, the highest paid director's pay remuneration band was £200,000 – £205,000. The median total for staff has increased by £4,092, with a £17m increase in Annualised Hours Allowance and a £10m increase in bonus payments. These differences result in the 1.0 decrease of the remuneration ratio.

Salary and allowance component only

The table below shows the median earnings of the department's workforce and the ratio between this and the earnings

of the highest paid director, for salary and permanent (regular) allowances only. Non-consolidated performance related pay, temporary one-off payments and benefits-in-kind are excluded. It also does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

For 2024-25, the highest paid director for salary component only is Martin Hewitt. Sir Matthew Rycroft was the highest paid director in 2023-24. The 2023-24 column is restated below.

	2024-25	2023-24 (Restated)
Band of highest paid director's salary (£000)	200-205	205-210
25 th percentile pay (£)	30,569	28,231
25 th percentile salary ratio	6.6	7.4
Median pay (£)	38,600	34,640
Median salary ratio	5.2	6.0
75 th percentile pay (£)	45,973	42,341
75 th percentile salary ratio	4.4	4.9

Mandatory reporting of spending on consultancy and temporary staff

The Home Office has a robust consultancy and contingent labour expenditure control process, which has been the subject of continuous improvement and review to ensure it is fit for purpose. This process requires appointments or extensions of existing engagements for temporary labour and external consultancy services to be approved by the External Resources Governance Board (ERG Board). The ERG Board is made up of relevant Heads of Profession and members of the Tax Centre of Excellence. This control covers the Home Office core department and its arm's length bodies (ALBs).

The Consultancy and Contingent Labour approvals process is owned and managed by the Chief Commercial Officer and was established in October 2010. Consultancy requests over £20,000 or more than 3 months in duration, if approved by the ERG Board, are submitted to the Director General for Corporate and Delivery and Director General for Science, Technology, Analysis and Research (STAR), who operates under delegation from the Home Secretary for requirements up to the value of £200,000. Requests above this value also go to the Permanent Secretary for approval and then onwards to the Home Secretary and the relevant minister. All consultancy requests over £10 million in value are also submitted to the Cabinet Office Spending Controls Team for additional scrutiny and approval.

Temporary labour requirements are subject to review against business resource plans and departmental engagement criteria, based on Cabinet Office, Crown Commercial Service and HMRC guidance and good practice. Additional approval by the Director General for Corporate and Delivery is also required for any engagements for SCS equivalent roles, durations likely to exceed 2 years and engagements with a charge rate (day rate inclusive of VAT) of greater than £1,000 per day.

Full year spend in 2024-25 on consultancy services and contingent labour by the Home Office, including ALBs, was £325.1 million, (2023-24, £524.3 million), a reduction of £199.2 million (38% reduction) below 2023-24 spend. The spend on consultancy services of £113.5 million (2023-24, £237.3 million), was £123.8 million less (52% reduction) than in 2023-24. The spend on contingent labour and agency costs of £211.6 million (2023-24, £286.9 million) was £75.3 million less (26% reduction) than in 2023-24.

The Home Office monitors temporary staff costs to ensure that the continuing expenditure represents the best value for money for the organisation. Agency staff have been retained primarily as a flexible resource to deal with backlogs in migrant casework, passport application/examination, and asylum applications. In addition, the announcement of the reforms to immigration rules and fluctuating seasonal demand for HMPO and visas has contributed to the requirement for consultancy services and temporary staff.

The remainder of the temporary labour spend was associated with the engagement of specialist contractors and interim managers, primarily to assist the Home Office with our transformation

plans and to deliver our digital strategy, and an increased demand for contingent labour to cover a vacancy or supplement internal capacity.

	2024-25 Total expenditure (£000)	2023-24 Total expenditure (£000)
Consultancy services		
Home Office core department	113,071	233,748
Disclosure and Barring Service	10	116
College of Policing ¹	117	2,195
Security Industry Authority	121	323
Gangmasters & Labour Abuse Authority	-	770
Office of the Immigration Services Commissioner	-	-
Independent Office for Police Conduct	210	180
Total	113,529	237,332

	2024-25 Total expenditure (£000)	2023-24 Total expenditure (£000)
Contingent labour and agency costs		
Home Office core department	206,705	277,151
Disclosure and Barring Service	2,768	3,342
College of Policing ¹	1,074	5,881
Security Industry Authority	839	587
Gangmasters & Labour Abuse Authority	-	-
Office of the Immigration Services Commissioner	-	-
Independent Office for Police Conduct	234	36
Total	211,620	286,997

Total consultancy services and contingent labour and agency costs	2024-25 Total expenditure (£000)	2023-24 Total expenditure (£000)
Home Office core department	319,776	510,900
Disclosure and Barring Service	2,778	3,458
College of Policing ¹	1,191	8,076
Independent Office for Police Conduct	444	216
Security Industry Authority	960	909
Gangmasters & Labour Abuse Authority	-	770
Office of the Immigration Services Commissioner	-	-
Total	325,149	524,329

¹ College of Policing, an ALB of the Home Office, was unable to submit audited figures for the year ended 31 March 2024 owing to an IT systems failure. The comparative figures for this ALB have been replicated for 2024 to make the current figures more comparable.

Reporting of off-payroll appointments

Following the Review of Tax Arrangements of Public Sector Appointees published by the Chief Secretary to the Treasury on 23 May 2012, departments and their ALBs must publish information on their highly paid and/or senior off-payroll engagements.

The tables 1 and 2 below provide the total number of off-payroll engagements earning more than £245 per day and new engagements during the year. Table 3 shows off-payroll engagements who were board members or senior officials during the year.

Table 1: This table shows the number of off-payroll engagements as of 31 March 2025, for more than £245 per day and that last for longer than 6 months

	Core department	ALBs	Departmental group
Number of existing engagements as of 31 March 2025	504	19	523
Of which the number that have existed for:			
less than 1 year	179	4	183
for between 1 and 2 years	200	10	210
for between 2 and 3 years	60	3	63
for between 3 and 4 years	37	2	39
for 4 or more years	28	0	28

All existing off-payroll engagements outlined above have at some point been subject to a risk-based assessment as to whether assurance is required that the individual is paying the right amount of tax and, where necessary, that assurance has been sought.

Table 2: For all off-payroll appointments engaged at any point during the year ended 31 March 2025 and earning at least £245 per day or greater

	Core department	ALBs	Departmental group
The number of appointments in force during the time period	863	51	914
Of which:			
The number of these appointments to which the off-payroll legislation does not apply;	25	1	26
The number of these appointments to which the off-payroll legislation does apply and which were assessed as within scope of IR35;	830	42	872
The number of these appointments to which the off-payroll legislation does apply and which were assessed as not within scope of IR35;	8	8	16
The number of appointments that were reassessed for consistency/assurance purposes during the year; and	598	23	621
The number that saw a change to IR35 status following the assurance review.	3	0	3

Table 3: For any off-payroll engagements of board members, and/or, senior officials with significant financial responsibility, between 1 April 2024 and 31 March 2025

	Core department	ALBs	Departmental group
Number of off-payroll engagements of board members and/or senior officials with significant financial responsibility, during the financial year	-	-	-
Number of individuals that have been deemed 'board members and/or, senior officials with significant financial responsibility', during the financial year. This figure should include both off-payroll and on-payroll engagement	17	-	-

Staff report

Number of Senior Civil Service staff (or equivalent) by band

Distribution of headcount of Senior Civil Service (SCS) pay remuneration as at end of March 2025

Pay remuneration bands	SCS within the range as at end of March 2025	Percentage
£75,000 - £80,000	5	1.36%
£80,000 - £85,000	32	8.67%
£85,000 - £90,000	72	19.51%
£90,000 - £95,000	81	21.95%
£95,000 - £100,000	52	14.09%
£100,000 - £105,000	15	4.07%
£105,000 - £110,000	14	3.79%
£110,000 - £115,000	21	5.69%
£115,000 - £120,000	16	4.34%
£120,000 - £125,000	9	2.44%
£125,000 - £130,000	11	2.98%
£130,000 - £135,000	8	2.17%
£135,000 - £140,000	5	1.36%
£140,000 - £150,000	6	1.63%
£150,000 - £155,000	2	0.54%
£155,000 - £160,000	5	1.36%
£160,000 - £165,000	4	1.08%
£165,000 - £170,000	3	0.81%
£170,000 - £175,000	2	0.54%
£175,000 - £180,000	1	0.27%
£180,000 - £185,000	3	0.81%
£200,000 - £205,000	2	0.54%
Grand total	369¹	100.00%

¹ As of 31st March 2025, there are 371 current, paid civil servants at SCS grade. 2 SCS are incoming loan not paid via Home Office payroll, therefore they are excluded from the above table.

This information has been extracted from METIS – Home Office Human Resources Record System as at the end of March 2025.

Numbers are headcount of current, paid, civil servants at SCS grade.

Remuneration bands include salary, allowances, non-consolidated performance related pay and benefits in kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

Salary and all pay-related (regular) relevant allowances are based on the full-time equivalent annual salary rates (not on a pro rata basis). All other payments such as irregular allowances, non-consolidated performance related pay and benefits in kind, are payments received in 2024-25. Where individual £5k remuneration bands contain less than five individuals, bands have been combined as per ONS statistical disclosure controls. Those earning above £150k are subject to full disclosure.

2023-24 comparison table

Distribution of headcount of Senior Civil Service (SCS) pay remuneration as at end of March 2024

Pay remuneration bands	SCS within the range as at end of March 2024	Percentage
£75,000 - £80,000	25	7.08%
£80,000 - £85,000	63	17.85%
£85,000 - £90,000	67	18.98%
£90,000 - £95,000	57	16.15%
£95,000 - £100,000	21	5.95%
£100,000 - £105,000	21	5.95%
£105,000 - £110,000	16	4.53%
£110,000 - £115,000	15	4.25%
£115,000 - £120,000	8	2.27%
£120,000 - £125,000	13	3.68%
£125,000 - £130,000	12	3.40%
£130,000 - £140,000	6	1.70%
£140,000 - £150,000	7	1.98%
£150,000 - £155,000	4	1.13%
£155,000 - £160,000	5	1.42%
£160,000 - £165,000	7	1.98%
£165,000 - £170,000	2	0.57%
£170,000 - £175,000	2	0.57%
£190,000 - £195,000	1	0.28%
£215,000 - £220,000	1	0.28%
Grand total	353	100.00%

This information has been extracted from METIS – Home Office Human Resources Record System as at the end of March 2024.

Staff costs

This section is audited.

	Permanently employed staff	Others	Ministers	2024-25 Departmental group total	2023-24 Departmental group total
	£000	£000	£000	£000	£000
Wages and salaries	2,201,535	277,636	217	2,479,388	2,271,702
Social security costs	249,940	-	22	249,962	216,511
Other pension costs	601,583	-	-	601,583	485,830
	3,053,058	277,636	239	3,330,933	2,974,043
Less recoveries in respect of outward secondments	(408)	-	-	(408)	(1,046)
Total net costs	3,052,650	277,636	239	3,330,525	2,972,997
Of which:					
Core department	2,852,215	264,682	239	3,117,136	2,779,931
Arm's length bodies	200,435	12,954	-	213,389	193,066
Total net costs	3,052,650	277,636	239	3,330,525	2,972,997

Staff pension

Civil Service pensions

The Principal Civil Service Pension Scheme (PCSPS) and the Civil Servant and Others Pension Scheme (CSOPS) – known as “alpha” – are unfunded and contributory multi-employer defined benefit schemes but the Home Office is unable to identify its share of the underlying assets and liabilities.

The scheme actuary valued the PCSPS as of 31 March 2020. More information about this and the assets and liabilities of both schemes can be found in the Civil Superannuation accounts, which are prepared by the Cabinet Office and published on the Civil Service Pension Scheme website: [Resource accounts - Civil Service Pension Scheme](#).

For 2024-25, employers' contributions of £598 million were payable to the PCSPS (2023-24 £482 million) at one of four rates in the range 26.6% to 30.3% of pensionable earnings, based on salary bands.

The Scheme Actuary reviews employer contributions usually every 4 years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits accruing during 2024-25 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. The employer made a basic contribution of between 3% and 12.5% of pensionable earnings up to 30 September 2015 and between 8% and 14.75% of pensionable earnings from 1 October 2015 (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of 3 providers. The employee does not have to contribute, but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution).

Employers also contributed a further 0.8% of pensionable pay up to 30 September 2015 and 0.5% of pensionable pay from 1 October 2015 to cover the cost of centrally provided risk benefit cover (death in service and ill-health retirement).

Employers' contributions of £3.5 million were paid to one or more of the panel of 3 appointed stakeholder pension providers. Employers matching the rate of employee contributions cost £470,541. In addition, employer contributions of £139,357, 0.5% of pensionable pay, were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service or ill health retirement of these employees.

Contributions due to the partnership pension providers as of 31 March 2025 are quoted above (£1.8 million in 2023-24). Contributions prepaid at that date were £nil (£nil in 2024-25).

Staff numbers

This section is audited.

The average number of full-time equivalent persons employed during the year was as follows:

Business segment	Permanently employed staff	Others	Ministers	Special advisers ¹	2024-25 Departmental group total	2023-24 Departmental group total
Science, Technology, Analysis and Research	4,455	159	-	-	4,614	4,530
Homeland Security Group	1,279	21	-	-	1,300	1,271
Public Safety Group	2,170	176	-	-	2,346	2,131
Migration and Borders Group	979	20	-	-	999	1,084
Customer Services (Visas and Passports)	18,516	2,371	-	-	20,887	20,011
Asylum Support, Resettlement and Accommodation	1,733	202	-	-	1,935	2,686
Border Force	11,753	232	-	-	11,985	11,744
Immigration Enforcement	7,056	175	-	-	7,231	5,382
Corporate and Delivery	1,635	95	6	5	1,741	1,799
Digital, Data and Technology	2,335	209	-	-	2,544	2,343
Strategic Operations for Illegal Migration	474	108	-	-	582	800

Business segment	Permanently employed staff	Others	Ministers	Special advisers ¹	2024-25 Departmental group total	2023-24 Departmental group total
Strategy	596	64	-	-	660	523
Communications	145	-	-	-	145	125
Border Security Command ²	61	-	-	-	61	-
Total staff	53,187	3,832	6	5	57,030	54,429
Of which:						
Core department and agencies	49,754	3,696	6	5	53,461	50,881
Departmental group	53,187	3,832	6	5	57,030	54,429

¹ Special adviser numbers are taken on a snapshot date of 31 March 2025.

² Border Security Command is a new directorate in 2024-25.

Staff composition

Number of men and women employees at 31 March 2025

	Women	Men	Total as at 31 March 2025 ¹	Representation of women by %
Directors ²	5	8	13	38.5%
Senior managers ³	171	200	371	46.1%
Employees ⁴	26,629	24,024	50,653	52.6%

Number of men and women employees at 31 March 2024

	Women	Men	Total as at 31 March 2024 ¹	Representation of women by %
Directors ²	6	8	14	42.9%
Senior managers ³	165	188	353	46.7%
Employees ⁴	26,657	24,365	51,022	52.2%

¹ Based on headcount (not full-time equivalent). Includes permanent employees.

² Members of the executive committee.

³ All managers at Senior Civil Service (SCS) level.

⁴ Employees – all grades (AA to SCS)

Coverage for directors, senior managers and employees is based on current, paid civil servants.

Sickness absence data

The average working days lost to sick absence for the Home Office as of 31 March 2025 is 7.40 days (6.62 days in 2023-24). This is an increase of 0.78 days per employee. This figure is per staff year for paid civil servants only, which is in line with cross-government guidelines from Cabinet Office.

Staff turnover percentage

	2024-25	2023-24
Departmental turnover percentage	8.38%	7.80%

Data Source: Metis – Home Office Human Resources Record System.

Leavers Coverage: Paid and unpaid civil servants (excluding Border Force Flexible Workers) who left the Home Office/average headcount.

Turnover rate calculation: Number of leavers/12 months average headcount of paid and unpaid civil servants (excluding Border Force Flexible Workers).

Staff engagement percentage scores from the latest Civil Service People Survey

The annual Civil Service People Survey looks at civil servants' attitudes to and experience of working in government departments. The Home Office uses its annual staff survey results as an indicator of where to focus efforts on its People Plan.

The 2024 People Survey had a 64% response rate, an increase of 3% since the 2023 survey (61% in 2023). The departmental results show the staff engagement level measured by the Employee Engagement Index, the key indicator of staff opinion – this increased to 59% (58% in 2023).

Full results of the Civil Service People Survey are published on GOV.UK. This includes a technical guide detailing the questionnaire civil servants are asked to complete, the data collection methodology and the framework underpinning the analysis of the results.

Trade unions

The Home Office recognises four trade unions for collective bargaining purposes – PCS (Public and Commercial Services Union), FDA (formerly the First Division Association), Prospect and the ISU (formerly the Immigration Service Union). The department has a strong and extensive framework for engaging these trade unions on matters impacting their members, with engagement happening at all management levels, within business areas as well as on Home Office wide issues. There has been regular engagement with these unions over the past year on a range of issues, including pay and allowances, rostering, organisational change and changes to HR policies.

Trade union facility time data

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require certain public sector employers to publish information on facility time used by trade union representatives. This document sets out the relevant trade union facility time data for the Home Office covering the period 1 April 2024 to 31 March 2025.

Number of trade union representatives

This data gives the total number of employees who were trade union representatives during the period 1 April 2024 to 31 March 2025.

Number of employees who were trade union representatives	Number of employees who were trade union representatives expressed as a Full Time Equivalent number
416	387

Percentage of time spent on facility time

This data shows how many of the employees who were trade union representatives employed during the period 1 April 2024 to 31 March 2025 spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time.

Percentage of time spent on facility time	Number of employees
0%	114
1-50%	302
51%-99%	0
100%	0

Percentage of pay bill spent on facility time

This data shows the percentage of the total pay bill spent on trade union facility time during the period 1 April 2024 to 31 March 2025.

Total cost of facility time	£1,424,127
Total pay bill	£2,878,992,175
Percentage of the total pay bill spent on facility time	0.05%

Paid trade union activities

This data shows, as a percentage of total paid facility time hours, the number of hours spent by employees who were trade union representatives during the period 1 April 2024 to 31 March 2025, on paid trade union activities.

Time spent on paid trade union activities as a percentage of total paid facility time hours	0

Exit packages

This section is audited

Exit package cost band	Core department & agencies		Total number of exit packages by cost band	Departmental group		Total number of exit packages by cost band
	Number of compulsory redundancies	Number of other departures agreed		Number of compulsory redundancies	Number of other departures agreed	
Less than £10,000	0 (0)	8 (0)	8 (0)	0 (0)	9 (0)	9 (0)
£10,000 - £25,000	1 (0)	28 (23)	29 (23)	1 (0)	41 (25)	42 (25)
£25,000 - £50,000	0 (0)	28 (16)	28 (16)	0 (0)	30 (34)	30 (34)
£50,000 - £100,000	0 (0)	8 (123)	8 (123)	0 (0)	16 (128)	16 (128)
£100,000 - £150,000	0 (0)	0 (0)	0 (0)	0 (0)	0 (1)	0 (1)
£150,000 - £200,000	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
£200,000+	0 (0)	0 (0)	0 (0)	0 (0)	2 (0)	2 (0)
Total number of exit packages by type	1 (0)	72 (162)	73 (162)	1 (0)	98 (188)	99 (188)
Total resource cost (£000)	22 (0)	2,220 (9,576)	2,242 (9,576)	0 (0)	1,517 (10,754)	1,517 (10,754)

Health and safety

All Home Office staff are afforded the protections set out in the Health and Safety at Work etc. Act 1974. In line with these responsibilities, all work activities are subject to proportionate risk assessment processes to identify, control and, where possible, eliminate hazards.

We are committed to maintaining safe and healthy working environments across all areas of our operation, both in the UK and overseas. Where the Home Office operates internationally, we ensure compliance with relevant local health and safety legislation, while maintaining the core principles of UK health and safety standards.

To strengthen this commitment, the roles within the Home Office's central Health, Safety and Fire function have been enhanced to provide greater strategic oversight and specialist support. The team has reviewed and refreshed key governance and assurance arrangements to ensure they remain aligned with legal requirements, departmental priorities, and recognised best practice.

This work forms part of a wider, ambitious health and safety transformation programme underway across the department, focused on improving leadership, consistency, and the safety culture at all levels.

Human capital management

The department has well established HR policies and systems to enhance employee experiences and growth. Line managers access leadership and management training programmes aligned to civil service leadership standards. We create the opportunity for our employees to get the skills and job based learning and

development they need. Our ambition is to create an environment where talent/performance conversations and support is natural and ongoing, enabling the organisation to create a talent pipeline for leadership roles and individuals to pursue their career goals. The department's performance management policies encourage greater performance and departmental productivity, facilitate supportive conversations, encourage desired ways of working through reward and recognition, and utilise quality systems and data to ensure fairness. There is a budget for reward and recognition of significant contributions to the work of the department, and the pay policy is set in agreement with the recognised trade unions to recognise contributions of staff within the remit set by Cabinet Office.

Diversity and inclusion

Background and key updates

The Home Office is committed to being a diverse and inclusive employer, representative of the communities we serve and drawing on their full range of skills, knowledge, experience and backgrounds.

Our approach to diversity and inclusion closely aligns to the [Civil Service Diversity and Inclusion Strategy](#) 2022 to 2025, while ensuring that we comply with equality legislation.

We believe that establishing teams with differing perspectives, experiences and insight is integral to tackling complex problems, promoting innovation, and delivering stronger decision making. Our approach is to have a department where people feel safe and supported to provide their perspectives and are positively recognised for doing so.

Our continuing focus is to attract, retain and invest in talent, drawing on the talents of the widest possible

range of geographical, social and career backgrounds.

Progress against Home Office workforce diversity targets

Characteristic	Grade	Target	2022	2023	2024	2025
Ethnic minority	All staff	24%	24%	24%	24%	25%
	SCS	15%	8%	10%	9%	10%
Disability	All staff	12%	11%	12%	14%	15%
	SCS	12%	9%	13%	13%	13%
Woman	All staff	52%	52%	52%	52%	53%
	SCS	48%	45%	48%	47%	46%
Lesbian, gay and bisexual	All staff	6%	4%	5%	5%	6%
	SCS	6%	5%	6%	6%	7%

Data Source: Metis – Home Office Human Resources Record System 2021-2024, extracted at 31 March of each financial year.

Employee Coverage: The data is based on current paid civil servants.

Positive Declaration: % calculated using positive statements only. 'Not surveyed' and 'prefer not to say' have not been included.

The Home Office has achieved 6 of its 8 representation targets as of the end of the 2024-25 financial year. At the end of March 2025, diversity all-staff targets, for women, ethnic minority, LGB (Lesbian, Gay and Bisexual) and disability are now at or exceeding our targets. Our targets were revised in 2024 to reflect the census 2021 economically active population for each group.

For Senior Civil Servants (SCS), the March 2025 target for disability and LGB has been met. For both women and ethnicity, the March 2025 target of 48% and 15%, has not been met. SCS ethnicity representation is marginally up at 10%.

Numerically, SCS ethnicity representation has increased from 30 to 32 during the 2024-25 financial year. In the same period, there was a slight reduction in percentage for SCS representation of women, falling to 46% from 47%. However, data shows that the number of women SCS has increased from 165 to 171. A targeted action plan has been developed with clearly defined outcomes, which seeks to close the gap with women and ethnicity SCS representation. More information on representation targets can be found in our latest [Annual Workforce Diversity Statistics Publication](#).

Improving diversity declaration rates has been a key priority for the Home Office. Our targeted action shows an upwards trajectory on the number of staff who have completed diversity data. We will continue our drive to improve declaration rates

across the department. This is especially important for ethnicity and disability where we are due to undertake pay gap reporting in future years in line with the government commitment to introduce mandatory reporting in these areas.

Gender pay gap

Home Office gender pay gap

Hourly pay gap	Mean	Median
Latest reporting year 2023-24	6.70%	11.10%
Past year 2022-23	7.00%	10.70%
Past year 2021-22	6.70%	7.50%
Past year 2020-21	7.70%	11.50%

Bonus pay gap	Mean	Median
Latest reporting year 2023-24	0.10%	0.00%
Past year 2022-23	-0.80%	4.40%
Past year 2021-22	1.50%	-6.70%
Past year 2020-21	4.70%	0.00%

Percentage of men and women in each pay quartile

Quartile	Men	Women
Upper quartile	54.60%	45.40%
Upper middle quartile	53.40%	46.60%
Third quartile	42.60%	57.40%
Lower quartile	41.20%	58.80%

Percentage of employees receiving a bonus

Men	Women
86.30%	85.40%

The primary driver of the [Home Office Gender Pay Gap](#) (GPG) continues to relate to our workforce composition, and the use of allowances. The Home Office pays allowances to recompense our people engaged in front line operations rostered on a 24/7 basis, which has a significant positive impact on their pay in comparison to other parts of our workforce. Staff in roles working these 24/7 rosters are more likely to be men. The removal of allowances from our GPG calculations reduces our hourly mean GPG to 2.8% and the median to 4.2%. The overall mean GPG, excluding allowances, has decreased by 0.4 percentage points, from 3.2% in 2023, while the median has increased from 1.1% in the previous year.

During the 2024-25 financial year, the Home Office has further embedded our new performance management approach; aiming to reward and recognise our people throughout the year, moving away from one off, end of year performance bonuses. The proportion of women employees receiving a bonus compared to men

employees remains balanced as in previous years, with the mean and median bonus pay gaps at 0.1% and 0% respectively.

In 2023, there was an increase in the proportion of employees at junior grades AA/AO compared with 2022, however in 2024 there was a decrease for both men and women. There continues to be a higher proportion of women staff at these grades compared with the proportion of men. 23.7% of all women employees are now employed in these grades compared with 18.1% of men employees. This reflected the focus on increasing our workforce to meet increased business demands. This year (2024), we have continued to see that the proportions of our women employees working at HEO and SEO are higher than the percentage of men employees, a change which was first seen in 2023.

The grade mix for men and women impacts on the percentage of women within each pay quartile. The increase in the proportion of women employees at EO grades has contributed to increasing the percentage of women in the lower middle pay quartile by 0.7 percentage points. The proportion of women employees in the upper salary quartile has increased in the latest year, however there was a slight decrease in the upper middle salary quartile by 0.4 percentage points.



Places for Growth

The Home Office continues to make good progress on Places for Growth (PfG), having delivered over double our overall PfG relocation target of 1,950 by 2025, with 4,525 as at the end of February 2025. This is up from 3,656 roles reported in 2023-24. This includes 72 Senior Civil Servants (SCS) relocations, an increase from 62 roles reported in 2023-24, delivered against the target of 80 by 2030. Around 74% of our SCS are based in London. The focus for the coming year is to continue building on what we have achieved and support the development of sustained career pathways at locations across the UK, improving senior representation and opportunities wherever our people are based, and reducing the size of our London workforce.

Disability

As an accredited Disability Confident Leader employer, the Home Office continues to improve by increasing understanding, removing barriers, and ensuring that disabled people can fulfil their potential and realise their aspirations.

In the area of neurodiversity, we are harnessing the benefits that neurodiverse colleagues bring to building 'A Stronger Organisation' and maintaining national security. This involves us embracing and supporting variety in different ways of working and thinking.

This year we have:

- published a Neurodiversity Line Manager Toolkit
- launched a neurodiversity e-learning package
- hosted awareness raising sessions, particularly around Neurodiversity Celebration Week
- developed a Performance Management Toolkit – to help line managers understand the impact of disability or a long-term health condition when setting goals, measuring performance and deciding when it may be necessary to adjust goals (as a Workplace Reasonable Adjustment)

Race

The Home Office continues to progress race-related priorities through the Home Office Strategic Race Board, which was established in March 2021, following recommendation 27 from Wendy Williams' Windrush Lessons Learned Review. The review recommended that "the department should establish an overarching Strategic Race Advisory Board, chaired by the Permanent Secretary." This year, the board initiated 3 innovative Task & Finish Groups. These groups have conducted thorough in-house assessments, resulting in valuable recommendations for the Home Office to implement and take forward:

- refine job descriptions
- improve external consultations
- develop creative strategies for enhancing the department's public image

A key focus area in 2024-25 has been to coordinate and develop an integrated plan to continue to improve representation at the most senior levels in the Home Office. Our approach is building on our previous success in increasing our ethnic minority representation at SCS, which has almost doubled numerically as of the end of March 2025 compared to March 2021. We have seen a more than double increase at the key feeder grade, grade 6, over the same timeframe.



Parliamentary Accountability and Audit Report

Statement of Outturn against Parliamentary Supply

In addition to the primary statements prepared under IFRS, the Government Financial Reporting Manual (FReM) requires the Home Office to prepare a Statement of Outturn against Parliamentary Supply (SOPS) and supporting notes.

The SOPS and related notes are subject to audit, as detailed in the Certificate and Report of the Comptroller and Auditor General to the House of Commons.

The SOPS is a key accountability statement that shows, in detail, how an entity has spent against their Supply Estimate. Supply is the monetary provision (for resource and capital purposes) and cash (drawn primarily from the Consolidated fund), that Parliament gives statutory authority for entities to utilise. The Estimate details supply and is voted on by Parliament at the start of the financial year.

Should an entity exceed the limits set by their Supply Estimate, called control limits, their accounts will receive a qualified opinion.

The format of the SOPS mirrors the Supply Estimates, published on GOV.UK, to enable comparability between what Parliament approves and the final outturn.

The SOPS contain a summary table, detailing performance against the control limits that Parliament have voted on, cash spent (budgets are compiled on an accruals basis and so outturn won't exactly tie to cash spent) and administration.

The supporting notes detail the following: Outturn by Estimate line, providing a more detailed breakdown (note 1); a reconciliation of outturn to net operating expenditure in the Statement of Comprehensive Net Expenditure (SOCNE), to tie the SOPS to the financial statements (note 2); a reconciliation of outturn to net cash requirement (note 3); and, an analysis of income payable to the Consolidated Fund (note 4).

The SOPS and Estimates are compiled against the budgeting framework, which is similar to, but different from, IFRS. An understanding of the budgeting framework and an explanation of key terms is provided in the financial review section of the performance report. Further information on the Public Spending Framework and the reasons why budgeting rules are different to IFRS can also be found in chapter 1 of the Consolidated Budgeting Guidance, available on GOV.UK.

