

# Construction Workers' Charitable Trust

England & Wales · Charity number 1004732

## Details

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|             |   |
|-------------|---|
| Other names | B & C E CHARITABLE TRUST, BUILDING AND CIVIL ENGINEERING CHARITABLE TRUST, Construction Workers' Charitable Trust |
| Status      | Registered  |
| Legal form  | Trust   |
| Registered  | 1991-10-14  |
| Register    | <a href="#">View on the Charity Commission register</a>   |

## Contact

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|         |   |
|---------|---|
| Address | Manor Royal<br>Crawley<br>West Sussex<br>RH10 9QP   |
| Phone   | 03002000600   |
| Email   | <a href="mailto:Cwct@peoplespartnership.co.uk">Cwct@peoplespartnership.co.uk</a>                    |
| Website | <a href="https://bandce.co.uk/the-charitable-trust/">https://bandce.co.uk/the-charitable-trust/</a> |

## Activities

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**Objects:** GENERAL CHARITABLE OBJECTS AND IN PARTICULAR 1 EDUCATION AND TRAINING IN AND RESEARCH INTO OCCUPATIONAL HEALTH AND SAFETY IN THE BUILDING AND CIVIL ENGINEERING INDUSTRIES. 2. EDUCATION TRAINING AND RE-TRAINING FOR OPERATIVES PAST OPERATIVES AND YOUNG PERSONS. 3. RELIEF OF BENEFICIARIES WHO ARE IN NEED BY VIRTUE OF THEIR POVERTY SICKNESS OR DISTRESS.

**Activities:** Education and training in and research into occupational health and safety in the building and civil engineering industries. Education, training and retraining for operatives, past operatives and young persons. Relief of beneficiaries who are in need by virtue of their financial situation, sickness or distress.

## Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

## Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

| Period end | Income   | Expenditure | Assets   | Employees |
|------------|----------|-------------|----------|-----------|
| 2025-03-31 | £390,636 | £388,116    | -        | -         |
| 2024-03-31 | £393,849 | £393,750    | -        | -         |
| 2023-03-31 | £623,830 | £618,400    | £78,359  | 0         |
| 2021-09-30 | £363,890 | £400,442    | -        | -         |
| 2020-09-30 | £658,091 | £620,626    | £109,481 | 0         |

## Trustees

| Name                       | Role | Appointed  |
|----------------------------|------|------------|
| Jeremy Paul Swain          |      | 2022-04-01 |
| Patrick Iain Heath-Lay     |      | 2013-12-13 |
| ROBERT JOHN BLACKMAN MIOSH |      |            |
| Rupert Philip Perkins      |      | 2024-06-05 |
| Vaughan Hart               |      | 2020-12-01 |

**Construction Workers- Charitable Trust**

England & Wales - Charity number 1004732

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# Accounts

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# **The Building and Civil Engineering Charitable Trust**

**Annual Report and Financial Statements**

**for the year ended 31 March 2025**

**Charity number: 1004732**

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## Trustees and advisers

The following served as Trustees of The Building and Civil Engineering Charitable Trust during the year and up to the date of approval of the Financial Statements:



**Patrick Heath-Lay**

Chair of the Trust, and Chief Executive Officer of the PPHL\* Group



**Robert Blackman MBE**

Director of PPHL\*



**Vaughan Hart**

Director of PPHL\*



**Jeremy Swain**

Director of PPHL\*



**Rupert Perkins**

Director of PPL\*\*  
(Appointed on 5 June 2024)

\* People's Partnership Holdings Limited

\*\* People's Partnership Limited

Refer to the Affiliation Section on Page 5 for further information.

### Principal address

Manor Royal  
Crawley  
West Sussex  
RH10 9QP

### Registered charity number

1004732

### Contact details

Email: [charitabletrust@bandce.co.uk](mailto:charitabletrust@bandce.co.uk)  
Tel: 0300 2000 600

### Independent examiner

Charles Homan FCA  
UHY Hacker Young (S.E.) Ltd  
168 Church Road  
Hove  
East Sussex  
BN3 2DL

### Banker

HSBC Bank plc  
60 Queen Victoria Street  
London  
EC4N 4TR

### Solicitor

CMS Cameron McKenna Nabarro Olswang LLP  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AF

## Trustees' Annual Report for the year ended 31 March 2025

The Trustees present their Annual Report and Financial Statements of The Building and Civil Engineering Charitable Trust ("the Trust") for the year ended 31 March 2025.

### Our aims

The Trust aims to give back to construction. We focus on the needs of workers – past, present and future – to help make a better life possible for people in the construction industry.