The SOPS provides a detailed view of financial performance, in a form that is voted on and recognised by Parliament. The financial review, in the Performance Report, provides a summarised discussion of outturn against estimate and functions as an introduction to the SOPS disclosures.

Summary tables – mirrors part 1 of the Estimates

Summary table, 2024-25, all figures presented in £000s

Type of spend	SoPS note	Outturn			Estimate			Outturn vs Estimate, saving/(excess)		Prior Year Outturn Total, 2023-24
		Voted	Non-Voted	Total	Voted	Non-Voted	Total	Voted	Total	
Departmental Expenditure Limit										
Resource	1.1	18,149,688	-	18,149,688	18,553,390	-	18,553,390	403,702	403,702	18,856,370
Capital	1.2	1,577,002	-	1,577,002	1,673,761	-	1,673,761	96,759	96,759	1,170,705
Total		19,726,690	-	19,726,690	20,227,151	-	20,227,151	500,461	500,461	20,027,075
Annually Managed Expenditure										
Resource	1.1	2,421,018	-	2,421,018	2,541,345	-	2,541,345	120,327	120,327	2,860,500
Capital	1.2	21,048	-	21,048	60,000	-	60,000	38,952	38,952	63,544
Total		2,442,066	-	2,442,066	2,601,345	-	2,601,345	159,279	159,279	2,924,044
Total Budget										
Resource	1.1	20,570,706	-	20,570,706	21,094,735	-	21,094,735	524,029	524,029	21,716,870
Capital	1.2	1,598,050	-	1,598,050	1,733,761	-	1,733,761	135,711	135,711	1,234,249
Total Budget Expenditure		22,168,756	-	22,168,756	22,828,496	-	22,828,496	659,740	659,740	22,951,119
Non-Budget Expenditure										
Prior period adjustment	1.1	(284,615)	-	(284,615)	-	-	-	284,615	284,615	-
Total Non-Budget Expenditure		(284,615)	-	(284,615)	-	-	-	284,615	284,615	-
Total Budget and Non-Budget		21,884,141	-	21,884,141	22,828,496	-	22,828,496	944,355	944,355	22,951,119

Figures in the areas outlined in thick line cover the voted control limits voted by Parliament. Refer to the Supply Estimates guidance manual, available on GOV.UK, for detail on the control limits voted by Parliament.

Net cash requirement 2024-25, all figures presented in £000s

Item	SoPS note	Outturn	Estimate	Outturn vs Estimate, saving/(excess)	Prior Year Outturn Total, 2023-24
Net cash requirement	3	21,903,568	22,500,000	596,432	21,460,762

Administration costs 2024-25, all figures presented in £000s

Type of spend	SoPS note	Outturn	Estimate	Outturn vs Estimate, saving/(excess)	Prior Year Outturn Total, 2023-24
Administration costs	1.1	413,284	442,835	29,551	438,179

Although not a separate voted limit, any breach of the administration budget will also result in an excess vote.

The department has recognised a prior period adjustment in relation to an error in accrued expenditure for police and fire pensions top-up grants in 2023-24; which has caused recognition of the non-budget balance above. See note 20 in the Financial Statements for further details.

The prior year adjustment was valued at £284.6 million and it is not required that the department seek parliamentary authority for the error’s impact on budgets because it is a credit balance.

PPA Description	Resource/ Capital	DEL/AME	Amount £000
Overstatement of accrued expenditure for police and fire pensions top-up grants in 2023-24	Resource	AME	(284,615)

Notes to the Statement of Parliamentary Supply 2024-25 (£000s)

SoPS 1. Outturn detail, by Estimate line⁶⁶

SoPS 1.1. Analysis of Resource outturn by Estimate line

Type of spend (Resource)	Resource outturn							Estimate			Outturn vs Estimate, saving/ (excess)	Prior Year Outturn Total, 2023-24
	Administration			Programme			Total	Total				
	Gross	Income	Net	Gross	Income	Net		Total	Virements	Total including virements		
Spending in Departmental Expenditure Limit (DEL)												
Voted expenditure												
A - Public Safety Group	58,964	(2,236)	56,728	12,196,763	2	12,196,765	12,253,493	12,106,622	146,871	12,253,493	-	11,577,218
B - Homeland Security Group	64,062	-	64,062	1,632,230	(312,227)	1,320,003	1,384,065	1,233,601	150,464	1,384,065	-	1,243,481
C - Migration and Borders Group	39,885	(249)	39,636	319,516	(1,619)	317,897	357,533	488,970	(130,569)	358,401	868	428,482

⁶⁶The new Home Office organisational structure became effective from 1 April 2024, and the voted expenditure categories in these notes to the Statement of Parliamentary Supply align with the operating segments of the Home Office in the new structure. The 2023-24 comparatives have not been restated for the new vote categories and new structure.

Type of spend (Resource)	Resource outturn							Estimate			Outturn vs Estimate, saving/ (excess)	Prior Year Outturn Total, 2023-24
	Administration			Programme			Total	Total Virements		Total including virements		
	Gross	Income	Net	Gross	Income	Net						
D - Border Security Command	10,325	-	10,325	30,404	-	30,404	40,729	55,199	(14,470)	40,729	-	-
E - Strategic Operations for Illegal Migration	-	-	-	15,585	-	15,585	15,585	17,821	(2,236)	15,585	-	133,959
F - Customer Services (Visas & Passports)	673	-	673	1,702,009	(6,022,187)	(4,320,178)	(4,319,505)	(4,216,466)	(103,039)	(4,319,505)	-	(3,344,985)
G - Asylum Support, Resettlement and Accommodation	-	-	-	4,512,567	-	4,512,567	4,512,567	4,655,840	(85,114)	4,570,726	58,159	5,424,708
H - Border Force	1	-	1	1,402,773	(26,960)	1,375,813	1,375,814	1,311,329	64,485	1,375,814	-	1,182,934
I - Immigration Enforcement	-	-	-	832,540	(13,344)	819,196	819,196	815,303	3,893	819,196	-	636,293
J - Corporate and Delivery	152,616	(693)	151,923	741,103	(5,626)	735,477	887,400	1,227,477	(8,004)	1,219,473	332,073	775,994
K - Digital, Data and Technology	36,196	(1,829)	34,367	677,129	(154,982)	522,147	556,514	582,571	(23,386)	559,185	2,671	543,316
L - Science, Technology, Analysis and Research	14,766	23	14,789	54,966	(33,448)	21,518	36,307	40,125	(715)	39,410	3,103	43,192
M - Strategy	19,162	-	19,162	67,049	(1,935)	65,114	84,276	82,759	1,517	84,276	-	70,726
N - Legal Advisors	8,395	-	8,395	-	-	-	8,395	12,131	-	12,131	3,736	11,649

Type of spend (Resource)	Resource outturn							Estimate			Outturn vs Estimate, saving/ (excess)	Prior Year Outturn Total, 2023-24
	Administration			Programme			Total	Total including virements				
	Gross	Income	Net	Gross	Income	Net		Total	Virements			
O - Communications	13,223	-	13,223	768	-	768	13,991	13,688	303	13,991	-	11,362
P - Arm's Length Bodies (Net)	-	-	-	123,328	-	123,328	123,328	126,420	-	126,420	3,092	118,041
Total voted DEL	418,268	(4,984)	413,284	24,308,730	(6,572,326)	17,736,404	18,149,688	18,553,390	-	18,553,390	403,702	18,856,370
Total spending in DEL	418,268	(4,984)	413,284	24,308,730	(6,572,326)	17,736,404	18,149,688	18,553,390	-	18,553,390	403,702	18,856,370
Spending in Annually Managed Expenditure (AME)												
Voted expenditure												
Q - Police and Fire Superannuation	-	-	-	2,404,423	-	2,404,423	2,404,423	2,440,905	-	2,440,905	36,482	2,867,026
R - AME Charges	-	-	-	16,595	-	16,595	16,595	100,440	-	100,440	83,845	(6,526)
Total voted AME	-	-	-	2,421,018	-	2,421,018	2,421,018	2,541,345	-	2,541,345	120,327	2,860,500
Total spending in AME	-	-	-	2,421,018	-	2,421,018	2,421,018	2,541,345	-	2,541,345	120,327	2,860,500
Non-budget												
Prior period adjustment	-	-	-	(284,615)	-	(284,615)	(284,615)	-	-	-	284,615	-
Total non-budget	-	-	-	(284,615)	-	(284,615)	(284,615)	-	-	-	284,615	-
Total resource	418,268	(4,984)	413,284	26,445,133	(6,572,326)	19,872,807	20,286,091	21,094,735	-	21,094,735	808,644	21,716,870

SoPS 1.2. Analysis of Capital outturn by Estimate line

Type of spend (capital)	Outturn			Estimate			Outturn vs Estimate, saving/ (excess)	Prior year outturn total, 2023-24
	Gross	Income	Net	Total	Virements	Total including virements		
Spending in Departmental Expenditure Limit (DEL)								
Voted expenditure								
A - Public Safety Group	346,176	-	346,176	331,468	14,708	346,176	-	225,722
B - Homeland Security Group	207,717	(252)	207,465	201,739	5,978	207,717	252	242,003
C - Migration and Borders Group	207,701	-	207,701	197,444	10,257	207,701	-	194,737
D - Border Security Command	20,851	-	20,851	21,423	(572)	20,851	-	-
E - Strategic Operations for Illegal Migration	-	-	-	-	-	-	-	868
F - Customer Services (Visas & Passports)	119,659	(2,104)	117,555	117,953	-	117,953	398	85,747
G - Asylum Support, Resettlement and Accommodation	21,616	1,069	22,685	29,637	(6,952)	22,685	-	195,032
H - Border Force	167,487	-	167,487	181,376	(13,889)	167,487	-	127,025
I - Immigration Enforcement	127,162	-	127,162	159,799	-	159,799	32,637	45,440
J - Corporate and Delivery	351,404	(140,101)	211,303	303,340	(36,697)	266,643	55,340	(61,367)
K - Digital, Data and Technology	80,587	-	80,587	72,520	8,067	80,587	-	53,421
L - Science, Technology, Analysis and Research	60,164	(198)	59,966	40,943	19,023	59,966	-	44,117

Type of spend (capital)	Outturn			Estimate			Outturn vs Estimate, saving/ (excess)	Prior year outturn total, 2023-24
	Gross	Income	Net	Total	Virements	Total including virements		
M - Strategy	2,752	-	2,752	2,675	77	2,752	-	2,667
N - Legal Advisors	-	-	-	-	-	-	-	-
O - Communications	-	-	-	-	-	-	-	-
P - Arm's Length Bodies (Net)	5,312	-	5,312	13,444	-	13,444	8,132	15,293
Total voted DEL	1,718,588	(141,586)	1,577,002	1,673,761	-	1,673,761	96,759	1,170,705
Total spending in DEL	1,718,588	(141,586)	1,577,002	1,673,761	-	1,673,761	96,759	1,170,705
Spending in Annually Managed Expenditure (AME)								
Voted expenditure								
Q - Police and Fire Superannuation	-	-	-	-	-	-	-	-
R - AME Charges	21,048	-	21,048	60,000	-	60,000	38,952	63,544
Total voted AME	21,048	-	21,048	60,000	-	60,000	38,952	63,544
Total spending in AME	21,048	-	21,048	60,000	-	60,000	38,952	63,544
Total capital	1,739,636	(141,586)	1,598,050	1,733,761	-	1,733,761	135,711	1,234,249

The total Estimate columns include virements. Virements are the reallocation of provision in the Estimates that do not require parliamentary authority (because Parliament does not vote to that level of detail and delegates to HM Treasury). Further information on virements is provided in the Supply Estimates Manual, available on GOV.UK.

The outturn versus estimate column is based on the total including virements. The estimate total before virements have been made is included so that users can tie the estimate back to the Estimates laid before Parliament.

SoPS 2. Reconciliation of outturn to net operating expenditure

Item	Reference	Outturn total	Prior Year Outturn Total, 2023-24
Budget	SoPS 1.1	20,570,706	21,716,870
Non-budget	SoPS 1.1	(284,615)	-
Total Resource outturn	SoPS 1.1	20,286,091	21,716,870
Add: Capital grants		232,993	196,691
Capital expenditure		110,993	92,724
Total		343,986	289,415
Less: Income payable to the Consolidated Fund		(234,076)	(99,389)
Capital grant income		(141,586)	(7,665)
Prior period adjustment		284,615	(284,615)
Total		(91,047)	(391,669)
Net Operating Expenditure in Consolidated Statement of Comprehensive Net Expenditure	SoCNE	20,539,030	21,614,616

As noted in the introduction to the SOPS above, outturn and the Estimates are compiled against the budgeting framework, which is similar to, but different from, IFRS. Therefore, this reconciliation bridges the resource outturn to net operating expenditure, linking the SOPS to the financial statements.

Capital grants and capital expenditures are budgeted for as CDEL but accounted for as spend on the face of the SoCNE, and therefore function as a reconciling item between Resource and Net Operating Expenditure.

Income payable to the Consolidated Fund is outside of budget but accounted for as income in SoCNE, and therefore function as a reconciling item between Resource and Net Operating Expenditure.

SoPS 3. Reconciliation of net resource outturn to net cash requirement

Item	Reference	Outturn total	Estimate	Outturn vs Estimate, saving/ (excess)
Total Resource outturn	SoPS 1.1	20,286,091	21,094,735	808,644
Total Capital outturn	SoPS 1.2	1,598,050	1,733,761	135,711
Adjustments for ALBs:				
Remove voted resource and capital		(143,699)	(139,864)	3,835
Add cash grant-in-aid		124,944	121,267	(3,677)
Adjustments to remove non-cash items:				
Depreciation and amortisation		(392,333)	(753,540)	(361,207)
New provisions and adjustments to previous provisions		(66,507)	(160,440)	(93,933)
Accrued capital expenditure		(61,874)	-	61,874
Other non-cash items		(54,359)	-	54,359
Prior period adjustment		284,615	-	(284,615)
Adjustments to reflect movements in working balances:				
Increase/(decrease) in inventories		(4,064)	-	4,064
Increase/(decrease) in receivables		8,164	-	(8,164)
(Increase)/decrease in lease receivables		517	-	(517)
(Increase)/decrease in payables		279,310	604,081	324,771
(Increase)/decrease in pension liability		39	-	(39)
Use of provisions		44,674	-	(44,674)
Total		21,903,568	22,500,000	596,432
Net cash requirement		21,903,568	22,500,000	596,432

As noted in the introduction to the SOPS above, outturn and the Estimates are compiled against the budgeting framework, not on a cash basis. Therefore, this reconciliation bridges the resource and capital outturn to the net cash requirement.

SoPS 4. Amounts of income to the Consolidated Fund

SoPS 4.1. Analysis of income payable to the Consolidated Fund

In addition to income retained by the department, the following income is payable to the Consolidated Fund.

	Outturn total		Prior year, 2023-24	
	Accruals	Cash basis	Accruals	Cash basis
Income outside the ambit of the Estimate	234,076	232,472	99,389	99,023
Total amount payable to the Consolidated Fund	234,076	232,472	99,389	99,023

SoPS 4.2. Consolidated Fund Income

Consolidated Fund income shown in SOPS note 4.1 above does not include any amounts collected by the department where it was acting as agent for the Consolidated Fund rather than as principal. In accordance with an HM Treasury direction, the non-retainable income generated is not recognised in the Resource Accounts.

Full details of income collected as agent for the Consolidated Fund are included within the Home Office's Trust Statement published alongside these financial statements. This includes income relating to Immigration Skills Charge, Civil Penalties, Immigration Penalties, and Consular Fees.

Regularity of expenditure

The following section is subject to audit.

We are custodians of taxpayers' funds and have a duty to Parliament to ensure the regularity and propriety of our activities and expenditure. We manage public funds in line with HM Treasury's Managing Public Money. The disclosures made within the Parliamentary Accountability and Audit Report are indicative of this.

The importance of operating with regularity and the need for efficiency, economy, effectiveness, and prudence in the administration of public resources to secure value for public money, is the responsibility of our Accounting Officer as set out in Managing Public Money.

The manner in which the Accounting Officer and the wider department discharges their responsibilities in the administration of public resources is detailed within the Statement of Accounting Officer Responsibilities and the governance statement.

Parliamentary Accountability Disclosures

The following sections are subject to audit.

Losses and special payments

Losses statement

Losses are transactions of a type which Parliament could not have foreseen when Supply funding for the department was voted. The term loss includes loss of public monies, stores, stocks, cash, and other property entrusted to the Home Office. Examples include: cash losses, bookkeeping

losses, exchange rate fluctuations, losses of pay, allowance and superannuation benefits, losses arising from overpayments, losses arising from failure to make adequate charges, and losses arising from accountable stores.

Situations where recurring or individual circumstances result in multiple losses of equivalent nature are grouped together. This group is subsequently counted as one case. This results in greater visibility where circumstances result in significant total values of cases despite individual cases being low value.

	2024-25				2023-24			
	Core Department & Agencies		Departmental Group		Core Department & Agencies		Departmental Group	
	Number of cases	£000	Number of cases	£000	Number of cases	£000	Number of cases	£000
Losses under £300,000	8	767	8	767	474	82	492	439
Cases over £300,000	8	363,728	8	363,728	4	4,901	4	4,901
Total	16	364,495	16	364,495	478	4,983	496	5,340
Losses over £300,000 comprise:								
Fruitless payments	2	3,374	2	3,374	2	1,959	2	1,959
Loss of Pay/Cash Loss	1	5,315	1	5,315	2	2,941	2	2,941
Constructive Loss	4	345,733	4	345,733	-	-	-	-
Claim waived or abandoned	1	9,306	1	9,306	-	-	-	-
Total	8	363,728	8	363,728	4	4,900	4	4,900

Constructive losses over £300,000:**Payments to Rwanda**

- In July 2024 the government cancelled the Migration and Economic Development Partnership (MEDP) with the Government of Rwanda. Under this agreement, the government made payments into the Economic Transformation and Integration Fund (ETIF) totalled £270 million. These payments were intended to support economic development in Rwanda. As a result of the cancellation of the MEDP, this expenditure of £270 million is classified as a constructive loss.

In addition, in April 2022, the Home Office made a one-off payment of £20 million to the Government of Rwanda to cover advance operational costs of the MEDP. As the Home Office derived no benefit from this payment, this expenditure is classified as a constructive loss.

Estates

- RAF Scampton, the former Ministry of Defence site in Lincolnshire, was planned to be used for asylum accommodation. Plans were axed as the assessment found the site was not value for money for the taxpayer. This has resulted in a constructive loss of £48.5 million.

IT

- There were IT costs incurred in relation to developing and implementing the IMA. As a result of changes in Government's policies, some of the IT capabilities have been repurposed and the department recognised a constructive loss of £7.2 million for the capabilities which could not be repurposed.

Other losses over £300,000:

- Claims waived or abandoned consist of a total of £9.3 million in relation to COVID-19 fixed penalty notices which have been written off. These penalties were issued between July 2022 and January 2024 for breaching the Health Protection (Coronavirus, International Travel) (England) Regulations 2020, as an alternative to court proceedings, allowing individuals to pay within 28 days and avoid the possibility of a criminal conviction. The outstanding balances are now considered irrecoverable through any further Border Force enforcement action, as the individuals were either found not to be liable, the cases were deemed not to be in the public interest to pursue, or the matters were referred to the police for progression toward prosecution. This write-off has been made in accordance with the accounting principle of prudence.
- Cash losses totalling £5.3 million (2023-24 £2.5 million) were incurred due to currency fluctuations for the Asylum, Migration and Integration Fund (AMIF) programme. The fund is a European Union fund and is designed to help member states manage migration and implement, strengthen and develop a common EU approach to asylum and immigration.
- Fruitless payments totalling £2.1 million (2023-24 £1.5 million) were incurred by the Home Office as a result of the cancellation of scheduled flights intended to return those who no longer have the right to remain in the United Kingdom.
- A fruitless payment of £1.3 million due to the purchase of software licences which were later deemed unsuitable and non-cancellable.

Special payments

Special payments are transactions that Parliament could not have anticipated when passing legislation or approving Supply Estimates for the department. Examples include: extra contractual payments to contractors, ex-gratia payments to contractors, other ex-gratia payments, compensation payments, and extra statutory and extra regulatory payments.

Situations where recurring or individual circumstances result in multiple special payments of equivalent nature are grouped together and counted as one case.

	2024-25				2023-24			
	Core Department & Agencies		Departmental Group		Core Department & Agencies		Departmental Group	
	Number of cases	Cost (£000)	Number of cases	Cost (£000)	Number of cases	Cost (£000)	Number of cases	Cost (£000)
Special Payments under £300,000	6,475	71,073	6,908	71,113	6,018	72,110	6,395	72,186
Special Payments over £300,000	13	9,167	13	9,167	6	2,988	6	2,988
Total	6,488	80,240	6,921	80,280	6,024	75,098	6,401	75,174

Special payments under £300,000 for 2024-25 totalled £71.1 million (2023-24: £72.2 million).

These payments were in relation to:

1. Adverse legal costs paid – 2,766 cases totalling £35.0m (2,383 cases totalling £32.2m in 2023-24)
2. Windrush compensation scheme – 1,330 cases totalling £22.5m (1,195 cases totalling £26.1m 2023-24)
3. Compensation payments for unlawful / wrongful detention – 334 cases totalling £10.4m (838 cases totalling £11.8m in 2023-24)
4. Other (Tribunal award and other compensation payments) – 988 cases totalling £2.6m (1580 cases totalling £1.7m in 2023-24)
5. Ex-gratia payments – 1,490 payments totalling £0.6m (399 cases totalling £0.4m in 2023-24)

Some cases may involve multiple payments which fall under different classes of special payments. These cases have been counted under each class.

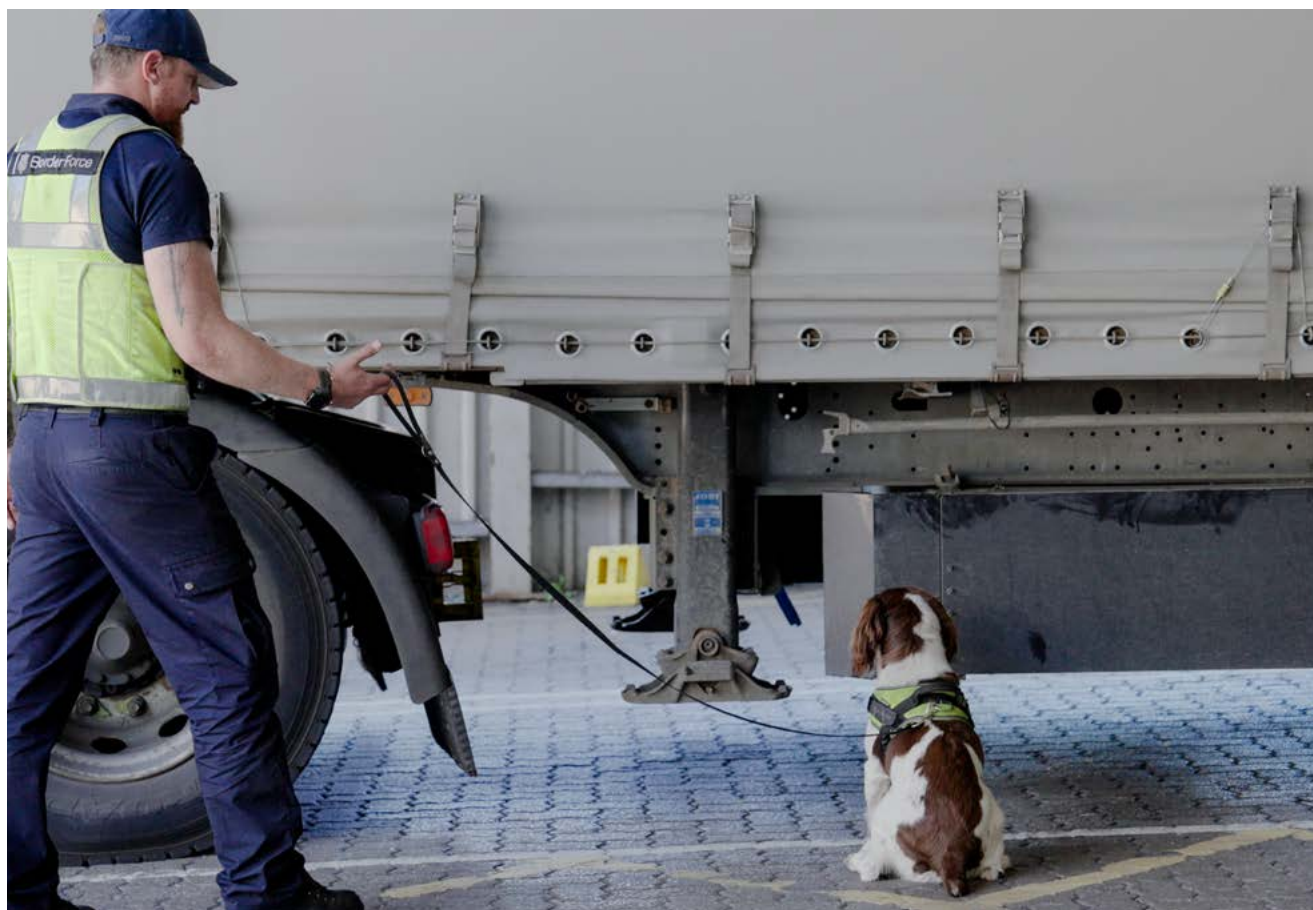
Special payments over £300,000 are in connection with a total of 13 cases (19 payments) with a total of £9.2 million brought against the department (£3.0 million in connection with six cases in 2023-24).

The 13 cases comprise of the following payments;

- 10 adverse legal payments totalling £5.4 million
- six other compensation payments totalling £2.4 million
- two compensation payments for wrongful detention totalling £1.0 million
- one other compensation payment of £0.4 million linked to Windrush.

Gifts

For the year ended 31 March 2025, there were no gifts that exceeded £300k.



Fees and Charges

Segment	Income Stream	2024-25					2023-24				
		Income	Full Cost	Surplus/ (deficit)	Fee recovery actual	Fee recovery target	Income	Full Cost	Surplus/ (deficit)	Fee recovery actual	Fee recovery target
		£000	£000	£000	%	%	£000	£000	£000	%	%
Corporate and Delivery	College of Policing - People Development	47,265	87,004	(39,739)	54%	100%	36,029	73,829	(37,800)	49%	100%
Corporate and Delivery	SIA - Licensing and ACS Income	42,908	47,044	(4,136)	91%	100%	33,328	33,842	(514)	98%	100%
Corporate and Delivery	DBS Disclosures and Update Service	225,898	219,815	6,083	103%	100%	215,995	211,431	4,564	102%	100%
Customer Service (UKVI)	In-Country and Overseas	2,978,356	1,164,523	1,813,833	256%	241%	2,626,006	1,244,794	1,381,212	211%	212%
Customer Service (HMPO)	Passports & other associated income	667,640	924,297	(256,657)	72%	100%	629,487	852,420	(222,933)	74%	100%
Customer Service (HMPO)	Certificate Services	26,978	61,836	(34,858)	44%	100%	25,703	47,899	(22,196)	54%	100%
Digital, Data and Technology	Police ICT	157,288	158,904	(1,616)	99%	100%	135,100	141,588	(6,488)	95%	100%
Total		4,146,333	2,663,423	1,482,910	156%		3,701,648	2,605,803	1,095,845	142%	

This analysis of income satisfies the Fees and Charges requirements of HM Treasury rather than IFRS 8 Operating Segments. Categories where both income and costs are below £10 million have been excluded from this analysis.

Notes

1. **College of Policing:** People development includes exams and assessments, learning and development services, and leadership development services. HM Treasury approval has been obtained for the subsidy of selected training products for core customers, which are principally UK police forces and public bodies.

The statutory basis for fees applied by the College of Policing for providing services of a public nature is set out in section 95A Police Act 1996, which states that the College may charge fees for providing services of a public nature, with a view to promoting the efficiency, effectiveness, or professionalism of policing. This is also supported by the College's status as a company limited by guarantee.

2. **Security Industry Authority (SIA)**

- a. Licensing Income is the application fee for an individual SIA Licence. Individuals working in specific sectors of the private security industry are required by law to hold an SIA Licence.
- b. Approved Contractor Scheme (ACS) income is the registration and application fees for companies joining the voluntary scheme for providers of security services. Companies who satisfactorily meet the agreed standards may be registered as approved and advertise themselves as such.

Licence fees are set out in the Private Security Industry (Licences) Regulations 2004 (as amended). ACS approval fees are set out in the Private Security Industry Act 2001 (Approved Contractor Scheme) Regulations 2007 (as amended). These are underpinned by the provisions set out in Sections 8 and 15 of the Private Security Industry Act 2001.

3. **Disclosure and Barring Service (DBS)**

- a. A Basic DBS check is available for any position or purpose. A Basic certificate will contain details of convictions and conditional cautions that are considered to be unspent.
- b. A Standard DBS check is available to individuals in certain roles. Standard DBS certificates show relevant convictions and cautions held on the Police National Computer (PNC), subject to filtering rules.
- c. An Enhanced DBS check is available to anyone involved in work with vulnerable groups, and other positions involving a high degree of trust. Enhanced certificates contain the same information as a Standard certificate, with the addition of relevant local police force information.
- d. An Enhanced with Barred List(s) DBS certificate contains the same information as an Enhanced DBS certificate but includes details of whether the individual is included on one or both of the Barred Lists. These lists include individuals barred from working with children and vulnerable groups, where the role is in regulated activity.
- e. DBS maintains the Adults' and Children's Barred Lists for England, Wales, and Northern Ireland, which are used to prevent unsuitable

individuals from engaging in regulated activity with children and vulnerable groups.

The fee levels for each type of DBS certificate issued under Part V of the Police Act 1997 are prescribed by Regulations made under section 125 of the Police Act 1997. The relevant Regulations are:

- a. The Police Act 1997 (Criminal Records) Regulations 2002 (as amended)
- b. The Police Act 1997 (Criminal Records and Registration) (Isle of Man) Regulations 2011 (as amended)
- c. The Police Act 1997 (Criminal Records and Registration) (Guernsey) Regulations 2009 (as amended)
- d. The Police Act 1997 (Criminal Records and Registration) (Jersey) Regulations 2010 (as amended)

The Regulations underpinning the fees for Adult First checks are the same as those that apply to DBS certificates.