We deal with individuals directly and through a growing network of other supporting organisations.

The Trust provides a range of awards, grants and support including:

- Financial support and guidance during times of need.
- Contributions to the training and retraining of construction workers.
- Grants to organisations that support workers with education and training in construction.
- Funding for organisations looking to improve occupational health and safety in the construction industry.

### Objectives and activities for public benefit

The Trust was set up in 1991 to provide:

- Relief for people in times of need, such as unemployment, poverty, sickness or distress.
- Education, training and retraining for operatives and young people who want to start working in the construction industry.
- Education, training and research for occupational health and safety initiatives in the construction industry.

The cost-of-living crisis has continued to have a significant impact on the number of enquiries coming into the Trust, resulting in holistic and financial support being given to a wide range of claimants.

We work with a variety of like-minded organisations who help us achieve our objectives.

The Trustees and management of the Trust refer to the Trust Deed when considering an application to ensure any decision fits with the objectives. Pages 3 to 4 feature examples of some of the grants the Trust has awarded during the period.

The Trustees confirm they have referred to the Charity Commission's guidance on public benefit when reviewing the Trust's aims and objectives, in planning future activities, and setting the annual grant making policy.

The examples described on pages 3 to 4, as with all the money awarded by the Trust, show how the Trust meets its legal and public benefit purposes, in line with the Charity Commission's guidance.

## Trustees' Annual Report for the year ended 31 March 2025 (continued)

### Achievements and performance

The Trustees are pleased with the achievements and performance of the Trust, and examples of its work can be found below.

#### 1. Relief for people in times of need, such as unemployment, poverty, sickness or distress

During the period, grants paid under this objective amounted to £69,221 (2024: £62,612). The grants paid covered a wide variety of needs and each individual payment was clearly aligned to this objective and the Charity Commission's guidance on public benefit.

|  |   |
|--|---|
| <p>Due to an inoperable brain condition and a life altering diagnosis the claimant had to retire from his long-standing career in the construction industry. At this time the claimant's spouse also developed cancer and has been unable to work. As a result, utility payments were missed. The Trust was able to award a grant, working in collaboration with another charity to clear the arrears.</p> | <p>"Thank you for agreeing to award a grant to help us pay our unexpected energy debt. We are extremely grateful for your support which has given us peace of mind and reduced our anxiety levels significantly. It is good to know that your charity exists and is able to provide help for workers in the construction industry."</p> |
|--|---|

#### 2. Education, training and retraining for operatives and young people who want to start working in the construction industry

Total grants paid to both corporate and individual recipients under this objective amounted to £130,756 (2024: £159,616).

The Trust awarded a total of £130,316 (2024: £157,286) to 5 (2024: 14) corporate recipients for education, training and retraining including:

£25,000 awarded to Construction Youth Trust, an organisation that aims to inspire and enable young people to overcome barriers and achieve their full career potential. The funding will support the two-year Pathways to Professional Careers programme (Pathways). The Pathways programme looks to support young people from age 16 up to leaving school at 18, and then transitioning into an apprenticeship. The programme looks to level the playing field for disadvantaged young people, helping them gain access to rewarding and sustainable apprenticeships in the construction and built environment sector.

##### The Construction Employability Award

The annual Construction Employability Award of £20,000 is given to a project or organisation that can demonstrate a route for the trainees or beneficiaries into sustained employment within the construction industry.

In November 2024, the award was granted to Carrington LIME Heritage Skills Training CIC, formed in 2020 in response to the national shortage of heritage building skills. Now the UK's largest provider of lime courses, they are the only provider that offers progressive courses that take students from complete beginner all the way to a professional with formal qualifications.

The grant of £20,000 will allow Carrington Lime to expand its national heritage plastering programme to add two additional courses, enabling the organisation to provide a fully funded career path for anyone looking to train as a professional heritage plasterer. Through the one-year programme 50 students will receive training in the repair and maintenance of traditional buildings. 24 of these students will receive practical skills, knowledge, confidence and contacts enabling them to gain employment in the construction industry.

## Trustees' Annual Report for the year ended 31 March 2025 (continued)

### Achievements and performance (continued)

#### 3. Education, training and research for occupational health, health initiatives and safety initiatives in the construction industry

The Trustees made £34,622 of awards (2024: £23,519) under this objective, including:

Mesothelioma UK is a national charity dedicated to supporting people affected by mesothelioma and other asbestos-related conditions. They offer expert care, trusted information, and advocacy, helping patients, families, and carers across the UK access the financial and practical support they need. Mesothelioma UK was awarded a grant of £30,000. This organisation wants to expand their benefits advice offering with the long-term view of having advisors nationwide. The grant goes towards the expansion of their benefits advice offering and contributes to the salary of a full-time Benefits Advisor at their Leicestershire Head Office. The Benefits Advisor will provide specialist guidance to those affected by disease enabling them to secure the benefits and compensation they are entitled to, with an average income generation of £20,343 per client.