The Regulations underpinning the fees for Responsible Body (RB) and counter signatory registration in the Crown Dependencies (Isle of Man, Jersey, and Guernsey) are those listed above. For England and Wales, the applicable Regulations are the Police Act 1997 (Criminal Records) (Registration) Regulations 2006.

4. **UK Visas and Immigration (UKVI)**

is responsible for processing visa applications made Overseas and UK based applications for visas, migration, nationality and citizenship. The actual cost recovery rate is 256% with the additional income from fees contributing to the operation of the wider Migration and Borders system.

Immigration and nationality fee levels and associated provisions are set out in The Immigration and Nationality (Fee) Regulations 2018. This is underpinned by The Immigration and Nationality (Fees) Order 2016, which sets out the functions for which the department is able to charge a fee and the maximum chargeable amount, and Section 68 (9) of the Immigration Act 2014, which sets out the factors that the Secretary of State is permitted to take into account when setting fee levels.

Further information on UKVI fees can be found here <https://www.gov.uk/government/publications/visa-fees-transparency-data>.

5. **Passport costs** include all activities relating to the issuing of passports and includes downstream costs such as processing UK passport holders at UK borders. The financial objective of this activity is that income should cover the full costs of these services. A fee is charged for all passport applications except for standard passport applications made by those born on or before 2 September 1929.

Passport fee levels and associated provisions are set out in The Passport (Fee) Regulations 2022, and are underpinned by the provisions set out at Section 86 of the Immigration Act 2016.



6. **Civil Registration Certificate**

Services includes all services relating to the issuing of certificates for birth, death, marriage, and civil partnership. In addition, central Home Office funding is provided for other key civil registration functions including supporting local registration services. The financial objective is to break even after central Home Office funding for non-fee bearing activities.

The Registration of Births, Deaths, Marriages and Civil Partnerships (Fees and Records) (Amendment) Regulations 2024 updated the fees payable in Schedule 1 of The Registration of Births, Deaths, Marriages and Civil Partnerships (Fees) Regulations 2016. These regulations consolidate fee structures from various pieces of legislation.

7. **Police ICT income stream** relates to charges for national IT services and systems provided by the Home Office to England and Wales Police forces and all other law enforcement agencies.

Charges agreement between Home Office, police forces, and local education authorities are reached at the Charges and Oversight Board approximately January-February for annual Police ICT charges.

The Permanent Secretary approves subsequent charging letters approximately March.

Remote contingent liabilities

In addition to contingent liabilities disclosed in the financial statements, the department also reports liabilities for which the likelihood of a transfer of economic benefit in settlement is remote but are still in scope of IAS 37.

Quantifiable contingent liabilities

	01 April 24	Change in year	Liabilities crystallised in year	Obligation expired in year	31 March 25
	£000	£000	£000	£000	£000
Indemnity in respect of damage or injury caused to third parties from Border Force in their use of vehicles operating airside while transporting immigration officers between airside locations.	52,000	-	-	-	52,000
Indemnity granted in relation to Cyclamen programme up to a maximum €10 million. (Minute dated 17 July 2009)	8,531	(158)	-	-	8,373
Indemnity arising from Riot Damage Costs. (Minute dated 21 May 2012)	10,000	(10,000)	-	-	0
Grant Agreements with Telecommunications Providers.	31,351	-	-	-	31,351
National Security: Maritime Counter Terrorism Pilot Scheme.	-	32,000	-	-	32,000
Forensic Science Service (FSS) Pension Liability.	-	82,000	-	-	82,000
	101,882	103,842	0	0	205,724

The €10 million indemnity granted in relation to Cyclamen has been translated using sterling exchange rates as at 5 March 2025 (exchange rate used 1.194).

Unquantifiable contingent liabilities

The following liabilities are judged to be unquantifiable:

The Home Office appeal to the Supreme Court in relation to the Gubeladze case (A8 Worker Registration Scheme) has failed. This outcome leaves the department liable to refund Worker Registration Scheme fees collected over the period 2009 to 2011. The Home Office recognised a provision for this liability in its 2019-20 accounts and there is also an unquantifiable liability for claims for consequential losses.

Indemnities

Border Force New Detection Technology (NDT)

The following minutes have been used to notify Parliament of the contingent liability relating to Borders and Enforcement NDT, dated 10 September 2003, 18 December 2003, 18 March 2004, 2 July 2004 and 30 August 2016.

The minutes above refer to the following locations and NDT equipment which is loaned by the department to recipients:

1. **Belgium** (loan of motion detection equipment and building; and loan of passive millimetre wave imager trucks and reflector and thermal imaging equipment).
2. **The Netherlands** (loan of motion detection equipment and building/shelters; CO₂ probes and thermal imaging equipment).
3. **France** (loan of motion detection equipment and building/shelters; CO₂ probes and loan of passive millimetre wave imager reflectors and ISO containers).
 - i. **Calais:** Heartbeat equipment and building and Passive Millimetric Wave

Imager ISO containers. Heartbeat equipment and two buildings in juxtaposed control zone commenced Spring 2004.

- ii. **Coquelles:** Heartbeat Detection Unit at the Eurotunnel operated in the juxtaposed control zone by the Home Office. Passive Millimetric Wave Imager ISO containers. Shelter for Heartbeat detection equipment which is under the control of, and operated by Borders and Enforcement in the juxtaposed control zone.
- iii. **Dunkerque:** Heartbeat building commenced Summer 2005. Heartbeat equipment and building operated by the Home Office in the juxtaposed control zone and commenced operation in Spring 2004.
- iv. **Ostend:** Heartbeat shelters.
- v. **St. Malo:** CO₂ probes to be operated by French operators.
- vi. **Vlissingen:** Heartbeat equipment and shelters.
- vii. **Zeebrugge:** Two further Heartbeat buildings and one Passive Millimetric Wave Imager ISO container.

The minutes also refer to the following:

Indemnity in respect of the deployment and/or demonstration of NDT by Borders and Enforcement in Europe. Within the scope of this indemnity "Europe" is defined as the member states of the Organisation for Security and Co-operation in Europe (OSCE); and those North African and Middle Eastern countries with which the OSCE has special relationships (Algeria, Israel, Jordan, Morocco and Tunisia); and those countries which participate in Euro-Mediterranean dialogue with the Council of Europe (Libya, Syria, Lebanon and the Palestinian Authority).

Angiolini Inquiry

(Minute dated 24 May 2022)

The Angiolini Inquiry was established on 31 January 2022 to review the circumstances of the abduction, rape and murder of Sarah Everard, and the abuse of power by a serving Metropolitan police officer that risks undermining public confidence in the police.

The Home Office agrees to indemnify Dame Elish Angiolini as Chair of the Inquiry, as well as current and former members of the Inquiry and any individual engaged at any time to aid the Inquiry, against any legal costs, actions or damages arising from the execution of their duties in connection with the Inquiry. The indemnity will also cover any civil liability for any act done or omission made in good faith in the execution of their duties.

This indemnity applies only to acts committed or omissions made during the Inquiry's work, from establishment on 31 January 2022 until the final report is published by the Home Secretary.

The indemnity is subject to the proviso that any liability which is to any extent met by insurers on the beneficiary of this indemnity, or for which reimbursement is made to any extent by such insurers, shall in that event and to that extent no longer be the subject of the indemnity and, if previously met or reimbursed by the government, shall to that extent be refunded by the beneficiary to the government.

Western Jet Indemnity

The Jetfoil project was tendered through the CCS framework in December 2021 to supply first a temporary and then a permanent pontoon solution for the disembarking of small boat arrivals at Dover Harbour Jetfoil basin. Indemnity was granted to the supplier to protect against damage/loss resulting in pontoon breaking free as a result of extreme weather conditions.

Provision of Terrorism Prevention and Investigation Measures (TPIM) accommodation.

The Home Office have updated the previous TPIM accommodation procurement arrangement by amending the existing contract with HO accommodation provider, Mears, and approving the inclusion of an uncapped contingent liability within the new contract with Mears.

Fees Claims

There are remote contingent liabilities relating to potential litigation due to fees being charged by a third party supplier without a statutory basis. We are reporting this as a remote contingent liability as legislation has been laid in Parliament that will put fees charged for relevant services on to a statutory footing, meaning that no refunds will be payable. The timing of Royal Assent is subject to the Bill's passage through Parliament.

Reconciliation of contingent liabilities included in the supply estimate to the accounts

Quantifiable contingent liabilities

Description of contingent liability	Supply Estimate (£000)	Amount disclosed in ARA (£000)	Variance (Estimate – Amount Disclosed in ARA, £000)
Indemnity in respect of damage or injury caused to third parties from Border Force in their use of vehicles operating airside while transporting immigration officers between airside locations.	52,000	52,000	-
Indemnity granted in relation to Cyclamen programme up to a maximum €10 million. (Minute dated 17 July 2009)	8,414	8,373	41
Grant agreement with Telecommunications providers	31,351	31,351	-
National Security: Maritime Counter Terrorism Pilot Scheme	32,000	32,000	-
Forensic Science Service (FSS) Pension Liability	-	82,000	(82,000)

Unquantifiable contingent liabilities

Description of contingent liability	Included in the Supply Estimate (Yes/No)	Disclosed in the ARA (Yes/No)	Explanation of difference
Border Force New Detection Technology (NDT)	Yes	Yes	-
Angiolini Inquiry	Yes	Yes	-
Western Jet Indemnity	Yes	Yes	-
The Home Office appeal to the Supreme Court in relation to the Gubeladze case (A8 Worker Registration Scheme) has failed. This outcome leaves the department liable to refund Worker Registration Scheme fees collected over the period 2009 and 2011.	Yes	Yes	-
Provision of Terrorism Prevention and Investigation Measures (TPIM) accommodation.	Yes	Yes	-
Fees Claims	No	Yes	Information not available at time of Supply Estimates


Dame Antonia Romeo DCB

Accounting Officer

14 July 2025



The Certificate and Report of the Comptroller and Auditor General to the House of Commons

Opinion on financial statements

I certify that I have audited the financial statements of the Home Office (the Department) and of its Departmental Group for the year ended 31 March 2025 under the Government Resources and Accounts Act 2000. The Department comprises the core Department and its agencies. The Departmental Group consists of the Department and the bodies designated for inclusion under the Government Resources and Accounts Act 2000 (Estimates and Accounts) Order 2024. The financial statements comprise: the Department's and the Department's Consolidated:

- Statement of Financial Position as at 31 March 2025;
- Statement of Comprehensive Net Expenditure, Statement of Cash Flows and Statement of Changes in Taxpayers' Equity for the year then ended; and
- the related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the Group financial statements is applicable law and UK adopted international accounting standards.

In my opinion, the financial statements:

- give a true and fair view of the state of the Department and the Departmental

Group's affairs as at 31 March 2025 and their net expenditure for the year then ended; and

- have been properly prepared in accordance with the Government Resources and Accounts Act 2000 and HM Treasury directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects:

- the Statement of Outturn against Parliamentary Supply properly presents the outturn against voted Parliamentary control totals for the year ended 31 March 2025 and shows that those totals have not been exceeded; and
- the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs UK), applicable law and Practice Note 10 *Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom (2024)*. My responsibilities

under those standards are further described in the *Auditor’s responsibilities for the audit of the financial statements* section of my certificate.

Those standards require me and my staff to comply with the Financial Reporting Council’s *Revised Ethical Standard 2024*. I am independent of the Department and its Group in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. My staff and I have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

The framework of authorities described in the table below has been considered in the context of my opinion on regularity.

Framework of authorities	
Authorising legislation	Government Resources and Accounts Act 2000
Parliamentary authorities	Supply and Appropriations Act
HM Treasury and related authorities	Managing Public Money

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the Department and its Group’s use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Department or its Group’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Department and its Group is adopted in consideration of the requirements set out in HM Treasury’s Government Financial Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

Overview of my audit approach

Key audit matters

Key audit matters are those matters that, in my professional judgment, were of most significance in the audit of the financial statements of the current period and include the most significant assessed risks of material misstatement (whether or not due to fraud) identified by the auditor, including those which had the greatest effect on: the overall audit strategy; the allocation of resources in the audit; and directing the efforts of the engagement team.

These matters were addressed in the context of the audit of the financial statements as a whole, and in forming

my opinion thereon. I do not provide a separate opinion on these matters.

This is not a complete list of all risks identified through the course of my audit but only those areas that had the greatest effect on my overall audit strategy, allocation of resources and direction of effort. I have not, for example, included information relating to the work I have performed around the presumed audit risks of the potential for management override of controls or fraud in revenue recognition. These are areas where my work has not identified any matters to report.

The key audit matters were discussed with the Audit and Risk Assurance Committee; their report on matters that they considered to be significant to the financial statements is set out on page 123.

In my 2023-24 report, I included a key audit matter in respect of the then Government's Rwanda policy- expenditure and disclosures. Following the July 2024 General Election, the incoming Government made several changes in the policies of its predecessor, including ending the Migration and Economic Development Partnership (MEDP) with the Government of Rwanda. For my 2024-25 audit, I have therefore considered there to be a significant risk and key audit matter around accounting for the implications of a change in Government policy. In 2023-24, I also included a key audit matter in respect of the Department's accounting for accruals. For 2024-25, I have refined this risk to focus on the Government Actuary's Department's pensions accruals calculation as this is the principal area of estimation uncertainty in the Department's accruals population.

Accounting for implications following change in government policy	
Description of risk Following the General Election in July 2024, the incoming Government confirmed that it was terminating the Migration and Economic Development Partnership (MEDP) with the Government of Rwanda. In the Parliamentary Accountability Report in its 2024-25 Annual Report and Accounts, the Department noted that it was in discussion with HM Treasury to assess whether the expenditure incurred on the MEDP (£290 million by the end of April 2024) met the Managing Public Money definition of a constructive loss. Disclosures in respect of the MEDP arrangement, are of high parliamentary and public interest. I concluded therefore that it was a Key Audit Matter to confirm that any changes in Government policies had been accurately and completely reflected in the Parliamentary Accountability Report, and that any losses or write offs had been properly authorised.	
How the scope of my audit responded to the risk	My audit procedures included: • Consideration of the impact of an announcement made by the Prime Ministers on 6 July 2024 of the Government's intention to cancel the MEDP arrangement with the Government of Rwanda with immediate effect, on disclosures in the Department's annual report and accounts;

- Review of the accuracy and completeness of the Department's assessment of projects affected by changes in Government policies. As set out in the Losses Statement on pages 188 to 189 of its Annual Report and Accounts, the Department recorded losses totalling £364 million in 2024-25;
- Consideration of the guidance in Managing Public Money, specifically that set out within Annex 4.10 on Losses and write-offs to assess whether, in my view, the Department had applied this guidance appropriately in determining the value of losses reported in its annual report and accounts.
- Confirming that, where required, the Department had sought and received appropriate authorisation from HM Treasury for the losses reported in the Accountability Statement.

Key observations

The Department's initial losses statement did not include the payments totalling £290 million under the MEDP arrangement, but after further conversations with the NAO and HMT clarifications on the Managing Public Money guidance, the Department decided to include the payments in the losses statement. I have obtained sufficient assurance over this risk from my substantive testing.

Non-current assets- Asset Clearing Account

Description of risk

The asset clearing account is a suspense account to which the Home Office posts transactions when it incurs expenditure on items of a capital nature prior to their precise detail being clarified and then posted to the relevant asset class or expensed if not meeting the criteria for capitalisation. At 31 March 2025, the balance on the asset clearing account was £961 million (£695 million at 31 March 2024). This balance included assets which needed to be analysed and either expensed or transferred to the appropriate asset class within the non-current asset register. This process results in risks to the classification of assets between Property, Plant and Equipment (PPE) and intangible assets and to the allocation between asset classes within these groups. In addition, there is a risk that the depreciation and amortisation charges associated with these assets is incorrect if they have been allocated to an incorrect asset class or incorrectly identified as either fully operational assets or assets in the course of construction.



The Department allocated the balance on the asset clearing account at 31 March 2025 of £961 million across all asset classes, with the largest allocations to Intangible Assets under Construction (£326 million), Intangible Assets Information Technology (£223 million) and Property Plant & Equipment Assets under Construction (£190 million). In addition, the Home Office estimated a total of £100 million for the depreciation and amortisation associated with this asset clearing account, of which over 67% was assumed to relate to Intangible Assets Information Technology.

How the scope of my audit responded to the risk

My audit procedures included:

- Reviewing the design and implementation of controls around payments on account and assets under construction, assessing the processes the Department uses to establish when AUC assets are complete and should be transferred to the fixed asset register;
- Reviewing the Department's processes for investigating and cleansing the information held within the asset clearing account;
- Substantive testing of individual balances within the two sub-populations of the asset clearing account (invoiced expenditure and journals) to confirm that these relate to items of a capital nature;
- Evaluating the Department's methods for allocating the closing balance on the asset clearing account across PPE and intangibles and between asset classes within these groups; and
- Evaluating the depreciation estimate prepared by the Department in relation to live assets held within the asset clearing account.

Key observations

My testing in this area did not identify any material misstatements.

Government Actuary's Department - pension accrual

Description of risk

The Department's draft financial statements included a material accrual at 31 March 2025 of £329 million relating to the police and fire pensions top-up grant. As in 2023-24, this accrual includes an element relating to the change in pensions legislation, which is a consequence of the redress of age discrimination against pension scheme members caused by the transitional arrangements applied when schemes were replaced in 2015.

The police and fire authorities are not able to forecast the cash deficit in relation to this and so the Home Office commissioned the Government Actuary's Department (GAD) to estimate this element of the accrual. My audit identified this as a significant risk as there are a number of complex assumptions and modelling that feed into this accrual and an expert is required to calculate this estimate.

How the scope of my audit responded to the risk

My audit procedures included:

- Reviewing the design and implementation of controls around the Department's processes for capturing and valuing this accrual, including reviewing evidence of senior management challenge
- Substantive testing of the elements of the individual elements of the pensions accruals balances to supporting documentation to confirm that these represented valid liabilities at year end with supported values; and
- Engaging an auditor's expert to review the reasonableness of the key actuarial assumptions underpinning the increased pensions accrued liability as at 31 March 2025.

Key observations

My testing in this area identified that the Department had received additional information about the likely value of its pensions accruals from returns provided by police and fire authorities in June 2025 which had not been factored into its initial valuation of the liability as at 31 March 2025. This required a material adjustment to reduce the liability by £289 million, which is reflected in the final financial statements.

In addition, I reviewed payments made during 2024-25 against the accrual for pension liabilities of £889 million recognised in the Department's financial statements as at 31 March 2024. My review identified that the Department had received updated information from police and fire authorities in June 2024, before the 2023-24 accounts had been certified. This indicated that net pension accruals reported at 31 March 2024 were overstated by £285 million. This updated information was not drawn to my attention at the time or reflected in the certified financial statements for 2023-24 and I consider this to be a material error requiring an adjustment to the prior year's financial statements. Note 20 to the financial statements on pages 272 to 274 of the Annual Report and Accounts discloses the impact of this restatement.

Application of materiality

Materiality

I applied the concept of materiality in both planning and performing my audit, and in evaluating the effect of misstatements on my audit and on the financial statements. This approach recognises that financial statements are rarely absolutely correct, and that an audit is designed to provide reasonable, rather than absolute, assurance that the financial statements

are free from material misstatement or irregularity. A matter is material if its omission or misstatement would, in the judgement of the auditor, reasonably influence the decisions of users of the financial statements.

Based on my professional judgement, I determined overall materiality for the Department and its group's financial statements as a whole as follows:

	Departmental group	Department parent
Materiality	£277 million	£270 million
Basis for determining overall account materiality	1% of gross expenditure of £27,762,277,000 (1% of gross expenditure of £28,022,212,000 in 2023-24)	1% of gross expenditure of £27,349,884,000 (1% of gross expenditure of £27,571,405,000 in 2023-24)

Rationale for the benchmark applied	Gross expenditure is the main driver for the accounts. The Statement of Outturn against Parliamentary Supply is the chief focus for users of the accounts, and this is derived from the Statement of Comprehensive Net Expenditure and in particular gross expenditure. Furthermore, users of the accounts would be interested in specific expenditures such as expenditure on asylum costs and policing.	In line with the group accounts, gross expenditure is the main driver of the parent accounts, so the same basis for determining materiality has been used.

Performance Materiality

I set performance materiality at a level lower than materiality to reduce the probability that, in aggregate, uncorrected and undetected misstatements exceed the materiality of the financial statements as a whole. Group performance materiality was set at 70% of Group materiality for the 2024-25 audit (2023-24: 65%). I considered that it was appropriate to apply a lower adjustment to overall materiality to determine performance materiality as I identified a lower level of uncorrected misstatements during my 2023-24 audit than in the previous year.

Other Materiality Considerations

Apart from matters that are material by value (quantitative materiality), there are certain matters that are material by their very nature and would influence the decisions of users if not corrected. Such an example is any errors reported in the Related Parties note in the financial statements. Assessment of such matters needs to have regard to the nature of the misstatement and the applicable legal and reporting framework, as well as the size of the misstatement.

I applied the same concept of materiality to my audit of regularity. In planning and performing my audit work to support my opinion on regularity and in evaluating the impact of any irregular transactions, I considered both quantitative and qualitative aspects that would reasonably influence the decisions of users of the financial statements.

Error Reporting Threshold

I agreed with the Audit and Risk Assurance Committee that I would report to it all uncorrected misstatements identified through my audit in excess of £300,000, as well as differences below this threshold that in my view warranted reporting on qualitative grounds. I also report to the Audit and Assurance Committee on disclosure matters that I identified when assessing the overall presentation of the financial statements.

Total unadjusted audit differences reported to the Audit and Risk Assurance Committee would have decreased net expenditure and increased net assets by £31m for the core Department and by £44m for the Departmental Group.

Audit scope

The scope of my Group audit was determined by obtaining an understanding of the Department and its Group's and its environment, including Department/Group-wide controls, and assessing the risks of material misstatement at the Group level.

- The Departmental Group consists of the core Department and six components. I performed full audit procedures over the core Department's expenditure and income and its assets and liabilities, including substantive tests of detail and substantive analytical procedures (for payroll and certain categories of income). In the light of revisions to ISA600 Audits of Group Financial Statements, I have reconsidered my approach to the audit of the group's components. I set component materialities for each of the group's components and, because contract income for the Disclosure & Barring Service was above this level, I determined that I needed specific assurances on this area from the component audit team. I concluded that no additional audit procedures were necessary for the five other components.
- My group procedures were driven by the significance of the Home Office Core Department in comparison to component entities. The Core Department represents 99% of the Group's expenditure and 96% of the Group's assets and therefore all other components were considered non-significant for the purposes of attaining group-wide assurance. My procedures involved reviewing the controls around the consolidation process and a review of all consolidation journals.
- I issued Group Audit instructions to the engagement team responsible for the audit of the Disclosure and Barring Service. These required the component auditors to complete their audit of contract income and related balances and on management override of controls and to report the results to the group auditors in time to support the group audit certification timetable. The DBS auditors met this timetable and I reviewed the detailed working papers supporting their conclusions with satisfactory results.
- Throughout my audit procedures I have considered compliance with the Department and its Group's framework of authorities, including compliance with the Government Resources and Accounts Act 2000, the Supply and Appropriation Act and Managing Public Money. In particular, this has been addressed through my detailed testing of income and expenditure transactions to ensure compliance with Managing Public Money and relevant legislation procedures addressing the risks around the Statement of Outturn against Parliamentary Supply.
- I have performed detailed testing over the Statement of Outturn against Parliamentary Supply, including review of the reconciling items identified in the Statement. I also assessed the likelihood of management override through procedures seeking to identify any amendments which would avoid a breach of parliamentary control totals. This work covered substantially all of the Group's assets and net income/expenditure, and together with the procedures performed at group level, gave me the evidence I needed for my opinion on the group financial statements as a whole.

Other Information

The other information comprises the information included in the Annual Report, but does not include the financial statements and my auditor's certificate and

report thereon. The Accounting Officer is responsible for the other information.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my certificate, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000.

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report subject to audit have been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000;

- the information given in the Performance and Accountability Reports for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Department and its Group and their environment obtained in the course of the audit, I have not identified material misstatements in the Performance and Accountability Reports.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- Adequate accounting records have not been kept by the Department and its Group or returns adequate for my audit have not been received from branches not visited by my staff; or
- I have not received all of the information and explanations I require for my audit; or
- the financial statements and the parts of the Accountability Report subject to audit are not in agreement with the accounting records and returns; or
- certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual have not been made or parts of the Remuneration and Staff Report to be audited is not in agreement with the accounting records and returns; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for:

- maintaining proper accounting records;
- providing the C&AG with access to all information of which management is aware that is relevant to the preparation of the financial statements such as records, documentation and other matters;
- providing the C&AG with additional information and explanations needed for his audit;
- providing the C&AG with unrestricted access to persons within the Department and its Group from whom the auditor determines it necessary to obtain audit evidence;
- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- preparing financial statements which give a true and fair view and are in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000;
- preparing the annual report, which includes the Remuneration and Staff Report, in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000; and
- assessing the Department and its Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the

services provided by the Department and its Group will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Government Resources and Accounts Act 2000.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting non-compliance with laws and regulations including fraud

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud is detailed below.

Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, I:

- considered the nature of the sector, control environment and operational performance including the design of the Department and its Group's accounting policies.
- inquired of management, the Department's head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Department and its Group's policies and procedures on:
 - identifying, evaluating and complying with laws and regulations;
 - detecting and responding to the risks of fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations including the Department and its Group's controls relating to the Department's compliance with the Government Resources and Accounts Act 2000, Managing Public Money and the Supply and Appropriation Act (Main Estimates) Act 2024;
- inquired of management, the Department's head of internal audit and those charged with governance whether:
 - they were aware of any instances of non-compliance with laws and regulations;
 - they had knowledge of any actual, suspected, or alleged fraud,

- discussed with the engagement team including significant component audit teams and the relevant internal and external specialists, including specialist pensions experts engaged on the audit, regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, I considered the opportunities and incentives that may exist within the Department and its Group for fraud and identified the greatest potential for fraud in the following areas: revenue recognition, posting of unusual journals, complex transactions and bias in management estimates. In common with all audits under ISAs (UK), I am required to perform specific procedures to respond to the risk of management override.

I obtained an understanding of the Department and Group's framework of authority and other legal and regulatory frameworks in which the Department and Group operates. I focused on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of the Department and its Group. The key laws and regulations I considered in this context included Government Resources and Accounts Act 2000, Managing Public Money, Supply and Appropriation (Main Estimates) Act 2024, employment law and pensions legislation and tax legislation and relevant legislation relating to fees charged by the Home Office.

Audit response to identified risk

To respond to the identified risks resulting from the above procedures:

- I reviewed the financial statement disclosures and testing to supporting

documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements;

- I enquired of management, the Audit and Risk Assurance Committee and in-house legal counsel concerning actual and potential litigation and claims;
- I reviewed minutes of meetings of those charged with governance and the Board and internal audit reports;
- I addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements on estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business; and
- I performed substantive testing of income streams and confirmed that fees set out in legislation had been applied correctly and that the Department had met the performance obligations necessary to recognise income.

I communicated relevant identified laws and regulations and potential risks of fraud to all engagement team members including internal specialists and relevant component audit teams and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

Other auditor's responsibilities

I am required to obtain appropriate evidence sufficient to give reasonable

assurance that the Statement of Outturn against Parliamentary Supply properly presents the outturn against voted Parliamentary control totals and that those totals have not been exceeded. The voted Parliamentary control totals are Departmental Expenditure Limits (Resource and Capital), Annually Managed Expenditure (Resource and Capital), Non-Budget (Resource) and Net Cash Requirement.

I am required to obtain sufficient appropriate audit evidence to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during my audit.

Report

I have no observations to make on these financial statements.

Gareth Davies 15 July 2025
Comptroller and Auditor General

National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP



Financial statements



Consolidated Statement of Comprehensive Net Expenditure

For the year ended 31 March 2025

This account summarises the expenditure and income generated and consumed on an accruals basis. It also includes other comprehensive income and expenditure, which include changes to the values of non-current assets and other financial instruments that cannot yet be recognised as income or expenditure.

	Note	2024-25		2023-24	
		Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
		£000	£000	£000	£000
Revenue from contracts with customers	4	(4,157,761)	(4,454,163)	(3,736,857)	(4,024,178)
Other operating income	4	(2,795,211)	(2,795,973)	(1,792,590)	(1,792,590)
Total operating income		(6,952,972)	(7,250,136)	(5,529,447)	(5,816,768)
Staff costs	3	3,117,136	3,330,525	2,779,931	2,972,997
Main police grants	3	9,739,061	9,739,061	9,223,960	9,223,960
Police pensions top-up grant	3	1,825,596	1,825,596	1,956,111	1,956,111
Fire pensions top-up grant	3	578,827	578,827	626,300	626,300
Other current grants	3	4,347,239	4,333,891	4,146,475	4,146,475
Capital grants	3	232,902	232,993	194,289	196,691
Purchase of goods and services	3	5,083,018	5,127,547	5,721,261	5,783,800
Depreciation and impairment charges	3	431,521	445,443	410,745	426,660
Provision expense	3	45,288	60,383	30,324	29,656
Other non-cash items	3	3,426	3,347	25,562	25,859
Other operating expenditure	3	1,934,010	2,095,853	1,899,274	2,032,711
Grant in aid to ALBs	3	124,944	-	131,044	-

	Note	2024-25		2023-24	
		Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
		£000	£000	£000	£000
Total operating expenditure		27,462,968	27,773,466	27,145,276	27,421,220
Net operating expenditure		20,509,996	20,523,330	21,615,829	21,604,452
Finance expense	3	15,500	15,700	9,915	10,164
Net expenditure for the year		20,525,496	20,539,030	21,625,744	21,614,616
Other Comprehensive Net Expenditure					
Items which will not be reclassified to net operating expenditure:					
Net (gain)/loss on revaluation of property, plant and equipment		(72,577)	(75,006)	(26,126)	(27,226)
Net (gain)/loss on revaluation of Intangible assets		(7,427)	(7,462)	(27)	(84)
Comprehensive net expenditure for the year		20,445,492	20,456,562	21,599,591	21,587,306

The statement has been restated due a prior period adjustment - see note 20.