### Future developments

During the next financial year ending 31 March 2026, the Group has agreed to provide £260,000 of funds towards activities under the Trust's 3 objectives. This funding is earmarked for grant allocation only - operational expenses such as telephony costs are funded separately by the Group.

The Trust remains focused on supporting the needs of the construction industry and those working within it, and is continuously looking for innovative ways to improve its service delivery.

### Financial review

These Financial Statements present the financial performance of the Trust over a 12-month period.

Income from donations and donated services at £389,559 (2024: £392,907) is detailed below:

- Donated income from the Group at £215,313 (2024: £291,750) is in line with planned donations.
- Donated support and governance services at £100,086 (2024: £100,086).
- Other Income at £74,160 (2024: £1,071).

Expenditure on charitable activities at £388,116 (2024: £393,750) is detailed below:

- Grant expenditure of £234,599 (2024: £245,747).
- The support and governance costs of the Trust are £102,336 (2024: £102,226) and include Independent examiner fees of £2,190 (2024: £2,100).
- Activities undertaken directly predominantly relate to telephony costs at £51,181 (2024: £45,777).

The above has resulted in a net inflow of funds of £2,519 (2024: inflow £99).

#### Grants

The Trustees' policy is that all payments are made at their absolute discretion. During the period, 98 (2024: 111) grants were awarded, amounting to £234,599 (2024: £245,747).

At the year-end, 1 grant (2024: 2) with a total value of £1,000 (2024: £2,000) had been approved but not paid. A provision for approved and pending payment grants has been included in the Financial Statements but not for grants under review.

## Trustees' Annual Report for the year ended 31 March 2025 (continued)

### Financial Review (Continued)

#### Reserves

The Trustees have agreed a funding objective to ensure the level of unrestricted reserves is at least sufficient to meet the expected future grant payments on a rolling year basis. The unrestricted reserves position is reviewed at each Trustee meeting to ensure the funding objective is maintained. The reserves at the year-end were £80,978 (2024: £78,458) and will continue to be monitored, including ongoing discussions with the Group regarding future funding.

The Trust is funded by the Group who also provide all the necessary administrative resources for it to operate. The Group provided £215,313 (2024: £291,750) of funding during the period, in addition to its donated services.

In 2025 the Trust received £73,614 from Interserve Training Trustees Limited. This grant was held in a segregated account as restricted funds, for the purpose of paying grants relating to education, training and retraining operatives and young persons. This, including interest earned within the year, was fully utilised.

#### Grant making policy

The Trustees have set criteria that defines who or what could be eligible for a grant (e.g. limits on disposable income, amount of savings and what documentary evidence is needed to support the case), and all cases are judged on their individual merits. Individuals suffering financial hardship should have been in employment for at least 12 months in the construction industry. This being the case, the Trustees will consider grant applications from either those individuals or their dependants.

#### Risk review

The Trustees carry out a periodic review of the risk register to ensure that appropriate controls are in place and remain effective.

The Trust is exposed to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due. This risk is managed by holding the assets of the Trust with financial institutions which are at least investment grade credit rated.

#### Investments

All of the Trust's assets are held as cash, ensuring the ability to pay grants immediately.

### Structure, governance and management

#### Trustees

The Trustees who served during the year and up to the date of approval of the Financial Statements are listed on page 1. The Trustees met 4 times in the year to review cases of hardship and to award grants. The Trustees have appropriate controls in place to review and approve payments, working closely with Group executives.

#### Pay and remuneration arrangements

None of the Trustees or key management are remunerated by the Trust.

#### Affiliation

The Trust is affiliated with the People's Partnership Holdings Limited ("PPHL") group of entities that provides pension and welfare benefits across the UK. People's Partnership Limited ("PPL") is a 100% owned subsidiary of the PPHL Group. PPHL and its subsidiaries together are referred to as "the Group".

## Trustees' Annual Report for the year ended 31 March 2025 (continued)

### Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the Financial Statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

Approved by the Trustees and signed on their behalf by:



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**Trustee and Chair**  
**Patrick Heath-Lay**  
16 September 2025  
Charity number: 1004732

## Independent examiner's report to the Trustees of The Building and Civil Engineering Charitable Trust for the year ended 31 March 2025

I report on the Financial Statements for the year ended 31 March 2025 which are set out on pages 8 to 15.

### Respective responsibilities of the Trustees and Independent Examiner

The Trustees of the charity are responsible for the preparation of the Financial Statements. They consider that an audit is not required for this period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

### Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

### Independent Examiner's Statement

In connection with my examination, no matters have come to my attention:

1. which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with s.130 of the 2011 Act; or
  - to prepare accounts which accord with these accounting records have not been met; or
2. to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

*UHY Hacker Young (SE) Ltd*

UHY Hacker Young (S.E.) Ltd

Date: 16 September 2025

## Statement of Financial Activities for the year ended 31 March 2025

|                                    |      | Year ended<br>31 March<br>2025<br>£ | Year ended<br>31 March<br>2025<br>£ | Year ended<br>31 March<br>2025<br>£ | Year ended<br>31 March<br>2024<br>£ | Year ended<br>31 March<br>2024<br>£ | Year ended<br>31 March<br>2024<br>£ |
|------------------------------------|------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
|                                    | Note | Unrestricted<br>funds               | Restricted<br>funds                 | Total<br>funds                      | Unrestricted<br>funds               | Restricted<br>funds                 | Total funds                         |
| <b>Income from:</b>                |      |                                     |                                     |                                     |                                     |                                     |                                     |
| Donations and donated services     | 5    | 315,399                             | 74,160                              | 389,559                             | 392,907                             | -                                   | 392,907                             |
| Investments                        | 6    | 514                                 | 563                                 | 1,077                               | 942                                 | -                                   | 942                                 |
| <b>Total Income</b>                |      | <b>315,913</b>                      | <b>74,723</b>                       | <b>390,636</b>                      | <b>393,849</b>                      | <b>-</b>                            | <b>393,849</b>                      |
| <b>Expenditure on:</b>             |      |                                     |                                     |                                     |                                     |                                     |                                     |
| Charitable activities              | 7    | (313,393)                           | (74,723)                            | (388,116)                           | (393,750)                           | -                                   | (393,750)                           |
| <b>Net movement in funds</b>       |      | <b>2,520</b>                        | <b>-</b>                            | <b>2,520</b>                        | <b>99</b>                           | <b>-</b>                            | <b>99</b>                           |
| <b>Reconciliation of funds:</b>    |      |                                     |                                     |                                     |                                     |                                     |                                     |
| Total funds brought forward        |      | 78,458                              | -                                   | 78,458                              | 78,359                              | -                                   | 78,359                              |
| <b>Total funds carried forward</b> |      | <b>80,978</b>                       | <b>-</b>                            | <b>80,978</b>                       | <b>78,458</b>                       | <b>-</b>                            | <b>78,458</b>                       |

All income arises from the continuing activities of the Trust. The Trust had no other comprehensive income or losses other than those dealt with in the Statement of Financial Activities ("SoFA").

## Balance Sheet as at 31 March 2025

|  | Note | 31 March<br>2025<br>£<br>Unrestricted<br>funds | 31 March<br>2024<br>£<br>Unrestricted<br>funds |
|--|------|--|--|
| <b>Current assets:</b>                         |      |  |  |
| Debtors  | 9    | 58,926   | 9,785  |
| Cash at bank and in hand                       |      | 43,803   | 77,735   |
| Total current assets                           |      | <u>102,729</u>                                 | <u>87,520</u>                                  |
| <b>Liabilities:</b>                            |      |  |  |
| Creditors: Amounts falling due within one year | 10   | (21,751)                                       | (9,062)  |
| <b>Net current assets</b>                      |      | <u>80,978</u>                                  | <u>78,458</u>                                  |
| <b>Total net assets</b>                        |      | <u>80,978</u>                                  | <u>78,458</u>                                  |
| <b>The funds of the charity:</b>               |      |  |  |
| Unrestricted funds                             |      | 80,978   | 78,458   |
| <b>Total charity funds</b>                     |      | <u>80,978</u>                                  | <u>78,458</u>                                  |

The notes to these Financial Statements on pages 10 to 15 form part of the Financial Statements. The Financial Statements on pages 8 to 15 were approved by the Trustees on 16 September 2025 and signed on their behalf by:




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Trustee and Chair

Patrick Heath-Lay

## Notes to the Financial Statements for the year ended 31 March 2025

### 1. Basis of preparation and assessment of going concern

The Financial Statements have been prepared under the historical cost convention, with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these Financial Statements.