The notes on pages 227 to 275 form part of these accounts.

Consolidated Statement of Financial Position

As at 31 March 2025

This statement presents the financial position of the department. It comprises three main components: assets owned or controlled; liabilities owed to other bodies; and equity, the remaining value of the entity.

		2024-25		2023-24	
	Note	Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
		£000	£000	£000	£000
Non-current assets					
Property, plant and equipment	5	1,836,757	1,877,826	1,180,511	1,222,666
Right-of-use assets	7	740,671	755,212	666,820	683,995
Intangible assets	6	1,548,636	1,577,122	1,239,829	1,270,821
Trade receivables and other non-current assets	10	8,871	8,883	9,198	9,198
Total non-current assets		4,134,935	4,219,043	3,096,358	3,186,680
Current assets					
Inventories		1,141	2,214	5,205	5,205
Trade and other receivables	10	627,995	665,107	618,002	654,714
Cash and cash equivalents	9	812,765	933,233	221,281	348,106
Total current assets		1,441,901	1,600,554	844,488	1,008,025
Total assets		5,576,836	5,819,597	3,940,846	4,194,705
Current liabilities					
Provisions	12	313,864	317,764	291,856	292,654
Trade and other payables	11	4,374,526	4,508,673	4,074,807	4,214,148
Lease liabilities	15	84,845	87,172	97,735	101,969
Total current liabilities		4,773,235	4,913,609	4,464,398	4,608,771

	Note	2024-25		2023-24	
		Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
		£000	£000	£000	£000
Total assets less current liabilities		803,601	905,988	(523,552)	(414,066)
Non-current liabilities					
Other payables	11	2,165	2,165	13,955	16,246
Lease liabilities	15	664,612	677,385	550,111	564,730
Provisions	12	236,956	239,454	237,215	240,564
Pension liability		151	1,855	190	1,886
Total non-current liabilities		903,884	920,859	801,471	823,426
Total assets less total liabilities		(100,283)	(14,871)	(1,325,023)	(1,237,492)
Taxpayers' equity and other reserves					
General fund	SoCTE	(343,964)	(271,912)	(1,502,320)	(1,426,281)
Revaluation reserve	SoCTE	243,832	258,896	177,487	190,675
Pension reserve	SoCTE	(151)	(1,855)	(190)	(1,886)
Total equity		(100,283)	(14,871)	(1,325,023)	(1,237,492)

The statement has been restated due a prior period adjustment - see note 20.

The notes on pages 227 to 275 form part of these accounts.

AR

Dame Antonia Romeo DCB

Accounting Officer

14 July 2025

Consolidated Statement of Cash Flows

For the year ended 31 March 2025

The Statement of Cash Flows shows the changes in cash and cash equivalents of the department during the reporting period. The statement shows how the department generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of service costs and the extent to which these operations are funded by way of income from the recipients of services provided by the department. Investing activities represent the extent to which cash inflows and outflows have been made for resources which are intended to contribute to the department's future public service delivery.

	Note	2024-25		2023-24	
		Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
		£000	£000	£000	£000
Cash flows from operating activities					
Net expenditure for the year		(20,525,496)	(20,539,030)	(21,625,744)	(21,614,616)
Adjustments for non-cash transactions	3	502,895	532,033	476,546	492,339
(Increase)/decrease in trade and other receivables	10	(9,666)	(10,078)	92,713	64,021
Less movements in receivables relating to items not passing through the Consolidated Statement of Comprehensive Net Expenditure		1,502	1,564	(29,495)	(753)
(Increase)/decrease in lease receivables		(517)	(517)	335	335
(Increase)/decrease in inventories and assets classified as held for sale		4,064	2,991	1,680	1,680
Increase/(decrease) in trade payables	11	389,540	378,302	506,082	568,267

	Note	2024-25		2023-24	
		Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
		£000	£000	£000	£000
Less movements in payables relating to items not passing through the Consolidated Statement of Comprehensive Net Expenditure		(748,399)	(735,901)	124,584	62,194
Use of provisions	12	(44,674)	(57,518)	(41,230)	(41,762)
Increase/(decrease) in pension liability		(39)	(31)	(25)	(916)
Net cash outflow from operating activities		(20,430,790)	(20,428,185)	(20,494,554)	(20,469,211)
Cash flows from investing activities					
Purchase of property, plant and equipment	5	(670,575)	(677,902)	(420,431)	(425,830)
Less: movements in PPE capital creditors		18,855	18,855	84,505	84,505
Purchase of intangible assets	6	(526,206)	(537,340)	(411,354)	(421,675)
Less: movements in intangibles capital creditors		43,019	43,019	5,334	5,334
Proceeds of disposal		601	14,018	415	1,428
Net cash outflow from investing activities		(1,134,306)	(1,139,350)	(741,531)	(756,238)
Cash flows from financing activities					
From the Consolidated Fund (Supply) - current year		22,356,379	22,356,379	21,314,151	21,314,151
Consolidated Fund Extra Receipts paid to Consolidated Fund		(100,060)	(100,060)	(205,311)	(205,311)

Note	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
	£000	£000	£000	£000
Advances from the Contingencies Fund	-	-	2,600,000	2,600,000
Repayments to the Contingencies Fund	-	-	(2,600,000)	(2,600,000)
Repayments of principal on leases	(84,239)	(87,957)	(117,309)	(119,679)
Interest on lease liabilities	(15,500)	(15,700)	(9,915)	(10,164)
Net financing	22,156,580	22,152,662	20,981,616	20,978,997
Net increase/ (decrease) in cash and cash equivalents in the period before adjustment for receipts and payments to the Consolidated Fund	691,544	685,187	(49,158)	(41,141)
Net increase/ (decrease) in cash and cash equivalents in the period after adjustment for receipts and payments to the Consolidated Fund	591,484	585,127	(254,469)	(246,452)
Cash and cash equivalents at the beginning of the period	221,281	348,106	475,750	594,558
Cash and cash equivalents at the end of the period	812,765	933,233	221,281	348,106

The statement has been restated due a prior period adjustment - see note 20.

The notes on pages 227 to 275 form part of these accounts.

Consolidated Statement of Taxpayers' Equity

This statement shows the movement in the year on the different reserves held by the Home Office. The revaluation reserve reflects the change in asset values that have not been recognised as income or expenditure. The pension reserve represents the pension liabilities of the department. The general fund represents the total assets less general fund represents the total assets less liabilities of the department, to the extent that the total is not represented by other reserves and financing items.

Departmental Group

For the year ended 31 March 2025

	Note	(Restated) General Fund £000	Revaluation Reserve £000	Pension Reserve £000	(Restated) Total Reserves £000
Balance at 31 March 2023		(1,033,876)	178,630	(2,802)	(858,048)
Balance at 1 April 2023		(1,033,876)	178,630	(2,802)	(858,048)
Net Parliamentary Funding - drawn down		21,314,151	-	-	21,314,151
Net Parliamentary Funding - deemed		266,410	-	-	266,410
Supply (payable)/receivable		(119,799)	-	-	(119,799)
Consolidated Fund Extra Receipts		(136,929)	-	-	(136,929)
Comprehensive net expenditure for the year		(21,614,616)	-	-	(21,614,616)
Non-cash adjustments					
Net gain/(loss) on revaluation of property, plant and equipment		-	27,226	-	27,226
Net gain/(loss) on revaluation of Intangible assets		-	84	-	84
Movements in reserves					
Non-cash charges					
- auditor's remuneration	3	725	-	-	725
Transfers between reserves		14,349	(15,265)	916	-

	Note	(Restated) General Fund £000	Revaluation Reserve £000	Pension Reserve £000	(Restated) Total Reserves £000
Other movements					
Correction for IFRS 16 opening balance on transition in prior year		(116,696)	-	-	(116,696)
Balance at 31 March 2024		(1,426,281)	190,675	(1,886)	(1,237,492)
Net Parliamentary Funding - drawn down		22,356,379	-	-	22,356,379
Net Parliamentary Funding - deemed		119,799	-	-	119,799
Supply (payable)/receivable		(572,610)	-	-	(572,610)
Consolidated Fund Extra Receipts		(225,125)	-	-	(225,125)
Comprehensive net expenditure for the year		(20,539,030)	-	-	(20,539,030)
Non-cash adjustments					
Net gain/(loss) on revaluation of property, plant and equipment		-	75,006	-	75,006
Net gain/(loss) on revaluation of Intangible assets		-	7,462	-	7,462
Movements in reserves					
Non-cash charges - auditor's remuneration	3	740	-	-	740
Transfers between reserves		14,216	(14,247)	31	-
Balance at 31 March 2025		(271,912)	258,896	(1,855)	(14,871)

The statement has been restated due a prior period adjustment - see note 20.

Core Department and Agencies

For the year ended 31 March 2025

	Note	(Restated) General fund £000	Revaluation reserve £000	Pension reserve £000	(Restated) Total reserves £000
Balance at 31 March 2023		(1,137,218)	166,599	(215)	(970,834)
Balance at 1 April 2023		(1,137,218)	166,599	(215)	(970,834)
Net Parliamentary Funding - drawn down		21,314,151	-	-	21,314,151
Net Parliamentary Funding - deemed		266,410	-	-	266,410
Supply (payable)/receivable		(119,799)	-	-	(119,799)
Consolidated Fund Extra Receipts		(99,389)	-	-	(99,389)
Comprehensive Net Expenditure for the year		(21,625,744)	-	-	(21,625,744)
Non-cash adjustments					
Net gain/(loss) on revaluation of property, plant and equipment		-	26,126	-	26,126
Net gain/(loss) on revaluation of Intangible assets		-	27	-	27
Movements in reserves					
Non-cash charges					
- auditor's remuneration	3	725	-	-	725
Transfers between reserves		15,240	(15,265)	25	-
Other movements					
Correction for IFRS 16 opening balance on transition in prior year		(116,696)	-	-	(116,696)
Balance at 31 March 2024		(1,502,320)	177,487	(190)	(1,325,023)
Net Parliamentary Funding - drawn down		22,356,379	-	-	22,356,379
Net Parliamentary Funding - deemed		119,799	-	-	119,799
Supply (payable)/receivable		(572,610)	-	-	(572,610)

	Note	(Restated) General fund £000	Revaluation reserve £000	Pension reserve £000	(Restated) Total reserves £000
Consolidated Fund Extra Receipts		(234,076)	-	-	(234,076)
Comprehensive Net Expenditure for the year		(20,525,496)	-	-	(20,525,496)
Non-cash adjustments					
Net gain/(loss) on revaluation of property, plant and equipment		-	72,577	-	72,577
Net gain/(loss) on revaluation of Intangible assets		-	7,427	-	7,427
Movements in reserves					
Non-cash charges					
- auditor's remuneration	3	740	-	-	740
Transfers between reserves		13,620	(13,659)	39	-
Balance at 31 March 2025		(343,964)	243,832	(151)	(100,283)

The statement has been restated due a prior period adjustment - see note 20.

The notes on pages 227 to 275 form part of these accounts.



Notes to the accounts

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared in accordance with the 2024-25 Government Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context.

Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the department for the purpose of giving a true and fair view has been selected. The policies adopted by the department are described below. They have been applied consistently in dealing with items that are considered material to the financial statements.

In addition to the primary statements prepared under IFRS, the FReM also requires the department to prepare a Statement of Parliamentary Supply and supporting notes to show Outturn against Estimate in terms of the net resource requirement and the net cash requirement.

The accounts have been prepared under the Government Resources and Accounts Act 2000.

1.2 Going concern

The financial reporting framework applicable to Government bodies, derived from the FReM, defines that the anticipated continued provision of the entity's services in the public sector is normally sufficient evidence of going concern. In common with other government departments, the department's liabilities are expected to be met by future grants of supply and the application of future income, both to be approved annually by Parliament. The department considers there is no reason to believe that future approvals will not be forthcoming. Hence, it is considered appropriate to adopt a going concern basis for the preparation of these financial statements.

1.3 Presentation currency and rounding

The financial statements are presented in British pound sterling (£) and all numbers are rounded to the nearest thousand pounds (£'000), other than the related party disclosures in Note 18.

1.4 Accounting convention

These accounts have been prepared on an accruals basis under the historical cost convention modified to account for the revaluation of property, plant and equipment and intangible assets.

1.5 Judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements and assumptions that affect the amounts reported for assets and liabilities at the year ending 31 March, and for amounts reported for income and expenses during the year. In the process of applying the department's accounting policies, management has made the following judgements, which have the most significant effect on the amounts recognised in the financial statements:

- Provisions: judgements and assumptions that affect the value of the major provisions recognised in these accounts are described within the provisions note to these accounts. This narrative notably includes explanation of the judgements and assumptions affecting the provision recognised and movement in 2024-25 in respect of the Windrush Compensation Scheme (Note 13).
- Police pensions and fire and rescue pension top-up grant accrual (refer to Note 1.15).
- Immigration Health Surcharge income (refer to Note 1.13).
- Overseas visa income: assumptions are used to determine the overseas visa deferred income for which the visa fees are received up front but visa applications have not been logged into visa casework systems. The proportion of off-system cases identified is applied to the cash intake figure to generate an estimated value of the off-system deferred income. Income validations are carried out to ensure the level of accuracy of the assumptions.
- Non-current assets clearing accounts: clearing accounts hold financial information about expenditure on non-current assets where that

expenditure has not yet been allocated to a named asset. These accounts allocate these costs to various asset classes of both property, plant and equipment and intangible assets. Assumptions used in this allocation include apportionment of the costs to the different asset classes based on the current year capitalisation percentage of each asset class, adjusted for assets with expected construction in progress status based on current year's asset reclassifications. The useful lives of the assumed assets to which these costs will be assigned are based on the average lives of those current year capitalised asset classes. The estimated date at which these assumed assets were brought into use is based on an aged profile of the expenditure in each asset class and the expected construction in progress status (refer to Notes 1.7 & 1.8).

1.6 Basis of consolidation

These accounts are the consolidation of the core department, its five executive non-departmental public bodies (NDPBs) and the College of Policing Limited. The NDPBs consolidated within the departmental boundary are:

- Disclosure and Barring Service
- Gangmasters and Labour Abuse Authority
- Independent Office for Police Conduct
- Immigration Advice Authority (previously Office of the Immigration Services Commissioner)
- Security Industry Authority

The College of Policing Limited is a company limited by guarantee. It is classified as an arm's length body by the HM Treasury and is consolidated within the departmental boundary as an NDPB.

The NDPBs and the College of Policing also produce and publish their own annual reports and accounts. Transactions between entities included in the consolidated accounts are eliminated. All consolidated entities have accounting reference dates that align with the core department.

1.7 Property, plant and equipment

Initial recognition and capitalisation threshold

Property, plant and equipment is recognised initially at cost and thereafter carried at fair value less depreciation and impairment charged subsequent to the date of revaluation.

Cost comprises the amount of cash paid to acquire the asset and includes any costs directly attributable to making the asset capable of operating as intended. The capitalisation threshold for expenditure on property, plant and equipment is £5,000.

Furniture and fittings (e.g. workstations, chairs, filing cabinets) and low value IT assets or equipment (e.g. scanners, printers) are capitalised on a pooled basis where groups of assets bought together exceed the capitalisation threshold.

Subsequent valuation method and fair value hierarchy

Fair value of properties is based on professional valuations. Professional valuations are now conducted on a rolling programme of valuations at the end of each financial year; all properties will be professionally valued during a three-year time period. Valuations are undertaken by the Valuations Office Agency in

accordance with the Royal Institute of Chartered Surveyors Appraisal and Evaluation Manual.

Where open market value is obtainable, properties are revalued to estimated use value. Where open market value is not obtainable such as for Home Office specific use properties, these are valued using depreciated replacement cost.

The inputs used to value property, plant and equipment are therefore categorised as level 2 inputs in the IFRS 13 fair value hierarchy. Level 2 inputs are inputs that are observable for the asset, either directly or indirectly.

In between professional valuations of properties and for all other assets classes, carrying values are adjusted by the application of producer price index issued by the Office for National Statistics (ONS)⁷⁹ or through desktop valuations for which different indices are applied depending on the assets. This ensures that carrying values are not materially different from those that would be determined at the end of the reporting period. For buildings the index applied is the Building Cost Information Service (BCIS) Extension of PUBSEC Tender Price Index of Public Sector Building Non-Housing that reflects price changes in the public sector and is a good indicator of price pressure in building contracts in the UK.

⁷⁹ In March 2025, the Office for National Statistics issued a statement to acknowledge a problem with the chain-linking methods used to calculate Producer Price Index (PPI). This problem affects the years from 2008 onwards. However, the main impact on annual producer price inflation rates is seen in 2022 and 2023. Currently the department is unable to estimate the financial impact as a result of this.

Revaluation

Any revaluation gain is credited to the revaluation reserve except to the extent that it reverses a decrease in the carrying value of the same asset previously recognised in the Consolidated Statement of Comprehensive Net Expenditure (SoCNE), in which case the increase is recognised in the SoCNE.

A revaluation decrease is recognised in the SoCNE, except to the extent of any existing surplus in respect of that asset in the revaluation reserve.

Depreciation

Depreciation is calculated to write down the costs of the assets to their estimated residual value on a straight-line basis over their expected useful lives, typically as follows:

- Buildings – up to 60 years or life of lease
- Improvements to leasehold buildings – the shorter of the duration of lease or anticipated useful life
- Plant and equipment – 2 to 15 years
- Computers – 2 to 15 years
- Transport equipment – 3 to 20 years
- Furniture and fittings – 3 to 10 years

If requested and suitable business justification can be provided to support, there occasionally may be instances where depreciation is calculated outside of the typical expected useful life ranges.

The carrying values of property, plant and equipment are reviewed for impairment if events or changes in circumstances indicate the carrying value may not be recoverable and are written down immediately to their recoverable amount. Useful lives and residual values are reviewed annually and where adjustments are required these are made prospectively.

Assets under construction

Assets under construction are valued at historical cost within property, plant and equipment, and are not depreciated until completed and brought into use. On completion, the asset's carrying value is transferred to the respective asset category. Expenditure is capitalised where it is directly attributable to bringing an asset into working condition, such as external consultant costs, relevant employee costs and an appropriate portion of relevant overheads.

1.8 Intangible assets

Intangible assets are defined as identifiable non-monetary assets without physical substance. The department's intangible assets comprise internally developed software for internal use (including such assets under construction), software developed by third parties, and purchased software licences. The direct costs associated with the development stage of internally developed software are included in the cost of the asset.

The capitalisation threshold for expenditure on intangible assets is £5,000.

Intangible assets are measured on initial recognition at cost. Following initial recognition, where an active market exists, intangible assets are revalued and carried at fair value at the period ending 31 March. Where no active market exists, the department uses the producer price index issued by the ONS to assess the depreciated replacement cost at the end of each financial year.

The inputs used to value intangible assets are therefore categorised as level 2 inputs in the IFRS 13 fair value hierarchy.



Internally generated intangible assets are not capitalised unless it is a development cost which meets the criteria in IAS 38 (Intangible Assets). Research and development expenditure classified as capital spend under ESA 10 is recognised in the SoCNE in the year in which the obligation to pay arises.

All intangible assets are currently assessed to have a finite life and are assessed for impairment. The amortisation period and the amortisation method are reviewed at least at each financial year end.

Amortisation

Amortisation is calculated to write down the costs of the assets to their estimated residual value on a straight-line basis over their expected useful lives, typically as follows:

- Externally acquired licences – shorter of the term of the licence and the useful economic life of 3 to 15 years
- Internally developed software – 3 to 10 years.

If requested and suitable business justification can be provided to support, there occasionally may be instances where amortisation is calculated outside of the typical expected useful life ranges.

The carrying values of intangible assets are reviewed for impairment if events or changes in circumstances indicate the carrying value may not be recoverable and are written down immediately to their recoverable amount. Useful lives and residual values are reviewed annually and where adjustments are required these are made prospectively.

Assets under construction

Assets in the course of construction are not amortised until the point at which they are ready to be brought into use. Expenditure which does not meet the criteria for capitalisation is treated as an operating cost in the year in which it is incurred.

1.9 Leases

Scope

IFRS 16 requires lessees to recognise right-of-use assets and lease liabilities for all leases in the Statement of Financial Position (SoFP) unless the lease term is 12 months or less or the underlying asset has a low value.

The department applies the capitalisation threshold of £5,000 as the threshold for low-value underlying assets.

The definition of a contract is expanded under the FReM definition to include intra-UK government agreements where non-performance may not be enforceable by law. This includes, for example, the Memorandum of Terms of Occupation (MOTO) agreements.

Following the IAS 1 Presentation of Financial Statements, the department does not apply IFRS 16 to immaterial leases (irrespective of whether those leases are exempt from IFRS 16 reporting by virtue of their underlying assets being low value).

Property leases constitute the significant majority of the department's lease commitments. The department has chosen not to apply IFRS 16 to non-property leases because the total value is not material to these accounts.

Initial recognition

At the commencement of a lease, the department recognises a right-of-use asset and a lease liability.

The lease liability is measured at the present value of the lease payments that are not paid at that date which include fixed payments less any lease incentive receivables; variable lease payments; expected amounts payable under the residual value guarantees; the exercise price of a purchase option if the department is reasonably certain to exercise that option; and payments of penalties for terminating the lease if the lease term reflects the department exercising an option to terminate the lease.

Lease payments are discounted either by the interest rate implicit in the lease or, where this is not readily determinable, the department's incremental rate of borrowing. This rate is advised annually by HM Treasury (4.72% for 2024 and 4.81% for 2025 on a calendar year basis).

The measurement of lease payments excludes any VAT payable, and irrecoverable VAT is expensed at the point it falls due in line with IFRIC 21 Levies.

The right-of-use asset is measured at the value of the lease liability, adjusted for: any payments made or amounts accrued before the commencement date; lease incentives received; incremental costs of obtaining the lease; and any disposal costs at the end of the lease. However, where the lease requires nominal consideration (a type of arrangement often described as a "peppercorn" lease), the asset is measured at its existing use value.

Subsequent measurement

The lease liability is subsequently measured to reflect the accrual of interest, repayments, reassessments,

and modifications. Reassessments are reappraisals of the probability of the options given by the existing lease contract, for example where the department no longer expects to exercise an option; modifications are changes to the lease contract.

The right-of-use asset is subsequently measured using the fair value model. The department considers that the cost model (measurement by reference to the lease liability) is a reasonable proxy for fair value for property leases of less than five years or with regular rent reviews. For other leases including peppercorn leases, the asset will be carried at a revalued amount. The value of the asset is adjusted for subsequent depreciation and impairment, and for reassessments and modifications of the lease liability. The depreciation is charged on a straight-line basis.

A holdover lease is a lease which continues after its contractual term has expired whilst a new lease agreement being negotiated. The department applies an initial 10-year lease extension to holdover leases. This approach aligns with the guidance in Standardisation of Lease Terms: Preferred Terms published by the Government Property Function.

Home Office as a lessor

The department has immaterial balances in respect of leases as a lessor therefore no separate disclosure has been made for lessor accounting within the accounts.

1.10 Cash and cash equivalents

Cash in the Statement of Financial Position comprises cash at bank and in hand. For the purpose of the cash flow statement, cash and cash equivalents consist of cash, less any outstanding bank overdrafts.

1.11 Provisions

A provision is recognised when the department has a legal or constructive obligation as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Provisions are measured at the present value of the expenditure expected to be required to settle the obligation.

Where the effect of discounting is material, provisions are measured at their present value using the current discount rates set by HM Treasury based on the underlying cash flows, which are currently: 4.03%, 4.07%, 4.81% and 4.55% for short term (0-5 years), medium term (6-10 years), long term (11-40 years) and very long term (41 years and longer) respectively.

Provisions represent a significant source of estimation uncertainty for the department.

1.12 Contingent liabilities

A contingent liability is disclosed when the likelihood of a payment is less than probable, but more than remote, or the obligation cannot be measured reliably. Where the time value of money is material, contingent liabilities required to be disclosed under IAS 37 Provisions, Contingent Liabilities and Contingent Assets are stated at discounted amounts.

In addition to contingent liabilities disclosed in accordance with IAS 37, the department discloses for parliamentary reporting and accountability purposes certain statutory and non-statutory contingent liabilities where the likelihood of a transfer of economic benefit is remote, but which have been reported to Parliament in accordance with the requirements of Managing Public Money.

These remote contingent liabilities are disclosed within the parliamentary accountability report.

1.13 Income

Income is recognised in accordance with IFRS 15. Revenue is recognised when a performance obligation included within a contract with a customer is satisfied, at the transaction price allocated to that performance obligation.

Full cost basis

Income principally comprises fees and charges for services provided on a full cost basis to external customers.

Income which relates directly to the operating activities of the department is stated net of VAT.

Revenue from contracts with customers

The Home Office recognises revenue primarily from the provision of migration-related documentation such as passports and visas as well as certificates for the registration of births, deaths, and marriages.

Performance obligations

The table below sets out, for each income stream, when performance obligations are typically satisfied, the significant payment terms, and the nature of the goods or services which the department supplies.

All income streams usually have a contract of a duration of one year or less, and therefore transaction price allocated to remaining performance obligations is not disclosed, applying the practical expedient in IFRS 15.121.

Income stream	Operating Segment	Description of income stream	Performance obligation	Determination of transaction price	Payment terms
Passport fees	Customer Services (HMPO)	Supply of passports	On printing of the passport	Set out in legislation	Payment on application
Visa and immigration fees	Customer Services (UKVI)	Supply of visas and immigration documents	On decision of the visa or immigration application	Set out in legislation	Payment on application
Asset recovery income	Homeland Security	Recovery of proceeds of crime	Law enforcement agencies have statutory powers to recover the proceeds of crime under the Proceeds of Crime Act 2002	Value of the order including any interest	Penalty payment by court order
Certificate services	Customer Service (UKVI)	Supply of copies of birth, marriage and death certificates	Delivery of the certificate to the customer	Set out in legislation	Payment on application
DBS income	Arms Length Body (Disclosure and Barring Service)	Supply of criminal records checks by the Disclosure and Barring Service	Delivery of the information to the customer	Set out in legislation	Payment on application
EU income	Borders and Enforcement, Corporate Enablers & Science, Technology, Analysis and Research	Grants from the Asylum, Migration and Integration Fund (AMIF)	Work done to meet the criteria for grant payment	Set out in grant agreement	Payment in arrears on satisfaction of grant obligations

Income stream	Operating Segment	Description of income stream	Performance obligation	Determination of transaction price	Payment terms
Hendon Data Centre Income	Digital, Data and Technology and Science, Technology, Analysis and Research	Supply of IT services to police forces	The supply of IT services over time	Set out in agreement between the department and police forces	Payment quarterly in accordance with the agreement

Significant judgements in the application of IFRS 15

The total consideration from contracts with customers is included in the transaction price for each of these income streams. None of these income streams contain variable consideration which may be constrained.

Income recognition

For **passport fees, visa and immigration fees, certificate services, and DBS income**, income is recognised when the relevant goods or services are supplied, which is when the relevant performance obligations are satisfied.

For **asset recovery income**, income is recognised for Civil Orders when Agencies directly remit (to the Home Office bank account) recovered funds using POCA (Proceeds of Crime Act 2002) powers and for Confiscation Orders when HM Courts and Tribunals Service has collected receipts and those receipts become payable to the department.

For **EU income**, the performance obligations are set out in the Asylum, Migration and Integration Fund (AMIF) UK National Programme, and whether a

performance obligation has been delivered is judged against the expectations set out in the National Programme.

For **Hendon Data Centre Income**, the performance obligations and transaction price are set out in an agreement between the department and police forces, and revenue is recognised against the terms set out in that agreement.

Immigration health surcharge

The Immigration Health Surcharge (IHS), which the UK government introduced in April 2015, is payable as part of the immigration application with some exceptions. This fee is designed to help ensure the National Health Service (NHS) remains sustainable and receives a fair contribution to the cost of healthcare from temporary migrants. The Home Office collects this fee on behalf of the department of Health and Social Care and the devolved administrations and it is then transferred via the supply estimate process.

The IHS is out of scope of IFRS 15 as the funds are not retained by the department. The income is recognised when the immigration application is approved. For work-in-progress (WIP) immigration applications, the income is deferred.

Assumptions are used to determine the IHS deferred income. The deferred income is estimated by identifying the volume of WIP immigration applications, isolating the applications liable to pay IHS, and then applying an average IHS fee. An average IHS fee is used due to the inability to assign actual IHS fees to individual visa applications. The average IHS fee is calculated using historic actuals, and a validation is performed to assess the accuracy of the average IHS fee.

Passport fees

Free passports issued for all British nationals born on or before 2 September 1929 were introduced on 18 October 2004, and are financed by Parliamentary Supply drawn down by the Home Office.

Passport fees include an element relating to consular protection services provided by the Foreign Commonwealth & Development Office (FCDO) worldwide. These fees are not retained by the Home Office and are remitted to HM Treasury as Consolidated Fund Extra Receipts. These fees are separately reported in the Home Office Trust Statement.

Contract balances

Contract assets (accrued income) primarily relate to the department's right to consideration for work completed but not yet billed at the reporting date. Contract liabilities (deferred income) primarily relate to the consideration received from customers in advance of transferring a good or service.

Most departmental income comes from services for which payment is made in advance, which gives rise to a contract liability. Contract liabilities, reported under IFRS 15, are disclosed separately in the note for trade payables and other current liabilities (Note 11). Contract liabilities are

recognised on receipt of cash for services and derecognised at the point of provision of those services.

The department's contract liabilities balance also includes deferred income for Immigration Health Surcharge which is out of scope of IFRS 15 but is refundable when certain criteria is met. Passport fees and visa and immigration fees are refundable under certain circumstances. Detailed refund policies are set out on GOV.UK.

Contract assets are not material for the Home Office.

1.14 Pensions

The majority of past and present employees within the Home Office departmental boundary are covered by the provisions of the civil service pension arrangements. The defined benefit schemes are unfunded.

Principal Civil Service Pension Scheme (PCSPS)

The department recognises the expected costs on a systematic and rational basis over the period during which it benefits from employees' services, by payments to the PCSPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS.

Civil Servants and Others Pension Scheme (CSOPS)

CSOPS, known as Alpha, is an unfunded, defined benefit scheme which started on 1 April 2015. The department recognises the expected costs on a systematic and rational basis over the period during which it benefits from employees' services by payments to the CSOPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the CSOPS.

Partnership Scheme

Partnership is a defined contribution stakeholder pension scheme which is an alternative pension option to the main defined benefit pension scheme for members of the Civil Service pension scheme. The department recognises pension costs in respect of the scheme as they fall due.

1.15 Home Office grants

Grant in aid

Grant in aid is recognised on a cash basis. Grant in aid is a funding mechanism to finance all or part of the costs of relevant entities within the Home Office group.

Other grants

Other grants are recognised on an accruals basis: grant expenditure is recognised at the point at which the relevant work is done by the grant recipient.

For most grants, the department recognises grant expenditure monthly on the assumption of work done, which is confirmed and adjusted quarterly based on evidence from the grant recipient. Grant payments are made quarterly in arrears once in receipt of this evidence.

Significant grants given by the department and the recognition treatment adopted are as follows:

Main police grant

Main police grants are based on funding levels set out in the Police Grant Report (England and Wales) 2024-25. This includes, among other grant streams, MHCLG formula funding and legacy council tax grants. The majority of this grant expenditure is recognised on a straight-line basis across the year.

Home Office Police Core Settlement

Funding to local policing bodies made under Section 46 of the Police Act 1996.

Department for Levelling Up, Housing and Communities (now called Ministry of Housing, Communities and Local Government)

Grant funding previously paid to local policing bodies by the Secretary of State for Communities and Local Government under section 78A of the Local Government Finance Act 1988 through the Local Government Finance Report (England). It is now paid by the Home Secretary under Section 46 of the Police Act 1996. This is as a result of the Government decision that local policing bodies should be funded from outside the business rates retention scheme.

Legacy council tax grants

This funding comprises Council Tax Freeze Grant from the 2011-12, 2013-14 and 2014-15 schemes, payable to local policing bodies in England who chose to freeze or lower precept in those years and the Local Council Tax Support Grant, which was paid to local policing bodies in England from 2013-14 following the localisation of council tax support schemes.

It was previously paid by the Secretary of State for Communities and Local Government under Section 31(4) of the Local Government Act 2003. It is now paid by the Home Secretary under Section 46 of the Police Act 1996. This is a result of the Government's ambition to simplify police funding arrangements.

Counter-terrorism policing grant

The counter-terrorism policing grant is paid quarterly in arrears based on claims submitted by the National Counter Terrorism Police HQ (NCTPHQ).

Police pensions and fire and rescue pension top-up grant

Police pensions and fire and rescue pension top-up grants fund the difference between outgoing pension expenditure and incoming pension income in a single year with regards to the police and firefighters' pension scheme respectively.

The top-up grant accrual represents a significant source of estimation uncertainty for the department.

Each police force and fire and rescue service participates in unfunded defined benefit pension schemes. Each authority recognises the associated long-term pension liability for these schemes in its own financial statements.

Because these schemes are unfunded, as part of the process the department is required under legislation to make grants to police forces and fire and rescue services to match the estimated cash deficit in their pension schemes for the year. The grant is based on estimates provided in year by the police and fire and rescue services and adjusted for actual outturns from prior years.

There are inherent uncertainties involved with the calculation of the pension grant, for example the number of retirees and amounts taken in optional retirement lump sums, the impact of McCloud and Matthews remedies and any relevant compensation impacts (see section below) which means that the accrual is the best estimate of the liability at the year-end.

The top-up grant provides the mechanism by which cash funding is provided to the schemes to allow them to meet their liabilities as they fall due. The department meets these commitments via the supplementary estimates process each year.

McCloud and Matthews component of pension top up grant

In 2024-25 these cash deficits include McCloud (including retrospective financial adjustment to address financial losses) and Matthews remedies. The remedy for both cases results in an increase in historic pensions costs. These values have been calculated by the Government Actuary's department in line with the methodology used for all impacted public sector pensions schemes. This adds complexity and uncertainty when estimating the pay out in year of the top-up grant required. The £156.6 million Police pensions accrual reported in Note 11 includes the remedies for McCloud and Matthews.

The department recognises an accrual at the year-end for the element of the grant that has not been paid by the year-end. This includes the grant to cover the remedies resulting from court rulings in the cases *The Lord Chancellor vs McCloud* and others (known as McCloud) and *Matthews v Kent and Medway Towns Fire Authority* and others (known as Matthews).

New legislation was introduced in October 2023 meaning that for the period 1 October 2023 to 31 March 2025 a remedy will be provided and any associated costs will occur. For McCloud, eligible members of the police and firefighters' pensions scheme will be issued a remediable service statement providing a member an option to choose benefits from either the legacy scheme or the new reformed scheme

for the remediable period (1 April 2015 to 31 March 2022), including paying any relevant compensation.

For Matthews, eligible members of the firefighters' pension scheme will be offered the opportunity to purchase past service, including any relevant compensation for certain benefits not covered by remedy. Both remedies increase the estimate uncertainty due to member choice adding complexity when estimating the top-up grant required which will be managed thorough the Annual Managed Expenditure (AME) process.

Capital grants

Financial support paid to third parties for the purchase or improvement of assets (including buildings, equipment and land), which are expected to be used for a period of at least one year.

1.16 Value added tax (VAT)

Most of the activities of the department are outside the scope of VAT and, in general, output tax does not apply and input tax on purchases is not recoverable.

Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of fixed assets. Where output tax is charged or input tax is recoverable, the amounts are stated net of VAT.

1.17 Operating segments

IFRS 8 Operating Segments has been applied in full without interpretation or adaption in line with HM Treasury guidance. Segmental information is included in Note 2 to these accounts.

The department recognises all revenues from external customers as within the United Kingdom. Similarly, the department recognises all its non-current assets as within the United Kingdom. Non-current assets based in foreign countries are in aggregate of immaterial value to these accounts.

1.18 Financial instruments

The majority of the department's financial instruments are trade receivables and payables.

Receivables are shown net of expected credit loss, where that expected credit loss is material to these accounts. The department holds receivables with customers with low credit risk (mainly central government departments and police forces), and other receivables are simple trade receivables held for collecting cash in the normal course of business.

1.19 Prior period adjustment

Prior period adjustment in accordance with IAS 8 a material error was identified in the 2023-24 financial statements. In line with the accounting standard the errors have been corrected and comparative amounts restated; see note 20.

1.20 International Financial Reporting Standards (IFRS) that have been issued but are not yet effective

IFRS 17 Insurance Contracts

IFRS 17 replaces IFRS 4 and is to be included in the FReM for mandatory implementation from 2025-26. It establishes the principles for the recognition, measurement, presentation and disclosure of insurance contracts within the scope of this Standard.

IFRS 17 requires insurance contracts, including reinsurance contracts, to be recognised on the statement of financial position as the total of the fulfilment cashflows and the contractual service margin (CSM).

The fulfilment cashflows consist of the present value of future cash flows calculated using best estimate assumptions with an explicit risk adjustment for non-financial risk.

The risk adjustment is released to the SoCNE as risk expires. The CSM is the unearned profit on insurance contracts and is released to the SoCNE over the insurance contract period as insurance services are provided. Where an insurance contract is onerous, it will have no CSM and the onerous element of the insurance contract will be recognised immediately in the SoCNE.

No material financial impact is anticipated from this standard.

Non-investment asset valuations

In December 2023 HM Treasury released an exposure draft on potential changes to make to valuing and accounting for non-investment assets (e.g. PPE, intangible assets). The following changes to the valuation and accounting of non-investment assets is to be included in the 2025-26 FReM for mandatory implementation:

References to assets being held for their 'service potential' and the terms 'specialised/ non-specialised' assets are being removed from the FReM. Non-investment assets are instead described as assets held for their 'operational capacity'. This change has no impact on the valuation basis of non-investment assets, which remains Existing Use Value (EUV).

An adaptation to IAS 16 will be introduced to withdraw the requirement to revalue an asset where its fair value materially differs from its carrying value. Assets are now valued using the one of the following processes:

- A quinquennial revaluation supplemented by annual indexation.
- A rolling programme of valuations over a 5-year cycle, with annual indexation applied to assets during the 4 intervening years.
- For non-property assets only, appropriate indices.
- In rare circumstances where an index is not available, a quinquennial revaluation supplemented by a desktop revaluation in year 3.

The option to measure intangible assets using the revaluation model is withdrawn. The carrying values of intangible assets at 31 March 2025 will be considered the historical cost at 1 April 2025.

2. Statement of Operating costs and Net Assets by Operating Segment

	2024-25			2023-24		
	Gross expenditure	Income	Net	Gross expenditure	Income	Net
	£000	£000	£000	£000	£000	£000
Reportable Segment						
Public Safety Group	14,734,276	(2,234)	14,732,042	14,219,932	(7,646)	14,212,286
Homeland Security Group	1,860,353	(350,588)	1,509,765	1,674,731	(228,534)	1,446,197
Migration and Borders Group	362,840	(1,868)	360,972	402,182	(1,630)	400,552
Border Security Command	61,579	-	61,579	18,012	-	18,012
Strategic Operations for Illegal Migration	15,585	-	15,585	50,710	-	50,710
Customer Services (Visas & Passports)	1,711,967	(6,225,060)	(4,513,093)	1,578,372	(5,026,650)	(3,448,278)
Asylum Support, Resettlement and Accommodation	4,526,905	1,069	4,527,974	5,433,008	-	5,433,008
Border Force	1,403,589	(21,688)	1,381,901	1,293,656	(44,660)	1,248,996
Immigration Enforcement	832,904	(13,374)	819,530	658,110	(20,116)	637,994
Corporate and Delivery	1,205,755	(444,009)	761,746	1,076,248	(318,532)	757,716
Digital, Data and Technology	716,421	(156,811)	559,610	681,672	(135,200)	546,472
Science, Technology, Analysis and Research	120,975	(33,638)	87,337	115,855	(31,810)	84,045
Strategy	213,631	(1,935)	211,696	205,885	(1,990)	203,895
Legal Advisors	8,395	-	8,395	11,649	-	11,649
Communications	13,991	-	13,991	11,362	-	11,362
Net Expenditure	27,789,166	(7,250,136)	20,539,030	27,431,384	(5,816,768)	21,614,616

	2024-25			2023-24		
	Gross expenditure	Income	Net	Gross expenditure	Income	Net
	£000	£000	£000	£000	£000	£000
Reconciliation between operating segments and SoPS Note 1						
Add:						
Income payable to the Consolidated Fund	-	234,076	234,076	-	99,389	99,389
Capital grant income	-	141,586	141,586	-	7,665	7,665
NDPB income (reported as net expenditure in SOPS Note 1)	(297,164)	297,164	-	(287,321)	287,321	-
SoFP items with resource outturn impact	-	-	-	-	-	-
Less:						
Capital grants	(232,993)	-	(232,993)	(196,691)	-	(196,691)
Capital expenditure	(110,993)	-	(110,993)	(92,724)	-	(92,724)
Prior period adjustment	(284,615)	-	(284,615)	-	-	-
Net resource outturn	26,863,401	(6,577,310)	20,286,091	26,854,648	(5,422,393)	21,432,255
Departmental net assets by operating segment						
	2024-25			2023-24		
	Total assets	Total liabilities	Net assets	Total assets	Total liabilities	Net assets
	£000	£000	£000	£000	£000	£000
Reportable Segment						
Public Safety Group	1,026,938	(983,595)	43,343	686,379	(1,443,343)	(756,964)

Departmental net assets by operating segment	2024-25			2023-24		
	Total assets	Total liabilities	Net assets	Total assets	Total liabilities	Net assets
	£000	£000	£000	£000	£000	£000
Homeland Security Group	122,400	(371,332)	(248,932)	124,675	(414,987)	(290,312)
Migration and Borders Group	612,000	(14,759)	597,241	422,275	(14,480)	407,795
Border Security Command	517	(37,919)	(37,402)	1,303	(6,026)	(4,723)
Strategic Operations for Illegal Migration	538	(89)	449	535	(8,203)	(7,668)
Customer Services (Visas & Passports)	796,293	(925,581)	(129,288)	774,602	(892,514)	(117,912)
Asylum Support, Resettlement and Accommodation	227,280	(895,832)	(668,552)	225,357	(893,578)	(668,221)
Border Force	517,054	(112,801)	404,253	402,513	(94,144)	308,369
Immigration Enforcement	262,479	(39,602)	222,877	142,311	(31,334)	110,977
Corporate and Delivery	1,971,945	(2,314,131)	(342,186)	1,199,038	(1,531,332)	(332,294)
Digital, Data and Technology	254,511	(38,133)	216,378	195,467	(44,562)	150,905
Science, Technology, Analysis and Research	20,664	(91,448)	(70,784)	14,552	(51,960)	(37,408)
Strategy	6,889	(8,974)	(2,085)	5,611	(5,575)	36
Legal Advisors	8	(162)	(154)	8	(109)	(101)
Communications	81	(110)	(29)	79	(50)	29
Total balance	5,819,597	(5,834,468)	(14,871)	4,194,705	(5,432,197)	(1,237,492)

The operating segments are reported in a manner that is consistent with the organisational structure of the department and with the internal reporting provided to the Chief Operating Decision Maker (CODM). The CODM, who is responsible for allocating resources and assessing performance of the operating segments, has been identified as the Executive Committee (ExCo).

The new Home Office organisational structure became effective from 1 April 2024. The 2023-24 comparatives within this note have been restated for the new structure.

The missions incorporate:

Public Safety Group – provides leadership to the public safety system, protecting the public from mainstream and domestic harms.

Homeland Security Group – responsible for the government’s strategy, policy and legislation relating to national security threats and crisis response.

Migration and Borders Group – provides strategic leadership of the migration, borders and citizenship system, setting the policy and legislative framework with end-to-end design and functionality.

Border Security Command – this will be a major step change in UK enforcement efforts to tackle organised immigration crime, drawing on substantial resource to work across Europe and beyond to disrupt trafficking networks and to coordinate with prosecutors to deliver justice.

Strategic Operations for Illegal Migration – strengthened the oversight of the department’s work to tackle illegal migration under the previous government.

The work of the Missions is underpinned by our **Capabilities**, which includes operations and enabling functions:

Customer Services (Visas & Passport) – incorporates UK Visas, Settlement, Passports, Civil Registration and Citizenship aiming to control migration, deliver world-class customer service and safeguard the vulnerable.

Asylum Support Resettlement & Accommodation (ASRA) – incorporates delivery of the asylum system as well as delivery of refugee resettlement programmes; and investment to transform the asylum system and ultimately end the use of expensive hotels.

Border Force is the operational law enforcement arm of the Home Office. It is responsible for immigration, security and prosperity at air, sea, post and rail ports in the United Kingdom and overseas.

Immigration Enforcement – tackles illegal migration and illegal working, removes those with no right to be here, and protects the vulnerable.

Corporate and Delivery – supports the business and includes HR, Finance, Commercial, Portfolio, Knowledge & Information Management Unit and Security and Estates.

Digital, Data and Technology (DDaT) – part of Corporate and Delivery, provides support to all business areas including the technological support and development for front line operations, and drives forward the digital agenda.

Science, Technology, Analysis and Research (STAR) – draws together the whole business, to help inform, deliver and make sense of cross-cutting activity, and to ensure we are pulling together in pursuit of shared objectives.

Strategy – makes clear Home Office strategy; and uses its experience and expertise to push for the delivery of Home Office outcomes and other priorities. We work across the department and with ministers to do this. The Group comprises Private Office Group (POG), and Strategy Core.

Legal – supports the delivery of the Home Office’s aims and objectives by the provision of specified legal services to other parts of the department.

Communications – leads on the department’s communication strategy and provides a shared communication service that has been created to maximise resources.

3. Expenditure

	Note	2024-25		2023-24	
		Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
		£000	£000	£000	£000
Staff costs¹					
Wages and salaries		2,319,747	2,479,388	2,124,538	2,271,702
Social security costs		234,222	249,962	202,455	216,511
Other pension costs		563,279	601,583	453,631	485,830
Subtotal		3,117,248	3,330,933	2,780,624	2,974,043
Less recoveries in respect of outward secondments		(112)	(408)	(693)	(1,046)
Total net staff costs		3,117,136	3,330,525	2,779,931	2,972,997
Grants					
Police main grant					
Home Office police core settlement		5,780,320	5,780,320	5,334,689	5,334,689
Department for Levelling Up, Housing and Communities formula funding		3,451,352	3,451,352	3,381,882	3,381,882
Legacy council tax grants		507,389	507,389	507,389	507,389
Total main police grants		9,739,061	9,739,061	9,223,960	9,223,960
Grants - police pensions grants		1,825,596	1,825,596	1,956,111	1,956,111
Grants - fire and rescue services top-up grants		578,827	578,827	626,300	626,300
Other current grants		4,347,239	4,333,891	4,146,475	4,146,475
Capital grants		232,902	232,993	194,289	196,691
Non-cash items					
Depreciation	5, 7	217,513	223,712	208,684	218,826
Amortisation	6	174,820	182,543	198,704	204,477
Impairments - non-current assets		39,188	39,188	3,357	3,357

Note	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
	£000	£000	£000	£000
Lease interest charge	15,500	15,700	9,915	10,164
Provision movements	45,288	60,383	30,324	29,656
External auditors' remuneration	740	740	725	725
Bad debt movement	84	22	323	418
Revaluations	-	(5)	2,678	2,683
(Profit)/loss on disposal of non-current assets	2,602	2,590	21,836	22,033
Purchase of goods and services				
Publications, stationery and printing	16,569	17,099	25,843	26,206
Passport printing and stationery	120,471	120,471	130,455	130,455
Facilities management and staff services	454,281	475,107	303,765	325,901
Travel, subsistence and hospitality	104,006	112,845	97,464	104,784
Professional fees	264,178	267,996	370,650	388,616
External auditors' remuneration	-	527	-	390
Media and IT	569,135	579,124	480,589	494,953
Asylum costs	3,195,769	3,195,769	3,999,778	3,999,778
Detention costs	131,288	131,288	117,417	117,417
UK Visas & Immigration commercial partner costs	203,157	203,157	160,219	160,219
FCDO charges	24,164	24,164	35,081	35,081

Note	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
	£000	£000	£000	£000
Other operating expenditure				
Rental costs	3,713	3,968	3,054	3,261
Other IT and accommodation related service charges	1,071,439	1,145,190	1,186,031	1,256,442
Asset recovery costs	159,618	159,688	97,461	97,533
Care and custody costs	218,531	218,531	183,048	183,048
Other costs	409,739	497,506	371,633	434,380
Research and development costs	70,970	70,970	58,047	58,047
Grant in aid to ALBs	124,944	-	131,044	-
Total	27,478,468	27,789,166	27,155,191	27,431,384

The note has been restated due a prior period adjustment - see note 20.

1. Further details are included in the Remuneration and Staff Report section of the report.

4. Income

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Revenue from contracts with customers				
Passport fees	538,941	538,941	510,047	510,047
Visa and immigration income	2,978,355	2,978,355	2,635,103	2,635,103
Hendon data centre income	157,282	157,282	135,100	135,100
Certificate services	25,171	25,171	23,934	23,934
DBS income	-	225,896	-	215,990
EU income	(659)	(659)	34,375	34,375
Asset recovery income	296,930	296,930	213,025	213,025
Other revenue from contracts with customers	161,741	232,247	185,273	256,604
Other operating income				
Immigration Health Surcharge	2,420,109	2,420,109	1,691,477	1,691,477
Other income ¹	141,026	141,788	1,724	1,724
Total retained income	6,718,896	7,016,060	5,430,058	5,717,379
Other operating income - payable to Consolidated Fund				
Immigration Health Surcharge	200,769	200,769	90,333	90,333
Other income	41,583	41,583	9,056	9,056
Bad debt write-off	(8,276)	(8,276)	-	-
Total payable to Consolidated Fund	234,076	234,076	99,389	99,389
Total	6,952,972	7,250,136	5,529,447	5,816,768

1. Includes Government Property Agency capital grant of £140.1 million related to 2 Ruskin Square.

5. Property, plant and equipment

2024-25 Departmental Group

	Land	Buildings	Transport Equipment	Information Technology	Plant & Machinery	Furniture & Fittings	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000	£000	£000	£000
Cost or valuation								
At 1 April 2024	124,626	651,699	89,139	540,718	112,836	130,476	385,711	2,035,205
Additions	-	246,487	3,670	19,769	12,301	15,221	380,454	677,902
Disposals	(99)	(32,156)	(2,764)	(48,167)	(13,777)	(14,031)	(4,681)	(115,675)
Reclassifications	-	(298)	1,186	13,240	7,084	8,672	(28,003)	1,881
Revaluations	42,724	55,304	1,877	2,034	531	10,146	-	112,616
At 31 March 2025	167,251	921,036	93,108	527,594	118,975	150,484	733,481	2,711,929
Depreciation								
At 1 April 2024	-	(311,405)	(58,804)	(331,259)	(49,715)	(61,356)	-	(812,539)
Charged in year	-	(30,233)	(9,240)	(27,599)	(14,491)	(11,497)	-	(93,060)
Disposals	-	31,467	2,576	48,137	13,040	13,013	-	108,233
Reclassifications	-	50	-	-	-	590	-	640
Revaluations	-	(30,599)	(1,141)	(1,284)	(260)	(4,093)	-	(37,377)
At 31 March 2025	-	(340,720)	(66,609)	(312,005)	(51,426)	(63,343)	-	(834,103)

	Land	Buildings	Transport Equipment	Information Technology	Plant & Machinery	Furniture & Fittings	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000	£000	£000	£000
Carrying amount at 31 March 2025	167,251	580,316	26,499	215,589	67,549	87,141	733,481	1,877,826
Carrying amount at 1 April 2024	124,626	340,294	30,335	209,459	63,121	69,120	385,711	1,222,666
Asset financing:								
Owned	167,251	580,316	26,499	215,589	67,549	87,141	733,481	1,877,826
Carrying amount at 31 March 2025	167,251	580,316	26,499	215,589	67,549	87,141	733,481	1,877,826
Of the total:								
Core department	165,751	555,193	25,032	209,912	65,605	83,297	731,967	1,836,757
Arm's length bodies	1,500	25,123	1,467	5,677	1,944	3,844	1,514	41,069
Carrying amount at 31 March 2025	167,251	580,316	26,499	215,589	67,549	87,141	733,481	1,877,826

2023-24 Departmental Group

	Land	Buildings	Transport Equipment	Information Technology	Plant & Machinery	Furniture & Fittings	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000	£000	£000	£000
Cost or valuation								
At 1 April 2023	54,813	931,533	113,259	868,941	201,301	122,785	151,141	2,443,773
Additions	18,502	39,846	10,369	28,945	25,285	44,130	258,753	425,830
Disposals	(91)	(350,850)	(34,625)	(379,966)	(100,593)	(43,261)	(948)	(910,334)
Reclassifications	49,688	6,948	17	23,037	(14,953)	3,345	(23,235)	44,847
Revaluations	1,714	24,222	119	(239)	1,796	3,477	-	31,089
At 31 March 2024	124,626	651,699	89,139	540,718	112,836	130,476	385,711	2,035,205
Depreciation								
At 1 April 2023	-	(473,281)	(84,148)	(676,631)	(139,716)	(83,812)	-	(1,457,588)
Charged in year	-	(26,571)	(9,069)	(34,219)	(15,467)	(19,460)	-	(104,786)
Disposals	-	194,571	34,616	381,293	100,577	43,205	-	754,262
Reclassifications	-	(3,314)	(112)	(1,800)	5,774	29	-	577
Revaluations	-	(2,810)	(91)	98	(883)	(1,318)	-	(5,004)
At 31 March 2024	-	(311,405)	(58,804)	(331,259)	(49,715)	(61,356)	-	(812,539)
Carrying amount at 31 March 2024	124,626	340,294	30,335	209,459	63,121	69,120	385,711	1,222,666
Carrying amount at 1 April 2023	54,813	458,252	29,111	192,310	61,585	38,973	151,141	986,185

	Land	Buildings	Transport Equipment	Information Technology	Plant & Machinery	Furniture & Fittings	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000	£000	£000	£000
Asset financing:								
Owned	124,626	341,119	30,335	209,458	63,121	69,120	384,019	1,221,798
Leased	-	-	-	-	-	-	1,236	1,236
On balance sheet PFI/other concession arrangements	-	(825)	-	1	-	-	456	(368)
Carrying amount at 31 March 2024	124,626	340,294	30,335	209,459	63,121	69,120	385,711	1,222,666
Of the total:								
Core department	123,134	315,500	29,603	206,392	61,911	65,406	378,565	1,180,511
Arm's length bodies	1,492	24,794	732	3,067	1,210	3,714	7,146	42,155
Carrying amount at 31 March 2024	124,626	340,294	30,335	209,459	63,121	69,120	385,711	1,222,666

6. Intangible assets

2024-25 Departmental Group

	Information Technology	Software Licences	Websites	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000
Cost or valuation					
At 1 April 2024	1,301,422	35,306	1,885	777,639	2,116,252
Additions	218,787	855	804	316,894	537,340
Disposals	(324,148)	(12,695)	(210)	(7,258)	(344,311)
Impairments ¹	-	-	-	(40,769)	(40,769)
Reclassifications	70,503	-	-	(73,915)	(3,412)
Revaluations	17,296	120	24	-	17,440
At 31 March 2025	1,283,860	23,586	2,503	972,591	2,282,540
Amortisation					
At 1 April 2024	(817,660)	(26,386)	(1,385)	-	(845,431)
Charged in year	(181,371)	(965)	(207)	-	(182,543)
Disposals	318,979	12,020	182	-	331,181
Revaluations	(8,543)	(61)	(21)	-	(8,625)
At 31 March 2025	(688,595)	(15,392)	(1,431)	-	(705,418)
Carrying amount at 31 March 2025	595,265	8,194	1,072	972,591	1,577,122
Carrying amount at 1 April 2024	483,762	8,920	500	777,639	1,270,821
Asset financing:					
Owned	593,567	6,692	1,072	972,591	1,573,922
On balance sheet PFI/other concession arrangements	1,698	1,502	-	-	3,200
Carrying amount at 31 March 2025	595,265	8,194	1,072	972,591	1,577,122
Of the total:					
Core department	571,687	7,813	1,072	968,064	1,548,636
Arm's length bodies	23,578	381	-	4,527	28,486

	Information Technology	Software Licences	Websites	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000
Carrying amount at 31 March 2025	595,265	8,194	1,072	972,591	1,577,122

1. The main class of assets affected by impairment losses was intangible IT assets and the main events and circumstances that led to the recognition of impairment losses was abandonment of project.

2023-24 Departmental Group

	Information Technology	Software Licences	Websites	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000
Cost or valuation					
At 1 April 2023	1,693,821	61,996	4,510	598,602	2,358,929
Additions	160,488	10,391	192	250,604	421,675
Disposals	(627,287)	(37,127)	(3,496)	10,166	(657,744)
Impairments	-	-	-	(3,332)	(3,332)
Reclassifications	77,716	41	684	(78,401)	40
Revaluations	(3,316)	5	(5)	-	(3,316)
At 31 March 2024	1,301,422	35,306	1,885	777,639	2,116,252
Amortisation					
At 1 April 2023	(1,248,777)	(60,137)	(4,049)	-	(1,312,963)
Charged in year	(199,926)	(3,713)	(838)	-	(204,477)
Disposals	629,848	37,381	3,499	-	670,728
Reclassifications	(667)	90	-	-	(577)
Revaluations	1,862	(7)	3	-	1,858
At 31 March 2024	(817,660)	(26,386)	(1,385)	-	(845,431)

	Information Technology	Software Licences	Websites	Payments on Account & Assets Under Construction	Departmental Group Total
	£000	£000	£000	£000	£000
Carrying amount at 31 March 2024	483,762	8,920	500	777,639	1,270,821
Carrying amount at 1 April 2023	445,044	1,859	461	598,602	1,045,966
Asset financing:					
Owned	482,067	7,418	500	777,639	1,267,624
On balance sheet PFI/other concession arrangements	1,695	1,502	-	-	3,197
Carrying amount at 31 March 2024	483,762	8,920	500	777,639	1,270,821
Of the total:					
Core department	467,833	7,394	472	764,130	1,239,829
Arm's length bodies	15,929	1,526	28	13,509	30,992
Carrying amount at 31 March 2024	483,762	8,920	500	777,639	1,270,821

7. Right-of-use assets

2024-25 Departmental Group

	Land	Buildings	Information Technology	Networked Assets	Departmental Group Total
	£000	£000	£000	£000	£000
Cost or valuation					
At 1 April 2024	13,081	850,029	-	15,370	878,480
Additions	10,294	280,422	-	16,357	307,073
Disposals	(10,057)	(160,717)	-	(13,266)	(184,040)
Reclassifications	-	1,531	-	-	1,531
At 31 March 2025	13,318	971,265	-	18,461	1,003,044
Depreciation					
At 1 April 2024	(1,566)	(190,969)	-	(1,950)	(194,485)
Charged in year	(998)	(127,885)	-	(1,769)	(130,652)
Disposals	-	77,945	-	-	77,945
Reclassifications	-	(640)	-	-	(640)
At 31 March 2025	(2,564)	(241,549)	-	(3,719)	(247,832)
Carrying amount at 31 March 2025	10,754	729,716	-	14,742	755,212
Carrying amount at 1 April 2024	11,515	659,060	-	13,420	683,995
Of the total:					
Core department	10,754	715,175	-	14,742	740,671
Arm's length bodies	-	14,541	-	-	14,541
Carrying amount at 31 March 2025	10,754	729,716	-	14,742	755,212

2023-24 Departmental Group

	Land	Buildings	Information Technology	Networked Assets	Core Department & Agencies
	£000	£000	£000	£000	£000
Cost or valuation					
At 1 April 2023	13,267	648,108	13,908	-	675,283
Additions	(186)	279,735	-	1,462	281,011
Disposals	-	(32,927)	-	-	(32,927)
Reclassifications	-	(44,887)	(13,908)	13,908	(44,887)
At 31 March 2024	13,081	850,029	-	15,370	878,480
Depreciation					
At 1 April 2023	(1,050)	(78,229)	(1,166)	-	(80,445)
Charged in year	(516)	(112,740)	-	(784)	(114,040)
Reclassifications	-	-	1,166	(1,166)	-
At 31 March 2024	(1,566)	(190,969)	-	(1,950)	(194,485)
Carrying amount at 31 March 2024	11,515	659,060	-	13,420	683,995
Carrying amount at 1 April 2023	12,217	569,879	12,742	-	594,838
Of the total:					
Core department	11,515	641,885	-	13,420	666,820
Arm's length bodies	-	17,175	-	-	17,175
Carrying amount at 31 March 2024	11,515	659,060	-	13,420	683,995

8. Financial instruments

As the cash requirements of the department are met through the Estimates process, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body of a similar size. The department has very limited powers to borrow, invest surpluses, or purchase foreign currency. Financial assets and liabilities are generated by

day-to-day operational activities and are not held to change the risk facing the department in undertaking its activities.