The Financial Statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

This departure has involved following Accounting and Reporting by Charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Trust is exempt from the requirement to publish a cash flow statement under FRS 102 Section 7 'Cash flow statements' and the Charity SORP 'Update Bulletin 1 – Amendments to Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland' as the Trust is defined as small.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

### 2. Statement of compliance

The Financial Statements of the Trust have been prepared in accordance with 'Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued by the Financial Reporting Council (FRS 102) and the guidance set out in 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102' (Charities SORP (FRS 102) and the Charities Act 2011).

The Trust meets the definition of a public benefit entity under FRS 102.

### 3. Accounting policies

#### Income recognition

Donations and voluntary income are only included in the Statement of Financial Activities ("SoFA") when the Trust has unconditional entitlement to the income and are recognised at fair value.

Deposit interest is included in the SoFA on a receivable basis.

## Notes to the Financial Statements for the year ended 31 March 2025 (continued)

### 3. Accounting policies (continued)

#### Expenditure recognition

Grants are included in the SoFA when applications have been approved and are expected to be paid. These amounts recognised as liabilities are the best estimate of the expenditure required to settle the present obligation at the balance sheet date. Grants expected to be paid at the period-end are normally paid within the following financial year.

Activities undertaken directly are included in the SoFA when the services have been provided by the Trust for the benefit of individuals.

Support and governance costs from PPL consisted of accountancy, administration and office facilities and have been recognised on an accrued cost basis. As these costs are recharged back to PPL, they are also included in "Donations and donated services" as income.

#### Financial instruments

The Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

#### Debtors

Prepayments are valued at the amount prepaid net of any trade discounts due.

#### Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, that it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

#### Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand. Bank overdrafts, where applicable, are shown within borrowings in current liabilities.

#### Reserves

The unrestricted reserves held at the year-end represent donations yet to be utilised at the Trustees' discretion for the payment of grants. The Trustees review the adequacy of the reserves position at least annually.

## Notes to the Financial Statements for the year ended 31 March 2025 (continued)

### 3. Accounting policies (continued)

#### Taxation

The Trust is exempt from tax on its income and capital gains under Section 505 (1) of the Income and Corporation Taxes Act 1988. Any irrecoverable VAT is charged to the SoFA or capitalised as part of the related asset, as appropriate.

### 4. Critical accounting judgements and estimation uncertainty

It is the opinion of the Trustees that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

### 5. Donations and donated services income

|                    | Year ended<br>31 March<br>2025<br>Unrestricted<br>Funds<br>£ | Year ended<br>31 March<br>2025<br>Restricted<br>Funds<br>£ | Year ended<br>31 March<br>2025<br>Total Funds<br>£ | Year ended<br>31 March<br>2024<br>£ |
|--------------------|--|--|--|-------------------------------------|
| Donated Services   | 100,086  | -  | 100,086  | 100,086                             |
| Donations Received | 53,874   | -  | 53,874   | 46,003                              |
| Other Income       | -  | 74,160   | 74,160   | 1,071                               |
| Grant Income       | 161,439  | -  | 161,439  | 245,747                             |
|                    | <b>315,399</b>   | <b>74,160</b>  | <b>389,559</b>                                     | <b>392,907</b>                      |

Unrestricted income of £315,399 (2024: £392,907) was funded from the PPL Group. Restricted income of £74,160 (2024: £nil) was funded by the donation from Interserve as noted within the 'Reserves' and bank interest earned on these funds.

### 6. Investment income

|                       | Year ended<br>31 March<br>2025<br>Unrestricted<br>Funds<br>£ | Year ended<br>31 March<br>2025<br>Restricted<br>Funds<br>£ | Year ended<br>31 March<br>2025<br>Total Funds<br>£ | Year ended<br>31 March<br>2024<br>£ |
|-----------------------|--|--|--|-------------------------------------|
| Bank deposit interest | 514  | 563  | 1,077  | 942                                 |

## Notes to the Financial Statements for the year ended 31 March 2025 (continued)

### 7. Expenditure on charitable activities

#### Analysis of expenditure on charitable activities

| Activity  | Activities undertaken directly | Grant funding of activities | Support and governance costs | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|--------------------------------|-----------------------------|------------------------------|--------------------------|--------------------------|
|   | £                              | £                           | £                            | £                        | £                        |
| Relief for people in times of need, such as unemployment, poverty, sickness or distress                                   | 51,181                         | 69,221                      | 30,195                       | 150,597                  | 134,434                  |
| Education, training and retraining for operatives and young people who want to start working in the construction industry | -                              | 130,756                     | 57,038                       | 187,794                  | 226,014                  |
| Education, training and research for occupational health initiatives and safety initiatives in the construction industry  | -                              | 34,622                      | 15,103                       | 49,725                   | 33,302                   |
|   | <b>51,181</b>                  | <b>234,599</b>              | <b>102,336</b>               | <b>388,116</b>           | <b>393,750</b>           |

The support and governance costs are apportioned based on the value of grants paid under each activity. This is because the higher the value of the grant, more time is spent on the grant evaluation.