The majority of financial instruments relate to contracts for goods and services in line with the department's expected purchase and usage requirements and the department is, therefore, exposed to little credit, liquidity or market risk.

9. Cash and cash equivalents

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Balance at 1 April	221,281	348,106	475,750	594,558
Net change in cash and cash equivalent balances	591,484	585,127	(254,469)	(246,452)
Balance at 31 March	812,765	933,233	221,281	348,106
The following balances at 31 March were held at:				
Government Banking Service	812,723	819,560	221,232	226,131
Commercial banks and cash in hand	42	113,673	49	121,975
Balance at 31 March	812,765	933,233	221,281	348,106

10. Trade receivables, financial and other assets

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Amounts falling due within one year:				
Trade receivables	221,015	239,186	120,501	136,969
VAT receivables net of payables	11,257	10,570	40,164	41,635
Staff receivables	8,149	8,572	6,761	6,973
Receivables - government departments	178,961	178,961	163,979	163,979
Other receivables	5,046	5,044	3,308	3,308
Prepayments and accrued income	203,567	222,774	283,289	301,850
	627,995	665,107	618,002	654,714
Amounts falling due after more than one year:				
Other receivables	4,296	4,308	5,140	5,140
Lease receivables	4,575	4,575	4,058	4,058
Total	8,871	8,883	9,198	9,198

11. Trade payables and other current liabilities

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
	£000	£000	£000	£000
Amounts falling due within one year:				
Other taxation and social security	26,062	30,275	22,674	27,408
Trade payables	123,125	129,886	47,787	52,889
Other payables	14,129	20,380	10,694	13,598
Staff payables	83,736	87,503	77,213	78,789
Accruals	2,435,370	2,472,770	2,403,437	2,446,083
Accruals - Police Pensions	156,618	156,618	432,643	432,643
Accruals - Fire Pensions	-	-	171,606	171,606
Contract liabilities	608,263	631,281	627,634	648,325
Payables - government departments	115,658	115,658	56,381	56,381
Current part of lease liabilities	84,845	87,172	97,735	101,969
Current part of imputed finance lease element of on balance sheet PFI contracts and other service concession arrangements	(1,748)	(1,748)	(1,748)	(1,748)
Amounts issued from the Consolidated Fund for supply but not spent at year end	572,610	572,610	119,799	119,799
Consolidated Fund Extra Receipts due to be paid to the Consolidated Fund (received)	238,734	238,734	100,061	100,061
Consolidated Fund Extra Receipts due to be paid to the Consolidated Fund (receivable)	1,969	54,706	6,626	68,314
	4,459,371	4,595,845	4,172,542	4,316,117

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	(Restated) Core Department & Agencies	(Restated) Departmental Group
	£000	£000	£000	£000
Amounts falling due after more than one year:				
Other payables, accruals and deferred income	34	34	11,824	14,115
Imputed finance lease element of on-balance sheet PFI contracts and other service concession arrangements	2,131	2,131	2,131	2,131
Lease liabilities	664,612	677,385	550,111	564,730
Total	666,777	679,550	564,066	580,976

The note has been restated due a prior period adjustment - see note 20.

11.1 Contract balances

	2024-25
	Contract liabilities
	£000
At 1 April 2024	648,325
Decrease due to revenue recognised in the period	(2,737,630)
Increase due to cash received in advance and not recognised as revenue during the year	2,720,586
At 31 March 2025	631,281
Presented within:	
Current	631,281
Non-current	-

12. Provisions for liabilities and charges

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Balance at 1 April	529,071	533,218	477,463	482,810
Provided in the year	122,640	138,882	174,832	175,385
Provisions not required written back	(56,217)	(57,364)	(81,994)	(83,215)
Provisions utilised in the year	(44,674)	(57,518)	(41,230)	(41,762)
Balance at 31 March	550,820	557,218	529,071	533,218
Comprising				
Not later than one year	313,864	317,764	291,856	292,654
Later than one year and not later than five years	92,356	93,255	86,756	88,350
Later than five years	144,600	146,199	150,459	152,214
Balance at 31 March	550,820	557,218	529,071	533,218

13. Provisions analysis

	Dilapidations	Legal Claims	Windrush Compensation Scheme	Pensions and Other	Departmental Group Total
	£000	£000	£000	£000	£000
Balance at 1 April 2024	114,346	253,099	81,099	84,674	533,218
Provided in the year	22,879	81,462	24,000	10,541	138,882
Provisions not required written back	(1,873)	(36,791)	-	(18,700)	(57,364)
Provisions utilised in the year	(55)	(34,629)	(22,834)	-	(57,518)
Balance at 31 March 2025	135,297	263,141	82,265	76,515	557,218
Comprising:					
Not later than one year	47,035	239,573	30,000	1,156	317,764
Later than one year and not later than five years	17,424	23,568	52,263	-	93,255
Later than five years	70,838	-	2	75,359	146,199
Balance at 31 March 2025	135,297	263,141	82,265	76,515	557,218
Of the total:					
Core department	131,489	261,869	82,265	75,197	550,820
Arm's length bodies	3,808	1,272	-	1,318	6,398
Balance at 31 March 2025	135,297	263,141	82,265	76,515	557,218

	Dilapidations	Legal Claims	Windrush Compensation Scheme	Pensions and Other	Departmental Group Total
	£000	£000	£000	£000	£000
Balance at 1 April 2023	62,173	285,882	110,935	23,820	482,810
Provided in the year	63,907	45,641	-	65,836	175,384
Provisions not required written back	(11,388)	(60,926)	(6,000)	(4,900)	(83,214)
Provisions utilised in the year	(346)	(17,498)	(23,836)	(82)	(41,762)
Balance at 31 March 2024	114,346	253,099	81,099	84,674	533,218
Comprising:					
Not later than one year	32,157	230,333	30,000	164	292,654
Later than one year and not later than five years	17,016	20,236	51,099	-	88,351
Later than five years	65,173	2,530	-	84,510	152,213
Balance at 31 March 2024	114,346	253,099	81,099	84,674	533,218
Of the total:					
Core department	110,507	252,954	81,099	84,511	529,071
Arm's length bodies	3,839	145	-	163	4,147
Balance at 31 March 2024	114,346	253,099	81,099	84,674	533,218

Dilapidations

The Home Office makes provisions to cover its obligations for the reinstatement of its leasehold buildings to their original state before its occupation. Dilapidation provisions are estimated based on market benchmarked costs depending on the type of lease. An annual review process is conducted to evaluate dilapidation costs to ensure the costs align with the current market.

Legal claims

Provision has been made for various legal claims against the Home Office. The provision reflects all known claims where legal advice indicates that it is probable that the claim will be successful, and the amount of the claim can be reliably estimated. The amount provided is based on an estimate of the amount required to settle the liability. Reimbursements are unlikely to be received in respect of any of these claims. Legal claims which cannot be estimated reliably, are disclosed as contingent liabilities in Note 14.

Windrush Compensation Scheme

On 3 April 2019, the Home Office launched the Windrush Compensation Scheme, which is one of the measures the Government introduced to help right the wrongs experienced by members of the Windrush generation.

The Windrush Compensation Scheme is open to:

- Commonwealth citizens who arrived in the UK before 1 January 1973 and who are lawfully here because they have a right of abode, or settled status, or are now British citizens;
- Commonwealth citizens overseas who settled in the UK before 1 January 1973;
- Any person of any nationality who arrived in the UK before 31 December 1988 and is lawfully here because they have a right of abode, or settled status, or are now a British citizen;
- The children and grandchildren of Commonwealth citizens, in certain circumstances;
- The estates of those who are now deceased but would have otherwise been eligible to claim compensation; and
- Close family members of eligible claimants where there is evidence of certain direct financial losses, or significant impact on their life.

These accounts report a provision of £82.3 million, being the best estimate of the total value of future compensation scheme payments.

The provision for the Windrush Compensation Scheme reflects the estimated total cost of future payments, based on assumptions regarding the likely number of eligible claimants and the average compensation awarded across the various categories of loss. Given that the Windrush cohort represents a finite population, the volume of claims is expected to decline over time. This assumption underpins a tail-off model used to forecast future claim volumes. Cost estimates are derived from historical data, using the average award per category. For each category, the estimated proportion of claimants entitled to an award is multiplied with the average award value. These figures are then aggregated across all categories to inform the Whole Life Cost of the scheme.

There is uncertainty in these assumptions, due to incompleteness of data on how many individuals have been impacted, and how they have been impacted. There is no limit to the amount of compensation available should the claims be accepted.

Pensions and other provisions

The department has further provisions which do not fall into the above categories, but which satisfy the criteria for provision creation. The most significant of these are outlined below.

Pension provisions

The Forensic Science Service (FSS) was a government owned company in the UK which provided forensic science services to the police forces and government agencies of England and Wales, as well as other countries. Upon its closure in December 2005 the pension obligations of the FSS transferred to the Home Office. A provision of £18.7 million was recognised in 2023-24 relates to the value of the pension liability for FSS. This provision was derecognised during 2024-25 due to the estimated pension assets exceeding the estimated pension liabilities. As a result, the chance of a claim being brought to the Home Office is remote.

Other provisions:

Other provisions also include an amount subject to ongoing legal proceedings. Additional details have not been disclosed to avoid prejudice to the Home Office's position in the dispute, in line with IAS 37 – Provisions, Contingent Liabilities and Contingent Assets, paragraph 92.

14. Contingent liabilities

Contingent liabilities cover all known claims where legal advice indicates that the criteria for recognition of a provision has not been met or where the possibility of economic transfer is possible, but not probable.

Legal claims

The nature of the department's operations involve managing a substantial volume of immigration claims in relation to asylum, refugee, residency status, nationality and entry clearance. There are a number of legal claims outstanding against the department including unlawful detention and human rights claims that we would consider as falling within the category of contingent liability.

As part of the department's risk management practices, claims are continually assessed for their potential to have high financial impact. The nature of these claims is such that it is not possible to predict the outcome with reasonable certainty nor to quantify the financial impact to the department. These claims arise in the course of the department's immigration processing operations and, given their generic nature and the department's need to avoid prejudicing itself in the ongoing legal process, a case-by-case disclosure has not been made.

Other contingent liabilities

The department has an unquantifiable contingent liability which is subject to potential legal proceedings. Additional details have not been disclosed due to their sensitive nature and to avoid prejudice to the Home Office's position in any dispute, in line with IAS37 – Provisions, Contingent Liabilities and Contingent Assets, paragraph 92.

15. Lease liabilities

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Amounts falling due:				
Not later than one year	84,845	87,172	97,735	101,969
Later than one year and not later than five years	375,063	385,192	337,858	347,056
Later than five years	471,884	475,026	267,045	272,962
	931,792	947,390	702,638	721,987
Less interest element	(182,335)	(182,833)	(54,792)	(55,288)
Total present value of obligations	749,457	764,557	647,846	666,699
Current	84,845	87,172	97,735	101,969
Non-current	664,612	677,385	550,111	564,730
	749,457	764,557	647,846	666,699

16. Commitments under PFI and other service concession arrangements

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Not later than one year	-	-	10,483	10,483
Later than one year and not later than five years	-	-	8,229	8,229
Later than five years	-	-	-	-
Total commitment	-	-	18,712	18,712

Following a review of off-balance sheet (SoFP) PFI or other service concession transactions it was deemed that no Home Office transactions meet the criteria of being a PPP arrangement or PFI contract that meets the definition of service concession arrangements in IFRIC 12 Service Concession Arrangements for financial year 2024-25.

17. Capital and other commitments

Capital commitments

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Property, plant & equipment	364,440	364,440	102,284	102,284
Intangible assets	646,008	646,008	76,515	76,515
Total commitments	1,010,448	1,010,448	178,799	178,799

These commitments include:

- £944.7 million of capital commitments as of 31 March 2025 relate to the building of the Emergency Service Network. During the year the Emergency Service Mobile Communication Programme procured two major contracts, the Mobile Service Contract with EE which runs to February 2032 and supersedes the previous Mobile Service contract held with the same provider, and the User Service contract with IBM which runs to December 2033 and replaces the previous User Contract held with Motorola.
- £18.6 million of capital commitment as of 31 March 2025 is in relation to the Law Enforcement Data Service programme. The programme was established to develop a new national law enforcement data service.
- £17.1 million relates to delivery of the Police National Database (PND). The PND1.5 programme will allow the modernised continuation of the PND live policing service and allow for a cloud based PND service to act as a national source of information for organised crime groups (OCGs), including county lines, modern slavery, and human trafficking until it is replaced by a future data strategy.
- £8.1 million of intangible capital commitment as of 31 March 2025 relate to the Strategic Matcher Programme, which will provide the key interlinking capability to match Fingerprint and Face data, a key component in providing a significant improvement to existing capabilities with further biometric developments planned to be implemented in the future. The largest supplier for the Strategic Matcher programme is IBM, to whom all these costs relate.

Other financial commitments

	2024-25		2023-24	
	Core Department & Agencies	Departmental Group	Core Department & Agencies	Departmental Group
	£000	£000	£000	£000
Not later than one year	12,185	12,185	32,517	32,517
Later than one year and not later than five years	-	-	11,557	11,557
Total commitment	12,185	12,185	44,074	44,074

The department has entered into non-cancellable contracts (which are not leases, PFI contracts or other service concession arrangements). The payments to which the department are committed are as follows:

- The Home Office have an enterprise licence agreement (ELA) with IBM for support services for the IBM software and appliances. The current term of the ELA is 1 May 2024 to 30 April 2025. The current term has a value of £2.2 million however the ELA includes a 'Not to Exceed' Price for the period 1 May 2025 to 30 April 2026 which the department intends to invoke at the value of £2.4 million. The remaining contract value is £586k.
- In 2017 the Home Office become an Oracle pathfinder for Government. The Home Office implemented Metis based on Oracle Cloud for use across Home Office and Arm's Length Bodies for a 5-year term. Oracle provide cloud subscriptions which include software, infrastructure, and platforms to support the Home Office 'Metis' ERP system. The existing contract has a value of £39.2 million and is due to expire in May 2026. The remaining contract value is £11.6 million.

18. Related party transactions

The department is the parent of its agencies and other designated bodies, and the sponsor of the Non-Departmental Public Bodies (NDPBs) outlined in Note 19. These bodies are regarded as related parties with which the department has had material transactions during the year. Details of related party of NPPBs are disclosed in their audited accounts.

In addition, the department has had transactions with other government departments and other central government bodies. In particular there have been transactions with:

- **The Cabinet Office:** Civil Superannuation relating to the employees' pension scheme. The employer's contribution to this pension scheme can be found in the Staff Report within the accountability section.
- **The Foreign, Commonwealth and Development Office** relating to the overseas collection of both Visa income and the Immigration Health Surcharge.
- **The Forensic Archive Ltd** is considered a related party operating under the 'guardianship' of the Home Office with Home Office senior management sitting on the board.

No minister, board member, key manager or other related parties has undertaken any material transactions with the department during the year.

Ministers' interests are declared and maintained through the Register of Members' Interests at the House of Commons and the Register of Lords' Interests at the House of Lords.

Board members and key senior management staff are subject to a standard annual interests review, stating whether they, their spouses or close family members have been in a position of influence or control in organisations with which the Home Office has transactions.

The remuneration report provides information on key management compensation. No minister, board member, key manager or other related parties has undertaken any material transactions with the department during the year.

19. Entities within the departmental boundary

The entities within the boundary during 2024-25 comprise entities listed in the Designation and Amendment Orders presented to Parliament. They are:

Entities consolidated

The Home Office departmental boundary encompassed the central Government department and five Non-Departmental Public Bodies (NDPBs). The accounts of these entities form part of the Home Office's consolidated financial statements.

Executive NDPBs

Typically established in statute and carrying out executive, administrative, regulatory and/or commercial functions.

- Disclosure and Barring Service
- Gangmasters and Labour Abuse Authority
- Immigration Advice Authority
- Independent Office for Police Conduct
- Security Industry Authority

The accounts of the above NDPBs can be found at

<http://www.official-documents.gov.uk>

Other entities

College of Policing Limited

The College of Policing is a company limited by guarantee. It is classified as an Arm's Length Body by HM Treasury, and is consolidated within the departmental boundary as a NDPB.

Entities within the core department

Advisory, tribunal and other NDPBs do not publish accounts as they do not have any money delegated to them. Where there are costs, these are met from Home Office budgets.

Advisory non-departmental public bodies

Provide independent, expert advice to ministers on a wide range of issues.

- Advisory Council on the Misuse of Drugs
- The Committee for the Protection of Animals Used for Scientific Purposes
- Biometrics and Forensics Ethics Group
- Firefighters' Pension Scheme Advisory Board
- Migration Advisory Committee
- Police Advisory Board for England and Wales
- Police Remuneration Review Body
- Technical Advisory Board

Tribunal non-departmental public bodies

Have jurisdiction in a specialised field of law.

- Investigatory Powers Tribunal
- Police Appeals Tribunal

Other

- Commission for Countering Extremism
- Forensic Archive Ltd
- His Majesty's Inspectors of Constabulary
- Independent Family Returns Panel
- Investigatory Powers Commissioner's Office
- Office for Communications Data Authorisations
- Office of the Chief Inspector of the UK Border Agency
- The Office of the Commissioner for the Retention and Use of Biometric Material
- Office of the Director of Labour Market Enforcement
- Office of the Domestic Abuse Commissioner
- The Office of the Forensic Science Regulator
- The Office of the Independent Anti-Slavery Commissioner
- The Office of the Independent Monitor for the purposes of Part 5 of the Police Act 1997
- Office of the Independent Reviewer of State Threats Legislation
- The Office of the Independent Reviewer of Terrorism Legislation
- Office of the person appointed under sections 47H(4), 127H(4), 195H(4), 290(8), 303E(9) and 303Z23(7) of the Proceeds of Crime Act 2002
- The Office of the Surveillance Camera Commissioner
- National Crime Agency Remuneration Review Body
- The National Crime Agency is outside the departmental boundary and is not consolidated in this Report, but its operations are mentioned because the Home Office has a policy remit for the Agency

20. Prior period restatement

In 2023-24 the Home Office recognised an accrued expenditure figure for its top-up grant for police and fire pensions of £888.9 million. As part of the audit of the 2024-25 accounts, it was identified that this 2023-24 estimate was overstated by £284.6 million, and that the Home Office

had access to information to evidence this overstatement before the accounts were completed in 2023-24.

A prior period adjustment (PPA) has been completed to account for this error. The effect of the restatement on each financial statement is as follows:

The tables below are extracted from Consolidated Statement of Comprehensive Net Expenditure for the year ended 31 March 2024 which show the restated lines.

Core department

	Adjustment		Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Police pensions top-up grant	2,107,256	(151,145)	1,956,111
Fire pensions top-up grant	759,770	(133,470)	626,300
Total operating expenditure	27,429,891	(284,615)	27,145,276
Net operating expenditure	21,900,444	(284,615)	21,615,829
Net expenditure for the year	21,910,359	(284,615)	21,625,744
Comprehensive net expenditure for the year	21,884,206	(284,615)	21,599,591

Departmental group

	Adjustment		Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Police pensions top-up grant	2,107,256	(151,145)	1,956,111
Fire pensions top-up grant	759,770	(133,470)	626,300
Total operating expenditure	27,705,835	(284,615)	27,421,220
Net operating expenditure	21,889,067	(284,615)	21,604,452
Net expenditure for the year	21,899,231	(284,615)	21,614,616
Comprehensive net expenditure for the year	21,871,921	(284,615)	21,587,306

The tables below are extracted from Consolidated Statement of Financial Position for the year ended 31 March 2024 which show the restated lines.

Core department

		Adjustment	Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Trade and other payables	4,359,422	(284,615)	4,074,807
Total current liabilities	4,749,013	(284,615)	4,464,398
Total assets less current liabilities	(808,167)	284,615	(523,552)
Total assets less total liabilities	(1,609,638)	284,615	(1,325,023)
General fund	(1,786,935)	284,615	(1,502,320)
Total equity	(1,609,638)	284,615	(1,325,023)

Departmental group

		Adjustment	Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Trade and other payables	4,498,763	(284,615)	4,214,148
Total current liabilities	4,893,386	(284,615)	4,608,771
Total assets less current liabilities	(698,681)	284,615	(414,066)
Total assets less total liabilities	(1,522,107)	284,615	(1,237,492)
General fund	(1,710,896)	284,615	(1,426,281)
Total equity	(1,522,107)	284,615	(1,237,492)

The tables below are extracted from Consolidated Statement of Cash Flows for the year ended 31 March 2024 which show two restated lines in the cash flows from operating activities.

Core department

		Adjustment	Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Net expenditure for the year	(21,910,359)	284,615	(21,625,744)
Increase/(decrease) in trade payables	790,697	(284,615)	506,082

Departmental group

		Adjustment	Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Net expenditure for the year	(21,899,231)	284,615	(21,614,616)
Increase/(decrease) in trade payables	852,882	(284,615)	568,267

The tables below are extracted from Consolidated Statement of Taxpayers' Equity for the year ended 31 March 2024 which show the restated lines.

Core department

		Adjustment	Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Comprehensive Net Expenditure for the year	(21,910,359)	284,615	(21,625,744)
Balance at 31 March 2024	(1,786,935)	284,615	(1,502,320)

Departmental group

		Adjustment	Restated
	2023-24	2023-24	2023-24
	£000	£000	£000
Comprehensive Net Expenditure for the year	(21,899,231)	284,615	(21,614,616)
Balance at 31 March 2024	(1,710,896)	284,615	(1,426,281)



21. Events after the reporting period date

All fire functions previously held by the Home Office moved to MHCLG on 1st April 2025. Announced by the Prime Minister on 13th February 2025 in a Written Ministerial Statement and recommended by Grenfell Phase 2 Inquiry report, this change consolidated responsibility for building safety and fire under a single Secretary of State, providing for greater coherence and focus to fire safety policy and delivery.

While the transfer of ministerial responsibilities took place on 1st April, the two departments are working together to finalise the move of all functions and staff whilst ensuring continuity of service. In the 2025-26 Mains Estimate, all budgets relating to the transferring functions

continue to be included in the Home Office's Estimate. This will be updated in the next Supplementary Estimate, when budgets will be formally moved to MHCLG. The arrangement will be supported by a formal exchange of letters between the Accounting Officers of the two departments.

In accordance with the requirements of IAS 10 Events After the Reporting Period, events are considered up to the date on which the accounts are authorised for issue.

The date the accounts are authorised for issue by Dame Antonia Romeo (Accounting Officer) is interpreted as the same date the accounts are certified by the Comptroller and Auditor General.

There were no other significant events after the reporting period that require disclosure.

Annexes – not subject to audit

A. Financial information by Arm's Length Body

For the year ended 31 March 2025

Arm's Length Body	Total Operating Income	Total Operating Expenditure	Net Expenditure for the Year (Including Financing)	Permanently Employed Staff		Other Staff	
	£000	£000		Number of Employees	Staff Costs £000	Number of Employees	Staff Costs £000
College of Policing Limited	(47,789)	104,104	56,315	780	53,111	106	8,906
Disclosure and Barring Service	(225,898)	220,398	(5,500)	1,214	60,520	24	2,845
Gangmasters and Labour Abuse Authority	(1,303)	7,541	6,238	108	5,603	1	-
Immigration Advice Authority	(22)	7,074	7,052	59	3,980	-	-
Independent Office for Police Conduct	(92)	73,472	73,380	917	57,112	3	364
Security Industry Authority	(37,595)	38,587	992	354	20,109	1	839
	(312,699)	451,176	138,477	3,432	200,435	135	12,954

For the year ended 31 March 2024

Arm's Length Body			Net Expenditure for the Year (Including Financing)	Permanently Employed Staff		Other Staff	
	Total Operating Income	Total Operating Expenditure		Number of Employees	Staff Costs	Number of Employees	Staff Costs
	£000	£000	£000		£000		£000
College of Policing Limited	(36,029)	73,826	37,797	688	34,628	99	11,265
Disclosure and Barring Service	(216,105)	211,454	(4,651)	1,173	57,000	71	3,428
Gangmasters and Labour Abuse Authority	(1,317)	9,194	7,877	102	6,282	-	-
Immigration Advice Authority	-	4,284	4,284	63	2,745	-	549
Independent Office for Police Conduct	(74)	74,480	74,406	993	57,630	1	36
Security Industry Authority	(33,796)	33,999	203	352	18,916	2	587
	(287,321)	407,237	119,916	3,371	177,201	173	15,865

B. Core table

The department had organisational structural changes in FY 2021-22, FY 2022-23, FY 2023-24 and FY 2024-25. The expenditure categories in core tables below align with the operating segments of the Home Office in the corresponding financial year.

Total departmental spending 2018-19 to 2025-26

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	PLANS
	£000	£000	£000	£000	£000	£000	£000	£000
Resource DEL								
Delivery	-	-	-	-	77,838	-	-	-
Strategy	-	-	-	-	-	70,726	84,276	65,773
Science, Technology, Analysis and Research	-	-	-	148,986	34,561	43,192	36,307	40,656
Crime Policing and Fire Group	8,621,396	8,515,469	9,568,039	-	-	-	-	-
Office for Security and Counter Terrorism	927,053	1,005,080	1,007,702	-	-	-	-	-
Serious and Organised Crime	62,319	137,608	271,138	-	-	-	-	-
Homeland Security Group	-	-	-	1,021,788	1,125,074	1,243,481	1,384,065	1,443,954
Public Safety Group	-	-	-	10,473,220	11,204,367	11,577,218	12,253,493	12,847,066
BICS PSG, Europe, International and ICI	49,163	64,547	123,588	-	-	-	-	-
Migration & Borders Group	-	-	-	86,189	287,953	428,482	357,533	295,930
Strategic Operations for Illegal Migration	-	-	-	-	-	133,959	15,585	-
Border Security Command	-	-	-	-	-	-	40,729	160,940
UK Visas & Immigration	(541,574)	(683,885)	702,069	-	-	-	-	-
HM Passport Office	(212,797)	(171,322)	(12,085)	-	-	-	-	-

	2018-19 OUTTURN £000	2019-20 OUTTURN £000	2020-21 OUTTURN £000	2021-22 OUTTURN £000	2022-23 OUTTURN £000	2023-24 OUTTURN £000	2024-25 OUTTURN £000	2025-26 PLANS £000
Customer Services (Visas & Passports)	-	-	-	333,376	(3,166,254)	(3,344,985)	(4,319,505)	(3,841,554)
Asylum & Protection	-	-	-	-	4,498,823	-	-	-
Asylum Support, Resettlement and Accommodation	-	-	-	-	-	5,424,708	4,512,567	4,348,988
Immigration Enforcement	383,227	391,961	391,844	-	-	636,293	819,196	716,733
Border Force	533,582	616,198	686,815	-	-	1,182,934	1,375,814	1,322,352
Borders & Enforcement	-	-	-	1,183,216	1,404,808	-	-	-
Enablers	878,999	1,401,127	862,419	-	-	-	-	-
Corporate Enablers	-	-	-	930,201	945,611	-	-	-
Corporate & Delivery	-	-	-	-	-	775,994	887,400	1,381,859
Digital, Data and Technology	-	-	861,185	435,679	473,013	543,316	556,514	642,376
Legal Advisors	-	-	-	8,312	11,131	11,649	8,395	18,455
Communications	-	-	-	17,529	8,556	11,362	13,991	13,718
Arm's Length Bodies (Net)	62,389	108,217	100,074	73,076	99,860	118,041	123,328	133,861
DUP	-	-	-	-	-	-	-	133,338
Total Resource DEL	10,763,757	11,385,000	14,562,788	14,711,572	17,005,341	18,856,370	18,149,688	19,724,445
Of which:								
Staff costs	1,575,852	1,779,988	1,867,098	2,007,041	2,359,736	2,938,318	3,290,414	3,495,276
Purchase of goods and services	2,362,585	2,538,154	2,927,859	3,680,548	3,731,229	7,155,851	6,457,037	5,868,635
Income from sales of goods and services	(1,969,209)	(2,097,970)	(1,214,940)	(1,860,975)	(2,640,506)	(3,100,019)	(3,433,921)	(4,327,783)

	2018-19 OUTTURN £000	2019-20 OUTTURN £000	2020-21 OUTTURN £000	2021-22 OUTTURN £000	2022-23 OUTTURN £000	2023-24 OUTTURN £000	2024-25 OUTTURN £000	2025-26 PLANS £000
Current grants to local government (net)	8,892,945	9,473,876	10,552,489	10,759,739	12,046,520	12,738,568	13,294,388	13,477,425
Current grants to persons and non-profit bodies (net)	195,387	145,008	162,127	119,972	116,452	97,096	76,606	90,771
Current grants abroad (net)	(107,393)	(39,245)	(15,141)	(30,929)	141,701	194,475	207,794	1,164,896
Subsidies to private sector companies	-	-	-	-	-	-	-	-
Rentals	36,011	49,130	70,366	97,451	472	3,261	3,968	-
Depreciation ¹	264,658	303,937	419,127	595,117	692,833	423,303	445,443	771,416
Other resource	(487,079)	(767,878)	(206,197)	(656,392)	556,904	(1,594,483)	(2,192,041)	(816,191)
Unallocated funds - resource	-	-	-	-	-	-	-	-
Resource AME								
AME Charges	(28,386)	207,553	(691)	132,718	(7,220)	(6,526)	16,595	-
Police and Fire Superannuation	2,698,443	2,371,238	2,304,824	2,515,542	2,077,967	2,867,026	2,404,423	2,972,179
AME Charges Arms Length Bodies (Net)	(797)	4,825	2,079	(865)	-	-	-	-
Total Resource AME	2,669,260	2,583,616	2,306,212	2,647,395	2,070,747	2,860,500	2,421,018	2,972,179
Of which:								
Current grants to local government (net)	2,698,443	2,371,238	2,304,822	2,515,542	2,077,967	2,867,026	2,404,423	2,969,179
Take up of provisions	83,749	266,971	150,106	295,975	92,413	118,062	118,292	3,000
Release of provision	(112,932)	(54,593)	(148,716)	(164,122)	(99,633)	(124,588)	(101,697)	-