The Trust is funded by the PPHL Group on a rolling 12-month basis as and when funds are required to meet expected grant payments. As a result, there is no fundraising activity undertaken and, therefore, no support costs are allocated to fundraising.

#### Analysis of grants

|   | Individual    | Institution    | Year ended 31 March 2025 | Year ended 31 March 2024 |
|---|---------------|----------------|--------------------------|--------------------------|
|   | £             | £              | £                        | £                        |
| Relief for people in times of need, such as unemployment, poverty, sickness or distress                                   | 69,221        | -              | 69,221                   | 62,612                   |
| Education, training and retraining for operatives and young people who want to start working in the construction industry | 440           | 130,316        | 130,756                  | 159,616                  |
| Education, training and research for occupational health initiatives and safety initiatives in the construction industry  | 6,122         | 28,500         | 34,622                   | 23,519                   |
|   | <b>75,783</b> | <b>158,816</b> | <b>234,599</b>           | <b>245,747</b>           |

Unrestricted grant payments are recognised once approved.

## Notes to the Financial Statements for the year ended 31 March 2025 (continued)

### 7. Expenditure on charitable activities (continued)

#### Analysis of support and governance costs

|  |   |                                |
|--|---|--------------------------------|
| Support and governance costs allocated to charitable activities can be broken down as follows: | <b>Year ended<br/>31 March<br/>2025</b> | Year ended<br>31 March<br>2024 |
|  | £                                       | £                              |
| Donated support and governance services  | <b>100,086</b>                          | 100,086                        |
| Independent examiner's fees (note 7)   | <b>2,190</b>                            | 2,100                          |
| Bank charges   | <b>60</b>                               | 40                             |
|  | <b>102,336</b>                          | <b>102,226</b>                 |

There are no employees of the Trust and therefore no direct employee costs. The majority of the support and governance of the Trust are services donated by PPL. PPL does not identify the actual cost incurred in administering the Trust. The cost is determined on a time apportionment basis across all activities of PPL and applied to PPL's total overheads, including wages and salaries, to determine the cost of each activity undertaken in relation to the Trust.

### 8. Independent examiner's remuneration

The independent examiner's fee for the year, including VAT, is £2,190 (2024: £2,100). There were no other fees incurred for other services provided by the independent examiner (2024: £nil).

### 9. Debtors

|                                |                      |               |
|--------------------------------|----------------------|---------------|
|                                | <b>31 March 2025</b> | 31 March 2024 |
|                                | £                    | £             |
| Prepayments and accrued income | <b>58,926</b>        | 9,785         |
|                                | <b>58,926</b>        | <b>9,785</b>  |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. Financial assets included within the above, being accrued income of £53,509 (2024: £nil) are measured at amortised cost and are receivable within one year and are therefore measured at an undiscounted amount.

## Notes to the Financial Statements for the year ended 31 March 2025 (continued)

### 10. Creditors: amounts falling due within one year

|                            | <b>31 March 2025</b> | 31 March 2024 |
|----------------------------|----------------------|---------------|
|                            | <b>£</b>             | £             |
| Trade creditors            | -                    | 3,000         |
| Accrual for grants payable | <b>1,000</b>         | 2,000         |
| Expense accruals           | <b>20,751</b>        | 4,062         |
|                            | <b><u>21,751</u></b> | <u>9,062</u>  |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All creditors falling due within one year above are financial liabilities, which are payable within one year and are therefore measured at an undiscounted amount.

### 11. Related parties

The Trustees consider PPHL Group, including PPL and other subsidiaries, to be the only related parties of the Trust. All Trustees of the Trust are either directors, former directors or senior executives of PPHL or PPL and therefore PPHL and PPL are related parties of the Trust.

The administration of the Trust is carried out by PPL which bears all of the costs. The approximate cost totalled £100,086 for the current year (2024: £100,086). The administration costs have been allocated to the Trust as part of the donated governance costs from PPL, as disclosed in note 7, with a matching amount included in income for the year

The independent examiner's fees are paid for by the PPHL Group and are recharged to the Trust as disclosed in note 8.

No remuneration or payments of any kind have been paid either by the Trust or the PPHL Group to the Trustees for the year in respect of their Trustee services to the Trust (2024: £nil). The Trustees are remunerated by the PPHL Group in respect of their services to the wider PPHL Group.

During the year, there were no expenses paid by the PPHL Group on behalf of the Trust (2024: £nil) that were not recharged to the Trust.