	2018-19 OUTTURN £000	2019-20 OUTTURN £000	2020-21 OUTTURN £000	2021-22 OUTTURN £000	2022-23 OUTTURN £000	2023-24 OUTTURN £000	2024-25 OUTTURN £000	2025-26 PLANS £000
Non-Budget								
Prior period adjustment	-	-	-	-	-	-	(284,615)	-
Total Non-Budget	-	-	-	-	-	-	(284,615)	-
Total Resource Budget	13,433,017	13,968,616	16,869,000	17,358,967	19,076,088	21,716,870	20,286,091	22,696,624
Of which:								
Depreciation ¹	264,658	303,937	419,127	595,117	692,833	423,303	445,443	771,416
Capital DEL								
Delivery	-	-	-	-	3,048	-	-	-
Strategy	-	-	-	-	-	2,667	2,752	609
Science, Technology, Analysis and Research	-	-	-	41,067	42,973	44,117	59,966	53,763
Crime Policing and Fire Group	251,161	111,375	53,845	-	-	-	-	-
Office for Security and Counter Terrorism	112,014	104,930	105,455	-	-	-	-	-
Serious and Organised Crime	8,826	15,172	50,746	-	-	-	-	-
Homeland Security Group	-	-	-	190,326	157,771	242,003	207,465	220,804
Public Safety Group	-	-	-	181,558	225,351	225,722	346,176	635,217
BICS PSG, Europe, International and ICI	1,362	2,889	109,425	-	-	-	-	-
Migration & Borders Group	-	-	-	88,910	172,169	194,737	207,701	151,170
Strategic Operations for Illegal Migration	-	-	-	-	-	868	-	-

	2018-19 OUTTURN £000	2019-20 OUTTURN £000	2020-21 OUTTURN £000	2021-22 OUTTURN £000	2022-23 OUTTURN £000	2023-24 OUTTURN £000	2024-25 OUTTURN £000	2025-26 PLANS £000
Border Security Command	-	-	-	-	-	-	20,851	14,000
UK Visas & Immigration	65,012	50,000	57,358	-	-	-	-	-
HM Passport Office	38,369	40,409	44,792	-	-	-	-	-
Customer Services (Visas & Passports)	-	-	-	97,248	87,420	85,747	117,555	114,380
Asylum & Protection	-	-	-	-	6,907	-	-	-
Asylum Support, Resettlement and Accommodation	-	-	-	-	-	195,032	22,685	109,620
Immigration Enforcement	13,024	9,218	17,817	-	-	45,440	127,162	171,830
Border Force	61,480	76,123	112,372	-	-	127,025	167,487	179,000
Borders & Enforcement	-	-	-	153,936	135,437	-	-	-
Enablers	129,178	289,606	48,137	-	-	-	-	-
Corporate Enablers	-	-	-	(5,254)	37,929	-	-	-
Corporate & Delivery	-	-	-	-	-	(61,367)	211,303	(291,295)
Digital, Data and Technology	-	-	231,458	59,676	39,959	53,421	80,587	108,613
Communications	-	-	-	2	-	-	-	-
Arm's Length Bodies (Net)	11,750	17,630	15,330	15,912	16,402	15,293	5,312	12,793
Total Capital DEL	692,176	717,352	846,735	823,381	925,366	1,170,705	1,577,002	1,480,504
Of which:								
Staff costs	16,382	17,283	19,815	28,738	32,464	34,677	40,110	49,190
Purchase of goods and services	23,311	17,479	22,166	27,096	45,171	52,985	71,119	22,675
Income from sales of goods and services	-	-	-	-	-	-	-	-

	2018-19 OUTTURN £000	2019-20 OUTTURN £000	2020-21 OUTTURN £000	2021-22 OUTTURN £000	2022-23 OUTTURN £000	2023-24 OUTTURN £000	2024-25 OUTTURN £000	2025-26 PLANS £000
Current grants to persons and non-profit bodies (net)	-	-	-	-	-	-	-	-
Subsidies to private sector companies	7,176	599	(88)	(90)	552	263	-	-
Subsidies to public corporations	7,065	10,397	10,204	15,476	3,775	4,799	(152)	-
Capital support for local government (net)	148,894	153,483	89,305	120,231	120,357	113,636	132,515	94,462
Capital grants to persons & non-profit bodies (net)	13,832	-	2	-	-	(300)	-	-
Capital grants to private sector companies (net)	14,329	12,508	8,655	7,742	14,407	11,477	18,304	40,624
Capital grants abroad (net)	141	189	4,037	2,633	476	-	-	-
Purchase of assets	440,403	449,089	587,411	116,059	644,322	889,061	1,235,484	1,214,746
Income from sales of assets	(8,039)	2,895	(1,064)	4,422	(4,660)	(7,665)	(2,554)	109
Other capital	28,682	53,430	106,292	501,074	68,502	71,772	82,177	58,698
Capital AME								
AME Charges	-	-	-	-	-	63,544	21,048	-
Police and Fire Superannuation	-	-	-	-	-	-	-	-
AME Charges Arms Length Bodies (Net)	-	-	-	-	-	-	-	-
Total Capital AME	-	-	-	-	-	63,544	21,048	-

	2018-19 OUTTURN £000	2019-20 OUTTURN £000	2020-21 OUTTURN £000	2021-22 OUTTURN £000	2022-23 OUTTURN £000	2023-24 OUTTURN £000	2024-25 OUTTURN £000	2025-26 PLANS £000
Of which:								
Current grants to local government (net)	-	-	-	-	-	-	-	-
Take up of provisions	-	-	-	-	-	63,544	21,135	-
Release of provision	-	-	-	-	-	-	(87)	-
Total Capital Budget	692,176	717,352	846,735	823,381	925,366	1,234,249	1,598,050	1,480,504
Total departmental spending²	13,860,535	14,382,031	17,296,608	17,587,231	19,308,621	22,527,816	21,438,698	23,405,712
Of which:								
Total DEL	11,191,275	11,798,415	14,990,396	14,939,836	17,237,874	19,603,772	19,281,247	20,433,533
Total AME	2,669,260	2,583,616	2,306,212	2,647,395	2,070,747	2,924,044	2,442,066	2,972,179
Total non budget (prior period adjustments)	-	-	-	-	-	-	(284,615)	-

1. Includes impairments

2. Total departmental spending is the sum of the resource budget and the capital budget less depreciation. Similarly, total DEL is the sum of the resource budget DEL and capital budget DEL less depreciation in DEL, and total AME is the sum of resource budget AME and capital budget AME less depreciation in AME.

Administration budget 2018-19 to 2025-26

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	PLANS
	£000	£000	£000	£000	£000	£000	£000	£000
Resource DEL								
Delivery	-	-	-	-	20,050	-	-	-
Strategy	-	-	-	-	-	18,118	19,162	19,415
Science, Technology, Analysis, Research and Strategy	-	-	-	46,276	15,015	14,743	14,789	24,686
Crime Policing and Fire Group	25,876	27,702	28,529	-	-	-	-	-
Office for Security and Counter Terrorism	33,131	35,334	42,713	-	-	-	-	-
Serious and Organised Crime	14,788	15,539	20,513	-	-	-	-	-
Homeland Security Group	-	-	-	48,467	53,053	58,930	64,062	62,914
Public Safety Group	-	-	-	47,437	49,937	52,685	56,728	56,887
BICS PSG, Europe, International and ICI	41,579	43,455	36,419	-	-	-	-	-
Migration & Borders Group	-	-	-	24,471	34,491	38,815	39,636	42,160
Strategic Operations for Illegal Migration	-	-	-	-	-	-	-	-
Border Security Command	-	-	-	-	-	-	10,325	-
UK Visas & Immigration	10,574	9,127	293	-	-	-	-	-
HM Passport Office	2,491	6,684	373	-	-	-	-	-
Customer Services (Visas & Passports)	-	-	-	1,139	(22)	1,265	673	-
Asylum & Protection	-	-	-	-	-	-	-	-

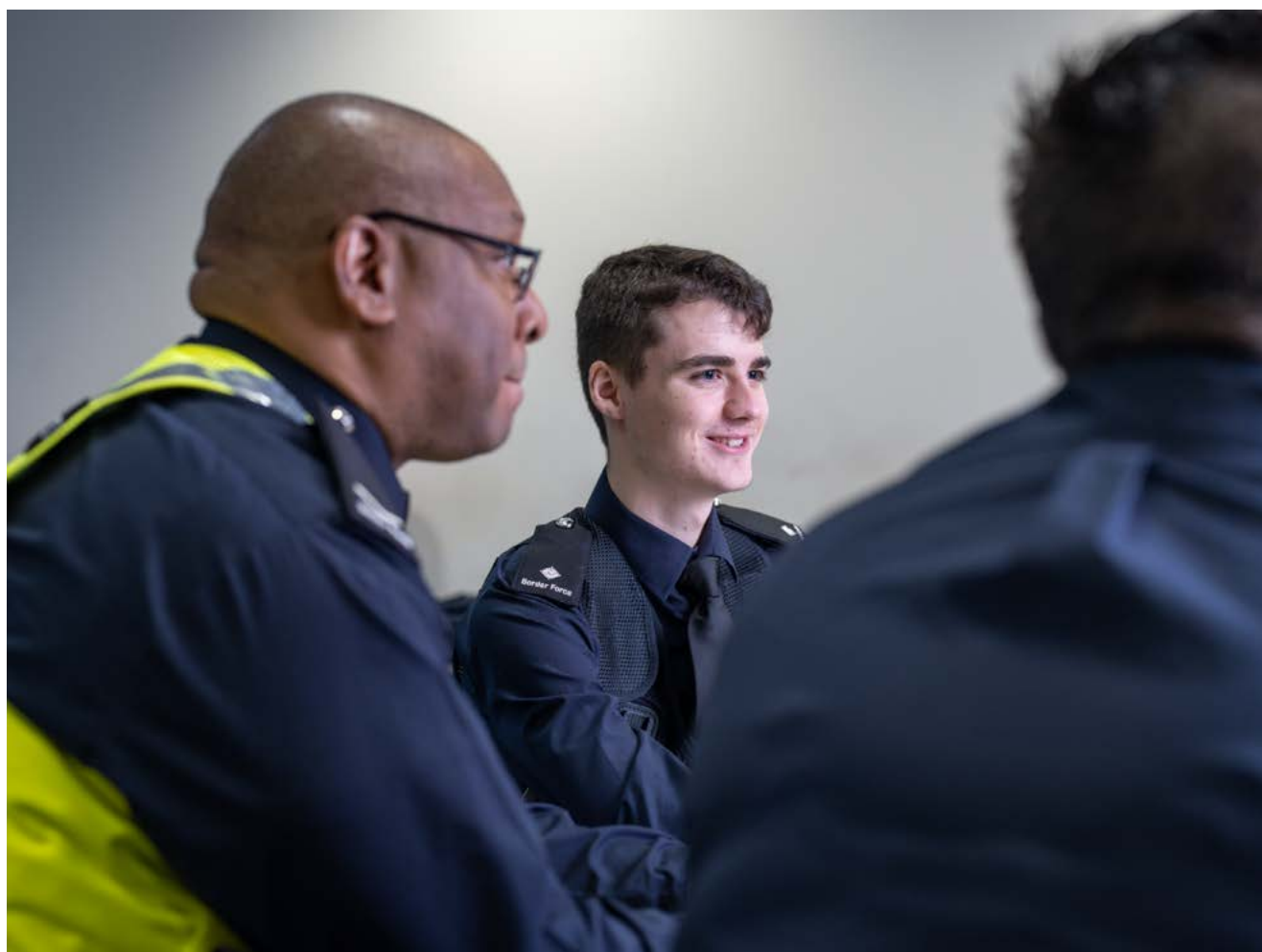
	2018-19 OUTTURN £000	2019-20 OUTTURN £000	2020-21 OUTTURN £000	2021-22 OUTTURN £000	2022-23 OUTTURN £000	2023-24 OUTTURN £000	2024-25 OUTTURN £000	2025-26 PLANS £000
Asylum Support, Resettlement and Accommodation	-	-	-	-	-	-	-	-
Immigration Enforcement	6,379	6,567	2,354	-	-	5	-	-
Border Force	3,369	2,403	1,834	-	-	-	1	-
Borders & Enforcement	-	-	-	2,445	(270)	-	-	-
Enablers	192,227	175,332	183,561	-	-	-	-	-
Corporate Enablers	-	-	-	70,324	153,472	-	-	-
Corporate & Delivery	-	-	-	-	-	188,246	151,923	189,732
Digital, Data and Technology	-	-	3,965	20,827	31,681	42,365	34,367	39,382
Legal Advisors	-	-	-	8,312	11,131	11,649	8,395	18,455
Communications	-	-	-	13,244	9,139	11,358	13,223	13,718
Arms Length Bodies (Net)	-	-	-	-	-	-	-	-
Total administration budget	330,414	322,143	320,554	282,942	377,677	438,179	413,284	467,349
Of which:								
Staff costs	196,888	224,596	234,053	238,850	245,715	283,982	295,752	317,183
Purchase of goods and services	81,868	59,192	89,877	96,942	128,020	123,405	123,804	108,445
Income from sales of goods and services	(5,421)	(6,538)	(7,292)	(4,502)	(13,140)	(4,953)	(5,845)	(4,881)
Current grants to local government (net)	206	-	-	-	350	(47)	(13)	-
Current grants to persons and non-profit bodies (net)	2,810	-	-	23,578	19,155	13,798	(1,066)	-

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	OUTTURN	PLANS
	£000	£000	£000	£000	£000	£000	£000	£000
Current grants abroad (net)	(87,942)	(46,406)	(50,469)	(63,179)	(42,498)	(26,412)	859	-
Rentals	21,361	6	(7)	-	9	-	15	-
Depreciation	26,215	23,736	3,610	3,258	19,490	34,293	3,079	24,000
Other resource	94,429	67,557	50,782	(12,005)	20,576	14,113	(3,301)	22,602

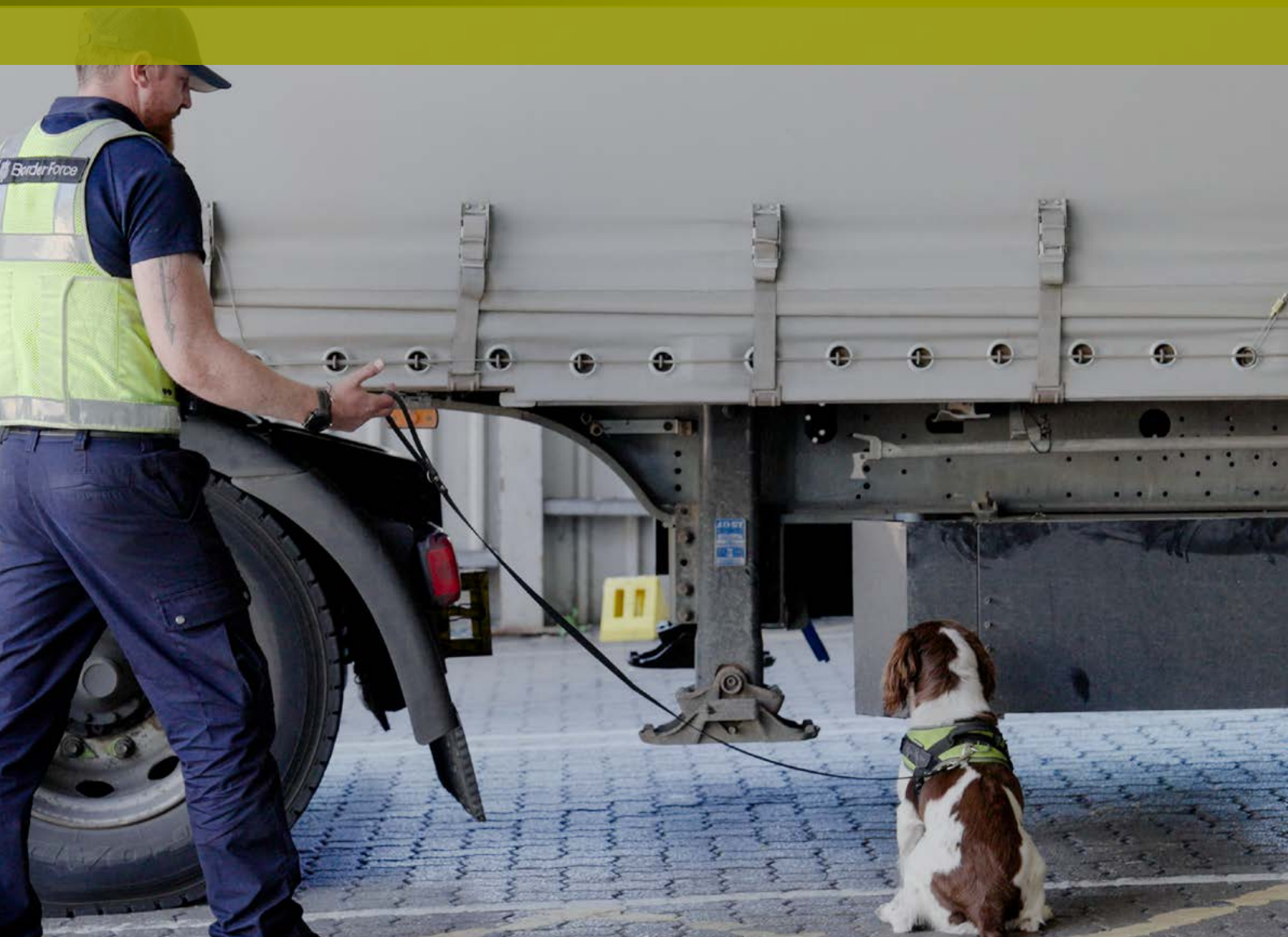
Outturn Year 2024-25

	2024-25 Original Plans		2024-25 Adjusted Plans		2024-25 Final Plans		2024-25 Outturn	
	Resource £000	Capital £000	Resource £000	Capital £000	Resource £000	Capital £000	Resource £000	Capital £000
Spending in Departmental Expenditure Limits (DEL)								
Voted expenditure	16,057,049	931,136	2,496,341	742,625	18,553,390	1,673,761	18,149,688	1,577,002
Of which:								
Strategy	81,862	2,475	897	200	82,759	2,675	84,276	2,752
Science, Technology, Analysis and Research	31,137	35,763	8,988	5,180	40,125	40,943	36,307	59,966
Homeland Security Group	1,145,358	172,078	88,243	29,661	1,233,601	201,739	1,384,065	207,465
Public Safety Group	12,089,505	135,076	17,117	196,392	12,106,622	331,468	12,253,493	346,176
Migration & Borders Group	748,173	37,150	(259,203)	160,294	488,970	197,444	357,533	207,701
Strategic Operations for Illegal Migration	101,000	-	(83,179)	-	17,821	-	15,585	-
Border Security Command	-	-	55,199	21,423	55,199	21,423	40,729	20,851
Customer Services (Visas & Passports)	(3,365,541)	48,063	(850,925)	69,890	(4,216,466)	117,953	(4,319,505)	117,555
Asylum Support, Resettlement and Accommodation	1,982,549	29,637	2,673,291	-	4,655,840	29,637	4,512,567	22,685
Border Force	666,237	98,343	645,092	83,033	1,311,329	181,376	1,375,814	167,487
Immigration Enforcement	474,049	21,598	341,254	138,201	815,303	159,799	819,196	127,162
Corporate & Delivery	1,397,877	264,989	(170,400)	38,351	1,227,477	303,340	887,400	211,303
Digital, Data and Technology	558,604	72,520	23,967	-	582,571	72,520	556,514	80,587

	2024-25 Original Plans		2024-25 Adjusted Plans		2024-25 Final Plans		2024-25 Outturn	
	Resource £000	Capital £000	Resource £000	Capital £000	Resource £000	Capital £000	Resource £000	Capital £000
Legal Advisors	12,131	-	-	-	12,131	-	8,395	-
Communications	12,688	-	1,000	-	13,688	-	13,991	-
Arm's Length Bodies (Net)	121,420	13,444	5,000	-	126,420	13,444	123,328	5,312
DUP	-	-	-	-	-	-	-	-
Total Spending in DEL	16,057,049	931,136	2,496,341	742,625	18,553,390	1,673,761	18,149,688	1,577,002
Spending in Annually Managed Expenditure (AME)								
Voted expenditure	2,717,720	-	(176,375)	60,000	2,541,345	60,000	2,421,018	21,048
Of which:								
AME Charges	-	-	100,440	60,000	100,440	60,000	16,595	21,048
Police and Fire Superannuation	2,717,720	-	(276,815)	-	2,440,905	-	2,404,423	-
Total Spending in AME	2,717,720	-	(176,375)	60,000	2,541,345	60,000	2,421,018	21,048
Non-Budget								
Prior period adjustment	-	-	-	-	-	-	(284,615)	-
Total Non-Budget	-	-	-	-	-	-	(284,615)	-
Total	18,774,769	931,136	2,319,966	802,625	21,094,735	1,733,761	20,286,091	1,598,050
Of which:								
Voted expenditure	18,774,769	931,136	2,319,966	802,625	21,094,735	1,733,761	20,286,091	1,598,050



Trust statement



Introduction to the Trust Statement

Accounting Officer's Foreword to the Trust Statement

I am pleased to present the foreword to the Home Office Trust Statement.

This Statement provides an account of revenues collected which by statute or convention are due to the Consolidated Fund where the Home Office undertakes the collection acting as agent rather than principal. The legislative requirement for the Statement is set out in the Exchequer and Audit Departments Act 1921.

The department fully acknowledges its responsibility to administer these revenues efficiently and fairly, and to pursue the amounts due so as to minimise the loss of revenue to the Exchequer where debt cannot be collected.

This report relates to a period when a previous accounting officer was in post. I have therefore obtained assurance from my Directors General and Second Permanent Secretary, and a letter of assurance from the DG Corporate and Delivery during the reporting period, in the preparation of the Annual Report and Accounts.

Dame Antonia Romeo DCB

Accounting Officer

Scope of the Trust Statement

An accounts direction, issued by HM Treasury on 19 December 2024, in accordance with Section 2 of the Exchequer and Audit Departments Act 1921, requires the Home Office to prepare a Trust Statement for the financial year ended 31 March 2025. The Trust Statement must report the revenue and other income collected by the department and payable into the Consolidated Fund (other than the Immigration Health Charge as explained below).

For the Home Office, this revenue comprises:

- Immigration Skills Charge (ISC)
- Consular Fees associated with the issuing of passports
- Fines for breaches of immigration law (Civil Penalties)

Immigration charges

Immigration Skills Charge

The Immigration Skills Charge Regulation 2017 came into force in April 2017 and requires persons licenced by the Secretary of State to assign certificates of sponsorship to skilled workers to pay a charge (the Immigration Skills Charge) to the Secretary of State. The charge was put in place to encourage employers to recruit more talent from the UK labour market rather than relying on workers from abroad.

The amount of the charge depends on the size of the organisation, if the sponsor is a small or charitable organisation, the charge is at a lower rate. The amount of

the charge also varies depending on the period of employment, with set rates of charge applying for the period of prospective employment ranging from 12 months or less and up to 60 months. A refund of all or part of the charge may be made where, for example, a worker leaves their job early, is refused a visa, or withdraws their application.

The department, as part of its visa process, collects the Immigration Skills Charge. The charge is payable by people who are sponsoring applications for a visa to work in the UK for six months or more under a Skilled Worker visa for skilled workers. This can be either as a general visa or as an intra-company transfer visa.

Operational costs incurred by the department in the collection of this charge, as agreed with HM Treasury, are attributed to and reported in the Trust Statement.

Immigration Health Surcharge

The Immigration Health Surcharge was introduced by the government in 2015. It is intended to fund healthcare for the National Health Service that migrants requiring a UK visa will have access to. HM Treasury has directed that the revenue received for the collection of the Immigration Health Surcharge is reported in the Home Office Resource Accounts, and not in the Trust Statement.

Consular Fees

Consular Fees are an element of UK passport fees relating to consular protection services provided by the Foreign, Commonwealth & Development Office (FCDO) worldwide. These fees are not retained by the Home Office and are remitted to HM Treasury as Consolidated Fund Extra Receipts.

The part of the UK passport fee for these consular services is £17.54 per adult standard passport, £4.81 per child passport and £26.04 per jumbo passport (for passports issued both in the UK and overseas, from April 2024).

Civil Penalties

There are a range of Civil Penalties levied by the Home Office that when collected are payable into the Consolidated Fund. These are principally:

- where investigations establish individuals have been found to be working in breach of section 15 of the Immigration, Asylum and Nationality Act 2006.
- where investigations establish landlords have let a property to a person disqualified from renting in breach of section 22 of the Immigration Act 2014.
- whereby passengers arrive in the UK who are not properly documented, under Section 40 of the Immigration and Asylum Act 1999.
- whereby goods vehicles have not been adequately secured against unauthorised access or are found to be carrying clandestine entrants.

The Trust Statement is prepared in compliance with all relevant accounting and disclosure requirements given in Managing Public Money and other guidance issued by HM Treasury. This includes the Government Financial Reporting Manual and the principles underlying it as well as International Financial Reporting Standards as adapted or interpreted for the public sector.

Our Performance

This Trust Statement shows that gross revenues for the Consolidated Fund decreased from £808.1 million in 2023-24 to £792.4 million in 2024-25. The decline is primarily due to a reduced demand of Immigration Skills Charge, which dropped from £667.8 million to £559.7 million. This decrease was partially offset by increases in Civil Penalties revenue which rose from £46.8 million to £128.5 million, driven by enhanced illegal working enforcement, legislative changes that raised penalty values, and the introduction of new haulier-related penalties. Passport Consular Fees (shown under “Other Income”) increased from £93.4 million to £104.2 million, attributed to higher fees, while demand remained consistent with the previous year.

Expenditure offset against revenues rose to £98.4 million in 2024-25, compared to £48.2 million in 2023-24. The rise in expenditure was primarily attributable to higher credit losses, driven by a threefold increase in the value of Illegal Workers' Civil Penalties resulting from legislative changes, which has led to greater expected losses.

Other expenditure has increased to £36.1 million in 2024-25 (£35.7 million in 2023-24), with a slight increase in early payment discounts related to Civil Penalties, and a small decrease in Immigration Skills Charge-related costs which is in line with reduced demand.

The cash balance increased from £228.0 million to £256.7 million over the year. Since 2020-21, monthly remittances have been made to HM Treasury for amounts due to the Consolidated Fund. The year-end cash balance includes funds which are scheduled for payment early in 2025-26.

This report relates to a period when a previous accounting officer was in post. I have therefore obtained assurance from my Directors General and Second Permanent Secretary, and a letter of assurance from the DG Corporate and Delivery during the reporting period, in the preparation of the Annual Report and Accounts.



Dame Antonia Romeo DCB

Accounting Officer

14 July 2025

Our controls and governance

Statement of Accounting Officer's Responsibilities

Under the Exchequer and Audit Departments Act 1921, HM Treasury has directed the Home Office to prepare, for each financial year, a Trust Statement ("the Statement") in the form and on the basis set out in the Accounts Direction. The Statement is to be prepared on an accruals basis and must give a true and fair view of the state of affairs of the duties, fees and taxes, and of the collection of fines and penalties and of the related expenditure and cash flows for the financial year.

In preparing the Statement, the Accounting Officer is required to comply with the requirements of the [Government Financial Reporting Manual](#) and in particular to:

- Observe the Accounts Direction issued by Treasury, including relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis.
- Make judgements and estimates on a reasonable basis.
- Have taken all steps that ought to have been taken to make herself aware of any relevant audit information and to establish that the entity's auditors are aware of that information, and that they are not aware of any relevant information of which the entity's auditors are unaware of.
- State whether applicable accounting standards, as set out in the FReM have been followed, and disclose and explain any material departures in the accounts.
- Prepare the Statement on a going concern basis.

- Confirm that the Statement, as a whole, is fair, balanced and understandable and take personal responsibility for the Statement and the judgments required for determining that it is fair, balanced and understandable.

HM Treasury has appointed the Permanent Secretary of the department as Accounting Officer of the Home Office.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the assets of the department are set out in [Managing Public Money](#) published by HM Treasury.

Governance Statement

As the Accounting Officer, I am responsible for ensuring there is an effective process in place for monitoring and reporting governance issues during the year. I am supported by Directors General and Directors who have delegated financial and risk management authority appropriate to their responsibilities.

The Home Office operates and follows the principles of good governance in accordance with HM Treasury guidance. The Governance Statement, which covers all aspects of the Home Office, including those reported here in this Trust Statement, is provided in the Accountability Report section of this report.

This report relates to a period when a previous accounting officer was in post. I have therefore obtained assurance from my Directors General and Second Permanent Secretary, and a letter of assurance from the DG Corporate and Delivery during the reporting period, in the preparation of the Annual Report and Accounts.

Auditors

The Statement is audited by the Comptroller and Auditor General under the Exchequer and Audit Departments Act 1921. The notional fee for this audit service is £102,000 (2023-24: £100,000), which is included in the Home Office Resource accounts. No non-audit work was carried out by the auditors.

So far as I am aware, there is no relevant information of which the auditors are unaware. I have taken all steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the auditors are aware of that information.



Dame Antonia Romeo DCB

Accounting Officer

14 July 2025

The Certificate and Report of the Comptroller and Auditor General to the House of Commons

Opinion on financial statements

I certify that I have audited the financial statements of the Home Office Trust Statement for the year ended 31 March 2025 under the Exchequer and Audit Departments Act 1921.

The financial statements comprise the Home Office Trust Statement's:

- Statement of Financial Position as at 31 March 2025;
- Statement of Revenue, Other Income and Expenditure and Statement of Cash Flows for the year then ended; and
- the related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and UK adopted international accounting standards.