At the end of the year, amounts due from the PPHL Group relating to grants and cost recharges was £53,069 (2024: £nil) as included in note 9.

**Construction Workers- Charitable Trust**

England & Wales - Charity number 1004732

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# Accounts

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# **The Building and Civil Engineering Charitable Trust**

**Annual Report and Financial Statements**

**for the year ended 31 March 2024**

**Charity number: 1004732**

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## Trustees and advisers

The following served as Trustees of The Building and Civil Engineering Charitable Trust during the year and up to the date of approval of the Financial Statements:



**Patrick Heath-Lay**

Chair, and Chief Executive Officer of the People's Partnership Group



**Robert Blackman MBE**

Director of PPHL



**Vaughan Hart**

Director of PPHL



**Jeremy Swain**

Director of PPHL



**Stephen Terrell**

Director of PPHL  
(Resigned on 31 March 2024)

### Principal address

Manor Royal  
Crawley  
West Sussex  
RH10 9QP

### Registered charity number

1004732

### Contact details

Email: [charitabletrust@bandce.co.uk](mailto:charitabletrust@bandce.co.uk)  
Tel: 0300 2000 600

### Independent examiner

Charles Homan FCA  
UHY Hacker Young (S.E.) Ltd  
168 Church Road  
Hove  
East Sussex  
BN3 2DL

### Banker

HSBC Bank plc  
60 Queen Victoria Street  
London  
EC4N 4TR

### Solicitor

CMS Cameron McKenna Nabarro Olswang LLP  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AF

## Trustees' Annual Report for the year ended 31 March 2024

The Trustees present their Annual Report and Financial Statements of The Building and Civil Engineering Charitable Trust ("the Trust") for the year ended 31 March 2024. During the previous period, the Trustees approved the change of the Trust's financial year end from 30 September 2022 to 31 March 2023 to align it to that of its main sponsor, People's Partnership Holdings Limited ("PPHL"), who along with its subsidiaries, are together referred to as the "Group". Consequently, the comparative period's financial information is in relation to an extended 18-month period versus 12 months for the current year ended 31 March 2024.

### Our aims

The Trust aims to give back to construction. We focus on the needs of workers – past, present and future – to help make a better life possible for people in the construction industry.

We deal with individuals directly and through a growing network of other supporting organisations.

The Trust provides a range of awards, grants and support including:

- Financial support and guidance during times of need.
- Contributions to the training and retraining of construction workers.
- Grants to organisations that support workers with education and training in construction.
- Funding for organisations looking to improve occupational health and safety in the construction industry.

### Objectives and activities for public benefit

The Trust was set up in 1991 to provide:

- Relief for people in times of need, such as unemployment, poverty, sickness or distress.
- Education, training and retraining for operatives and young people who want to start working in the construction industry.
- Education, training and research for occupational health and safety initiatives in the construction industry.

The cost-of-living crisis has continued to have a significant impact on the number of enquiries coming into the Trust, resulting in holistic and financial support being given to a wide range of claimants.

We work with a variety of likeminded organisations who help us achieve our objectives.

The Trustees and management of the Trust refer to the Trust Deed when considering an application to ensure any decision fits with the objectives. Pages 3 to 5 feature examples of some of the grants the Trust has awarded during the period.

The Trustees confirm they have referred to the Charity Commission's guidance on public benefit when reviewing the Trust's aims and objectives, in planning future activities, and setting the annual grant making policy.

The examples described on pages 3 to 5, as with all the money awarded by the Trust, show how the Trust meets its legal and public benefit purposes, in line with the Charity Commission's guidance.

## Trustees' Annual Report for the year ended 31 March 2024 (continued)

### Achievements and performance

The Trustees are pleased with the achievements and performance of the Trust, and examples of its work can be found below.

#### 1. Relief for people in times of need, such as unemployment, poverty, sickness or distress

During the period, grants paid under this objective amounted to £62,612 (2023: £115,074). The grants paid covered a wide variety of needs and each individual payment was clearly aligned to this objective and the Charity Commission's guidance on public benefit.

|  |   |
|--|---|
| <p>The claimant who is a long-term construction worker, received a life-changing diagnosis in late 2023, which meant he had to stop work to undergo treatment. During this period of unemployment, their mortgage payments fell behind. The Trust was able to award a grant to help clear the arrears.</p> | <p>"I would like to send my appreciation for the help and support with clearing our mortgage arrears. This help is greatly appreciated and has helped relieve the stress and pressures we were dealing with. I can now concentrate on getting myself well again."</p> |
|--|---|

#### 2. Education, training and retraining for operatives and young people who want to start working in the construction industry

Total grants paid to both corporate and individual recipients under this objective amounted to £159,616 (2023: £246,305).