In my opinion, the financial statements:

- give a true and fair view of the state of the Home Office Trust Statement's affairs as at 31 March 2025 and its net revenue for the year then ended; and
- have been properly prepared in accordance with the Exchequer and Audit Departments Act 1921 and HM Treasury directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs UK), applicable law and Practice Note 10 Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom (2024). My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my certificate.

Those standards require me and my staff to comply with the Financial Reporting Council's Revised Ethical Standard 2024. I am independent of the Home Office Trust Statement in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. My staff and I have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the Home Office Trust Statement's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Home Office Trust Statement's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for the Home Office Trust Statement is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

Other information

The other information comprises information included in the 'Scope of the Trust Statement', 'Our Performance' and 'Our Controls and Governance' sections, but does not include the financial statements and my auditor's certificate and report thereon. The Accounting Officer is responsible for the other information.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my certificate, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion, based on the work undertaken in the course of the audit:

- the information given in the sections titled ‘Scope of the Trust Statement’, ‘Our Performance’ and ‘Our Controls and Governance’ for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Home Office and its environment obtained in the course of the audit, I have not identified material misstatements in the sections titled ‘Scope of the Trust Statement’, ‘Our Performance’ and ‘Our Controls and Governance’.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept by the Home Office or returns adequate for my audit have not been received from branches not visited by my staff; or
- I have not received all of the information and explanations I require for my audit; or
- the financial statements are not in agreement with the accounting records and returns; or
- the Governance Statement does not reflect compliance with HM Treasury’s guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer’s Responsibilities, the Accounting Officer is responsible for:

- maintaining proper accounting records;
- providing the C&AG with access to all information of which management is aware that is relevant to the preparation of the financial statements such as records, documentation and other matters;
- providing the C&AG with additional information and explanations needed for his audit;
- providing the C&AG with unrestricted access to persons within the Home Office from whom the auditor determines it necessary to obtain audit evidence;
- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- preparing financial statements which give a true and fair view and are in accordance with HM Treasury directions issued under the Exchequer and Audit Departments Act 1921;
- assessing the Home Office’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the Home Office will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Exchequer and Audit Departments Act 1921.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting non-compliance with laws and regulations, including fraud

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud is detailed below.

Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, I:

- considered the nature of the sector, control environment and operational performance including the design of the Home Office's accounting policies;
- inquired of management, the Home Office's head of internal audit and those charged with governance, including obtaining and reviewing supporting documentation relating to the Home Office's policies and procedures on:
 - identifying, evaluating and complying with laws and regulations;
 - detecting and responding to the risks of fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations including the Home Office's controls relating to the Home Office's compliance with the Exchequer and Audit Departments Act 1921, Managing Public Money and relevant legislation relating to levies, fines and penalties issued by the Home Office;
- inquired of management, the Home Office's head of internal audit and those charged with governance whether:
 - they were aware of any instances of non-compliance with laws and regulations;
 - they had knowledge of any actual, suspected, or alleged fraud,
- discussed with the engagement team and the relevant internal specialists, regarding how and where fraud might occur in the

financial statements and any potential indicators of fraud.

As a result of these procedures, I considered the opportunities and incentives that may exist within the Home Office Trust Statement for fraud and identified the greatest potential for fraud in the following areas: revenue recognition, posting of unusual journals, complex transactions, bias in management estimates and the significant accounting estimate on the impairment of civil and immigration penalty debts. In common with all audits under ISAs (UK), I am required to perform specific procedures to respond to the risk of management override.

I obtained an understanding of the Home Office Trust Statement's framework of authority and other legal and regulatory frameworks in which the Home Office Trust Statement operates. I focused on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of the Home Office Trust Statement. The key laws and regulations I considered in this context included Exchequer and Audit Departments Act 1921, Managing Public Money and relevant legislation relating to levies, fines and penalties charged by the Home Office.

Audit response to identified risk

To respond to the identified risks resulting from the above procedures:

- I reviewed the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements;
- I enquired of management, the Audit and Risk Assurance Committee concerning actual and potential litigation and claims;
- I reviewed minutes of meetings of those charged with governance and the Board; and internal audit reports;
- I addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements on estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business; and
- I extended my substantive testing on the Immigration Skills charge as the income stream most susceptible to fraud in revenue recognition, confirming the sample had been accounted for correctly; and
- I have considered the appropriateness and reasonableness of the assumptions used in the impairment of the civil penalty debt, tested a sample of data input in the impairment model, and reviewed the sensitivity analysis performed by management to identify any management bias or indication of fraud.

I communicated relevant identified laws and regulations and potential risks of fraud to all engagement team members including internal specialists and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

Other auditor's responsibilities

I am required to obtain sufficient appropriate audit evidence to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during my audit.

Report

I have no observations to make on these financial statements.

Gareth Davies

Comptroller and Auditor General

15 July 2025

National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP

Statement of Revenue, Other Income and Expenditure

for the year ended 31 March 2025

	Note	2024-25	2023-24
		£000	£000
Levies and Similar Revenue			
Immigration Skills Charge	2.1	559,727	667,798
Total Levies and Similar Revenue		559,727	667,798
Fines and Penalties			
Illegal Workers' Civil Penalties	2.2	102,010	28,059
Hauliers' Civil Penalties	2.2	20,042	15,277
Carriers' Civil Penalties	2.2	2,866	3,224
Landlords' Civil Penalties	2.2	3,536	272
Total Fines and Penalties		128,454	46,832
Other Income			
Duties and Fees	2.3	104,218	93,432
Total Other Income		104,218	93,432
Total Revenue and Other Income		792,399	808,062
Expenditure			
Discounts		5,564	3,014
Credit losses - increase/(decrease) in impairment of receivables	3.2	62,288	12,554
Element retained		19,000	19,000
Costs of collection		11,362	13,497
Administration costs		151	151
Total Expenditure		98,365	48,216
Net Revenue for the Consolidated Fund	6	694,034	759,846

There were no recognised gains or losses accounted for outside the above Statement of Revenue, Other Income and Expenditure.

Statement of Financial Position

As at 31 March 2025

	Note	2024-25	2023-24
		£000	£000
Current assets			
Trade and other receivables	3.1	47,534	11,711
Cash and cash equivalents	4	256,741	228,001
Total current assets		304,275	239,712
Current liabilities			
Contract Liabilities	5	(32,276)	(37,591)
Trade and other payables	5	(64,327)	(38,277)
Total current liabilities		(96,603)	(75,868)
Net Assets		207,672	163,844
Balance on the Consolidated Fund Account	6	207,672	163,844



Dame Antonia Romeo DCB

Accounting Officer

14 July 2025

Statement of Cash Flows

for the year ended 31 March 2025

	Note	2024-25	2023-24
		£000	£000
Net cash flow from operating activities	A	678,946	763,254
Cash paid to the Consolidated Fund	6	(650,206)	(773,601)
Increase / (decrease) in cash in this period	B	28,740	(10,347)
Notes to the Cash Flow Statement			
A: Reconciliation of net cash flow to movement in net funds			
Net revenue for the Consolidated Fund	6	694,034	759,846
(Increase) / decrease in receivables	3	(35,823)	(10,646)
Increase / (decrease) in payables	5	20,735	14,054
Net cash flows from operating activities		678,946	763,254
B: Analysis of Changes in Net Funds			
Increase / (decrease) in cash in this period	4	28,740	(10,347)
Net funds at 1 April (Net cash at bank)	4	228,001	238,348
Net funds at 31 March (Closing Balance)		256,741	228,001
The following balances as at 31 March were held at:			
Government Banking Services	4	256,741	228,001
Total cash balances		256,741	228,001

Notes to the Trust Statement

1. Statement of Accounting Policies

1.1 Basis of accounting

The Trust Statement is prepared in accordance with the:

- 2024-25 Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as interpreted for the public sector.
- Accounts Direction issued by HM Treasury on 19 December 2024 under Section 2 of the Exchequer and Audit Departments Act 1921, specifying the three income streams which are in-scope, for this Trust Statement:

Sponsoring Department	Income Stream
Home Office	i) Immigration Skills Charge ii) The consular element of Passport Fees iii) Civil Penalties collected in respect of four “Profile Classes”, namely: Illegal Workers, Hauliers, Carriers, and Landlords, net of discounts for prompt payment as appropriate and any allowance for uncollectible amounts measured in accordance with IFRS 9.

The income and associated expenditure contained in these statements are those flows of funds which the Home Office handles on behalf of the Consolidated Fund, that is, where it is acting as agent, rather than as principal.

The financial information contained in the statements and in the notes is rounded to the nearest £’000.

1.2 Changes in accounting policies and disclosures

There has been no change in accounting policy in the reporting period.

1.3 Accounting convention

The Trust Statement has been prepared under the historical cost convention.

The preparation of the accounts in conformity with IFRS requires the use of certain critical accounting estimates (see note 1.8). It also requires management to exercise its judgement in the process of applying the accounting policies.

The income and associated expenditure recognised in these statements reflects those flows of funds which the Home Office receives and surrenders, in its capacity as agent, on behalf of the Consolidated Fund and other entities. As directed by HM Treasury, the income and associated expenditure relating to the Immigration Health Surcharge continues to be reported in the Home Office Resource Accounts even though these funds are also received by the Home Office and surrendered, in its capacity as agent, on behalf of the Consolidated Fund.

1.4 Revenue recognition

Levies and penalties are measured in accordance with IFRS 15 Revenue from Contracts with Customers. They are measured at the fair value of amounts received or receivable net of repayments. Revenue is recognised when:

- An event to which a levy or similar charge has occurred (i.e. the supply of a visa or passport).
- A penalty is validly imposed and an obligation to pay arises.

The Home Office, in its Trust Statement, recognises revenue from three main forms of income: levies and similar revenue, fines and penalties, and duties and fees.

The table below sets out, for each income stream reported within the Trust Statement,

when performance obligations are typically satisfied, the significant payment terms, and the nature of the goods or services supplied. All income streams usually have a contract duration of one year or less, and therefore the transaction price allocated to remaining performance obligations is not disclosed, applying the practical expedient in IFRS 15.121.

Contract liabilities (deferred revenue) primarily relate to the consideration received from customers in advance of transferring a good or service.

There are no contract assets held within the Trust Statement. Of the three income streams within the Trust Statement, Immigration Skills Charges and Consular Fees have contract liabilities. Civil penalties have no contract liabilities.

Income Stream	Description of Income Stream	Performance Obligation	Payment Terms
Immigration Skills Charges	A fee levied on businesses who are sponsors of skilled overseas workers recruited to work in the UK.	On delivery of application decision to the customer	Payment on application
Consular Fees	Fee for the supply of passports and other services by HM Passport Office	On printing of the passport	Payment on application
Civil Penalties	Recovery of civil penalty	The powers of the Home Office to recover this income is set out in legislation. Income is recognised when a penalty is issued.	Penalty payment by legislation

1.5 Financial assets

For the purposes of this Trust Statement, the Home Office holds financial assets (see note 7) in the following categories:

- Receivables held at amortised cost
- Cash and cash equivalents

Both receivables and cash and cash equivalents are held at amortised cost following the adoption of IFRS 9 'Financial Instruments'. Amortised costs entail valuing Statement of Financial Position items based on expected cash flows, adjusted for impairment in accordance with the requirements of the FReM and IFRS 9. IFRS 9 allows a practical expedient called a provision matrix to be used to measure impairment losses (see note 1.8 below).

Receivables held at amortised cost comprise:

- Illegal workers' civil penalties, the amounts due from individuals and companies in breach of section 15 of the Immigration, Asylum and Nationality Act 2006, for which, at the financial year end, payments have not been received.
- Right to Rent civil penalties levied against landlords in breach of section 22 of the Immigration Act 2014, amounts for which payments have not been received at the financial year end.
- Civil penalties levied against individuals and companies for the carriage of clandestine entrants, or failure to secure a goods vehicle in breach of the Immigration and Asylum Act 1999, amounts for which payments have not been received at the financial year end.
- Civil penalties levied against carriers in breach of the Immigration and Asylum Act 1999, amounts for which payments have not been received at the financial year end.

The present value of receivables is determined by making an assessment to reduce the carrying value of receivables to the estimated future flow of repayments, using our judgement on likely debt collection rates, discounted at HM Treasury's discount rate currently at 2.15% (2023-24: 2.05%). IFRS 9 as applied in the public sector (in accordance with the FReM), requires that the higher of the effective interest rate (0% in this case) and 2.15% be used for 2024-25, for non-indexed linked financial instruments.

Cash and cash equivalents comprise current balances with banks.

1.6 Financial liabilities

For the purposes of this Trust Statement, the Home Office holds financial liabilities (see note 7) in the following categories: payables, and contract liabilities.

Payables

Payables in the Statement of Financial Position are amounts established as due at the reporting date, but where payment is made subsequently. Payables are amounts relating to Immigration Skills Charges refunds which have not yet been processed at the reporting date. Since these balances are expected to be settled within 12 months of the reporting date there is no material difference between fair value, amortised cost and historical cost.

Contract Liabilities (see note 1.4).

Contract liabilities, as presented in the Statement of Financial Position, represent amounts received in advance in respect of Immigration Skills Charges and Consular Fees. These amounts are recognised as deferred income until the performance obligations under the respective arrangements have been satisfied.

In the case of Immigration Skills Charges, revenue is deferred until a decision has been made on the associated visa application. At the point of decision, the deferred income is either recognised as revenue or, where applicable, refunded to the applicant in accordance with published eligibility criteria.

For Consular Fees, revenue is deferred until the passport has been printed, at which point the related income is recognised. Where a refund is applicable, the corresponding amount is removed from deferred income and repaid to the applicant in line with the refund policy.

Visa and immigration fees and passport fees are refundable under certain circumstances. Detailed refund policies are set out on GOV.UK.

1.7 Receivables

Receivables are shown net of impairments in accordance with the requirements of IFRS 9.

Each class of debt has been assessed separately, using performance reports to provide data concerning recoverability, and the time for debt to be repaid.

Receivables are non-derivative financial assets with fixed or determinable payments that are not quoted on any market. Receivables are derecognised when the rights to receive cash flows from the assets have expired.

1.8 Critical accounting judgements and estimates

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. When preparing the Trust Statement, the Home Office makes estimates and assumptions concerning the future.

The resulting accounting estimates will rarely equal the actual results. The only significant estimate in the Trust Statement is the impairment of immigration civil penalty debt addressed below.

Impairment of debt and credit losses

Receivables are shown net of impairments, in accordance with the requirements of the FReM and IFRS 9.

Under IFRS 9, allowances are made for credit losses on an 'expected loss' basis. The amortised cost of receivables is determined by making an impairment to reduce the carrying value of receivables to the estimated future flow of repayments, which is dependent on ongoing collection rates over the previous six years. The current year's impairment has been calculated based on a provision matrix, which uses 'lifetime expected credit losses' to measure impairment losses for each class of civil penalty debt. The lifetime of a civil penalty is expected to be six years, at which point recovery of the debt is deemed as statute-barred, meaning it is no longer legally enforceable owing to a prescribed period of limitation being six years having now lapsed since the penalty was raised.

1.9 Cash

Cash for Immigration Skills Charges and Consular Fee is received up front then the income is recognised subsequently as the performance obligations are satisfied. For civil penalties, the determination of cash received is calculated by the increase or decrease in the Receivable balance, adjusted by the in-year income. Expenses incurred in the production of the Trust Statement are deemed paid in cash. Surrendering of Consolidated Fund Receipts to HM Treasury are made in cash at regular intervals throughout the year.

1.10 Trust Statement Expenses

Discounts

The amount of a civil penalty imposed can be reduced by 30% where payment is received in full within 21 days. There are also circumstances where the penalty imposed is reduced on appeal. The amount paid into the Consolidated Fund is net of any prompt payment discount and net of any reduction decision made on appeal.

Costs of Collection

Costs of collection include bank charges relating to the payment handling charges associated with collecting the Immigration Skills Charge including the recharge of the cost of staff involved.

Payment handling charges associated with the Immigration Skills Charge are estimated based on the proportional split between the visa sponsorship fee and the Immigration Skills Charge.

Administration Costs

Administration costs relate to the costs incurred in producing and preparing the Trust Statement, and supporting the associated audit, such as staff costs and publication costs.

1.11 Retained Income

£19.0 million has been retained from the total Civil Penalty Income (2023-24: £19.0 million), by agreement with HMT (Spending Review 2021). Retained income is calculated as Civil Penalty Income, less discounts, credit losses and administration costs, up to the maximum of £19.0 million.

1.12 International Financial Reporting Standards (IFRS) that have been issued but are not yet effective

IFRS 17: Insurance Contracts

IFRS 17 is the new accounting standard for Insurance Contracts and aims to make risk transfer contracts more comparable between entities.

The standard sets out the principles for the recognition, measurement, presentation and disclosure of insurance contracts within the scope and replaces the previous standard IFRS 4 Insurance Contracts.

The new standard is being applied by HM Treasury in the FReM from 1 April 2025 (with limited options for early adoption). IFRS 17 is not applicable to the Trust Statement.

2. Revenue and other income

2.1 Levies and similar revenues

The Immigration Skills Charge was introduced in April 2017 as a result of changes under the Immigration Act 2016. The Immigration Skills Charge levies employers who employ migrants in skilled areas and is collected as part of the Skilled Worker visa applications. This income is not retained by the Home Office and is remitted to HM Treasury as Consolidated Fund Extra Receipts.

The Immigration Skills Charge is levied as part of the process to apply for Skilled Worker visas and accounted for as deferred income until the visa application has been properly considered by the Home Office. If that consideration determines that the visa application is declined, the Immigration Skills Charge levy is refunded and removed from deferred income. If the consideration approves the visa application, the income is recognised as earned.

	2024-25	2023-24
	£000	£000
2.1 Levies and Similar Revenue		
Immigration Skills Charge	559,727	667,798
Total levies and similar revenues	559,727	667,798

2.2 Fines and penalties

Immigration Civil Penalties are levied on individuals and business for a range of reasons, such as; working or employing individuals working without permission to enter or remain in the UK; carrying clandestine entrants or failure to secure vehicles to prevent unauthorised access

by clandestine entrants; failure to comply with aviation information requirements; and renting to individuals without the right to rent in the UK. In 2024-25, the department retained £19.0 million of this income (see also note 1.11).

	2024-25	2023-24
	£000	£000
2.2 Fines and Penalties:		
Illegal Workers' Civil Penalties	102,010	28,059
Hauliers' Civil Penalties	20,042	15,277
Carriers' Civil Penalties	2,866	3,224
Landlords' Civil Penalties	3,536	272
Total fines and penalties	128,454	46,832

2.3 Other Income

Consular Fees are an element of passport fees relating to consular protection services provided by the Foreign, Commonwealth and Development Office (FCDO) worldwide.

These fees are not retained by the Home Office and are remitted to HM Treasury as Consolidated Fund Extra Receipts.

	2024-25	2023-24
	£000	£000
2.3 Other Income		
Passport Consular Fees	104,218	93,432
Total other income	104,218	93,432

The amount of the consular services element of the passport fee is set within the Passport (fees) Regulations. The consular services element is recognised in the same way and as part of the same process as the passport

fee income – recognised when the passport is printed. The monies collected for consular services are paid over periodically to the Consolidated Fund, but not at the time of collecting each fee.

3. Receivables

3.1 Amounts due at 31 March 2025

	2024-25	2023-24
	£000	£000
3.1 Amounts falling due within one year:		
Receivables before impairment	164,596	78,825
Estimated impairments	(117,062)	(67,114)
Receivables net book value at 31 March	47,534	11,711

Receivables represent the amounts due from individuals and businesses on whom financial penalties have been imposed prior to, and remain unpaid as at, 31 March 2025.

Receivables on the Statement of Financial Position are reported after the deduction of the estimated value of impairments, using an ECL model (see Note 3.3).

3.2 Credit losses

	2024-25	2023-24
	£000	£000
3.2 Credit Losses		
Increase / (decrease) in the value of impairment (see 3.3 below)	62,288	12,554
Total Credit Losses / (Gains)	62,288	12,554

3.3 Change to impairment of receivables

	2024-25	2023-24
	£000	£000
3.3 Change to Impairment of Receivables		
Balance at 1 April	67,114	62,992
Debts written off, offset against provision	(12,340)	(8,432)
Net remeasurement	62,288	12,554
Balance at 31 March	117,062	67,114

Debts are written off when the debtor is dissolved, bankrupt or in liquidation and the debt is deemed irrecoverable through any further means, or the debt is deemed as statute-barred, meaning the legal time limit of six years to recover the debt has passed.

The table below sets out the series of actions that the Home Office undertakes as part of its debt management procedures before considering that a debt has become irrecoverable:

Income Stream	Initial Activity	Further Action	Final Action
Illegal Workers' Civil Penalties (IWCP) and Landlords	Home Office Shared Services undertake initial phone calls to promote a faster payment option of 30% discount if the debt is paid within 28 days. Where the debt is not paid and becomes overdue, cases then flow through to the Debt Management Services (DMS) collections contract for further recovery actions.	Where Shared Services have been unsuccessful in collecting debts, cases are placed with a debt recovery agent (as part of the Home Office DMS contract) for pre-legal and then legal debt recovery action. This consists of calls, texts and letters to debtors in attempts to obtain either full repayment or repayment plans. Uncollected debt, once all pre-legal, legal and potential litigation action has been considered, is returned to us to consider for write-off.	Write-off consideration - A check is performed on the company, to confirm if still trading, and a decision is then reached regarding write-offs.
Hauliers	Home Office Shared Services undertake initial collections activities to recover the debt. The Clandestine Entrants Civil Penalty Team (CECPT) will also place the vehicle related to the fine on the Vehicle Action List (VAL). CECPT run BAU targeting activities six days a week, intercepting companies and vehicles on the VAL and holding the vehicles until payment is made. If payment is not made the vehicle will be detained and sold. Where the debt is not paid through both above methods and there remains an outstanding amount, the case will then flow through to the DMS collections contract for further recovery actions.	Targeted lists of repeat offenders and large unpaid debts are shared with specialist teams and targeted via joint Border Force and police operations, detaining vehicles, and obtaining payment.	Aged debt process: once a debt is approaching six years since issue a review is performed, with checks where possible to confirm if the company is still trading/travelling and a decision is then reached regarding write-offs.

Income Stream	Initial Activity	Further Action	Final Action
Carriers	Home Office Shared Services undertake all debt collection activity, up to the 90-day stage.	If debt collection is unsuccessful the debt is returned to the business area after 90 days, for additional recovery attempts, for which there is an established process. If all stages are exhausted, referral to the Government Legal Department (GLD) is considered.	If referral to GLD is not appropriate, the debt is considered by the business area for write-off.

IFRS 9 requires year-end financial accounts to adopt an expected credit loss (ECL) approach. This means that debt provisions must be adjusted for expected losses, such as non-payment.

Under IFRS 9, this impairment loss estimation can be measured using a provision matrix, which calculates the ECL for each segment of civil debt using the historical loss experience for each segment. ECL is calculated based on the average of historical debtor performance over the previous six years, for all Civil Penalties, prior to the balance sheet date.

The estimated future ECL is discounted at HM Treasury's discount rate currently at 2.15% (2023-24: 2.05%).

The estimated future flow of repayments after taking ECL into consideration is then deducted from the debt outstanding at the balance sheet date, to calculate the estimated impairment provision. The expected loss provision balance has increased from £67.1 million in 2023-24 to £117.1 million in 2024-25.

The Home Office Central Economics Unit produces a macroeconomic overlay annually, assessing macroeconomic relationships and the potential impact of future macroeconomic conditions on the likelihood of settling unpaid fines. The latest analysis found no significant correlation between macroeconomic indicators and civil penalty repayments. Consequently, no macroeconomic overlay has been applied to the ECL.

Because of the degree of uncertainty in developing these estimates, we have used sensitivity analysis to show a range of potential outcomes. Further detail is included in note 7.2 (a).

4. Cash and cash equivalents

	2024-25	2023-24
	£000	£000
Balance at 1 April	228,001	238,348
Net change in cash and cash equivalent balances	28,740	(10,347)
Balance at 31 March	256,741	228,001
The following balances at 31 March were held at:		
Government Banking Service	256,741	228,001
Total	256,741	228,001

5. Payables and contract liabilities

	2024-25	2023-24
	£000	£000
Contract liabilities	32,276	37,591
Payables	64,327	38,277
Total payables and contract liabilities at 31 March	96,603	75,868

Payables represent Immigration Skills Charge refunds which are due but not yet paid.

Contract liabilities represent revenue for the Immigration Skills Charge and Consular Fees

as deferred until a decision is made regarding the outcome of the visa application or printing of the passport. The following table provides an analysis on changes to contract liabilities during the year.

	2024-25	2023-24
	£000	£000
Contract Liabilities		
Balance at 1 April	(37,591)	(49,758)
Decrease due to revenue recognised in year	559,727	667,798
Increase due to cash received in advance and not recognised as revenue in year	(554,412)	(655,631)
Balance at 31 March	(32,276)	(37,591)
Presented within:		
Current	(32,276)	(37,591)

6. Balance on the consolidated fund account

	2024-25	2023-24
	£000	£000
Balance on the Consolidated Fund at 1 April	163,844	177,599
Net Revenue for the Consolidated Fund	694,034	759,846
Amounts Paid to the Consolidated Fund	(650,206)	(773,601)
Balance on the Consolidated Fund at 31 March	207,672	163,844

7. Financial instruments

7.1 Classification and categorisation of financial instruments

		2024-25	2023-24
	Note	£000	£000
Financial Assets			
Cash	4	256,741	228,001
Civil penalties receivables	3	47,534	11,711
Total financial assets		304,275	239,712
Financial Liabilities			
Payables and contract liabilities	5	(96,603)	(75,868)
Total financial liabilities		(96,603)	(75,868)

On behalf of the Consolidated Fund, the Home Office is party to financial instrument arrangements as part of its normal operations. These financial instruments include bank accounts, receivables and payables.

IFRS 7 Financial Instruments: Disclosures, requires disclosure of the role that financial instruments have had during the year in creating or changing risks an entity faces in the course of its operations.

As the Home Office is acting as agent on behalf of the Consolidated Fund in collecting levies, fines and penalties and similar revenues and surrendering these funds when received, it cannot incur losses through the Trust Statement.

Write-offs and impairment charges disclosed in the Income and Expenditure Statement reflect the non-recoverability of gross debt since the Home Office obligation to surrender financial penalties is limited to the amount it is able to collect in revenue.

The Home Office, on behalf of the Consolidated Fund and other parties, has no requirement to borrow or invest surplus funds. As such, the Home Office, in its

capacity as agent, is not exposed to the degrees of financial or market risk facing a business entity acting as principal.

7.2 Risk exposure to financial instruments

a) Carrying amount and fair values

The fair value of cash balances approximates to their carrying amount, largely owing to the short-term maturity of this financial instrument (less than three months).

The amortised cost of receivables is determined by making an impairment to

reduce the carrying value of receivables, to the net present value of the estimated future flow of repayments, discounted at the Treasury rate of 2.15% (2023-24: 2.05%).

The impact of a change in the discount rate is reflected in the table below:

		2024-25	2023-24
		£000	£000
Change in Discount Rate			
Projected Cash Collections	+1%	(5,291)	(2,199)
Projected Cash Collections	-1%	4,963	2,078

The key assumption behind the impairment provision is that the estimated future flow of repayments reflects historical trends.

The table below is a sensitivity analysis showing the impact on trade receivables across alternative assumptions:

Increase / (decrease) in net receivables		2024-25	2023-24
		£000	£000
Change in Assumption			
Projected Cash Collections	+40%	12,452	4,984
Projected Cash Collections	+30%	9,339	3,738
Projected Cash Collections	+20%	6,226	2,492
Projected Cash Collections	+10%	3,113	1,246
Projected Cash Collections	+5%	1,557	623
Projected Cash Collections	-5%	(1,557)	(623)
Projected Cash Collections	-10%	(3,113)	(1,246)
Projected Cash Collections	-20%	(6,226)	(2,492)
Projected Cash Collections	-30%	(9,339)	(3,738)
Projected Cash Collections	-40%	(12,452)	(4,984)

b) Liquidity risk

Liquidity risk is the risk that the Home Office, on behalf of the Consolidated Fund and other parties, will encounter difficulty raising liquid funds to meet commitments as they fall due. The Home Office is obliged to surrender only those funds that it has collected and banked and, as such, in its capacity as agent, does not have significant liquidity risk.

c) Credit risk

Credit risk is the risk that a third party will default on its obligation to the Home Office on behalf of the Consolidated Fund and other parties, thereby causing the Consolidated Fund and other parties, for whom the Home Office acts as agent, to incur a loss. Credit risk arises from deposits with banks and receivables. The maximum exposure to credit risk at the balance sheet date is:

	2024-25	2023-24
	£000	£000
Cash at bank	256,741	228,001
Trade and other receivables	47,534	11,711
Total	304,275	239,712

Cash at bank comprises liquid bank balances held with commercial banks, which are all administered through the GBS.

The size of the risk inherent within the trade receivables balance (shown net of impairment above) is reflected in the receivables impairment which totals £117.1 million in 2024-25 (£67.1 million in 2023-24). The Home Office, through the Governance and Risk management structures outlined in the Governance Statement, continues to assess and implement programmes to increase collection of receivables.

d) Currency risk and interest rate risk

There is no exposure to currency risk as all fees, charges and penalties are imposed, collected and payable in sterling. The Home Office Trust Statement has no exposure to interest rate risk.

8. Related party transactions

In relation to this Trust Statement, the Home Office has had transactions with HM Treasury and the Exchequer relating to payments made into the Consolidated Fund.

Ministers' interests are declared and maintained through the Register of Members' Interests at the House of Commons and the Register of Lords' Interest at the House of Lords.

Board members and key senior management staff are subject to a standard annual interests' review, stating whether they, their spouses or close family members have been in a position of influence or control in organisations with which the Home Office has transactions. Further detail is included in the Home Office Resource Accounts.

9. Events after the reporting period

There were no significant events after the reporting period that require disclosure.

In accordance with the requirements of IAS 10 Events After the Reporting Period, events are considered up to the date on which the accounts are authorised for issue.

The date the Accounts are authorised for issue is interpreted as the same date the Accounts are certified by the Comptroller and Auditor General.

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