The Trust awarded a total of £157,286 (2023: £245,805) to 14 (2023: 21) corporate recipients for education, training and retraining including:

£15,000 awarded to the Ridge Scottish Charitable Incorporated Organisation (SCIO) which aims to provide local, effective, and personalised holistic support to the people of Dunbar and surrounding villages, helping them to move beyond dependency toward contribution and fulfilment. This organisation aims to create jobs and training opportunities for the more vulnerable members of the community. Ridge SCIO provides closely supported apprenticeships in both joinery and stonemasonry. A recent review of their process identified areas of improvement specifically around the development of work/learning readiness before the start of the apprenticeship. The funding will support a pilot programme by this organisation which will support four candidates through a one-year pre-apprenticeship employed traineeship.

#### The Construction Employability Award

As part of the strategic review completed in 2023, the Trustees agreed to rename the Mowlem Award to the Construction Employability Award. The annual award of £20,000 is given to a project or organisation that can demonstrate a route for the trainees or beneficiaries into employment within the construction industry.

In March 2024, the award was granted to YouthBuild Ventures UK (YBV) which primarily supports young people who are in the greatest need including care leavers and ex-offenders. This organisation works together with these young people to reclaim their education, gain construction skills and become leaders in their communities. Since their inception in 2019, YBV has been supporting young people in South London, with over 350 graduating from their programs and 82% progressing into employment within the construction sector.

# Trustees' Annual Report for the year ended 31 March 2024 (continued)

## Achievements and performance (continued)

### 2. Education, training and retraining for operatives and young people who want to start working in the construction industry (continued)

#### Construction Employability Award (continued)

This grant of £20,000 will support YBV's Green Futures Programme. YBV plan to utilise their industry knowledge, network, and experience to create a pipeline of talent for the construction industry that has transferable trade skills and fosters a mindset to build sustainably in the green construction sector. 65 young people will be supported through the programme, in which each participant will undertake the Construction Skills Certification Scheme's (CSCS) and Health and Safety Level 1 Award in Construction, the Level 1 Award in Energy Efficiency and Sustainability as well as the opportunity to improve their resilience and mental health, equipping them for a career within construction. The expectation is that 80% of participants will move into positive destinations within construction employment and/or further learning.

### 3. Education, training and research for occupational health, health initiatives and safety initiatives in the construction industry

The Trustees made £23,519 of awards (2023: £41,651) under this objective.

|  |  |
|--|--|
| <p>The applicant had worked in construction for over 40 years during which time they had built up a successful self-employed business. Due to ongoing health issues because of a motorbike accident at age 17, the applicant had to take early retirement. The Trust was able to award a grant which enabled the purchase of a specialist bed to support his long-term health needs.</p> | <p>“Thank you so much for your help, your caring and sympathetic approach was very much appreciated and you and your colleagues have helped me no end. The overall patience showed was terrific and I cannot thank B&amp;CE enough for the help. “</p> |
|--|--|

£12,000 was awarded to SARAG (Sheffield and Rotherham Asbestos Group), a charity within the South Yorkshire region that offers support to those affected by asbestos-related diseases. The grant by contributing towards the salary of a part-time Benefits Advisor, will enable SARAG to take on additional referrals from Respiratory Consultants and nurses supporting with applications for Industrial Injuries Disablement Benefit for individuals with a benign condition. The expectation is that through the work of the additional staff member, SARAG will be able to provide support to an additional 120 individuals.

## Future developments

During the next financial year ending 31 March 2025, the Group has agreed to provide £250,000 of funds towards activities under the Trust's 3 objectives. This funding is earmarked for grant allocation only - operational expenses such as telephony costs are funded separately by the Group.

The Trust remains focused on supporting the needs of the construction industry and those working within it and is continuously looking for innovative ways to improve its service delivery.

The strategy for corporate funding for education, training and retraining grants has been refocused for 2024/25 and sees the Trust reducing the number of funded organisations with the desire to have an increased level of involvement within proposed programmes. The Construction Employability Award will act as a pipeline for these pre-determined organisations in future years.

In 2024/25 the Trust is due to receive £73,614 from Interserve Training Trustees Limited. This grant is to be held in a segregated account as restricted funds, for the purpose of paying grants relating to education, training and retraining operatives and young persons.

## Trustees' Annual Report for the year ended 31 March 2024 (continued)

### Financial review

These Financial Statements present the financial performance of the Trust over a 12-month period versus an extended period of 18 months in the prior report, and therefore comparatives are not on a like-for-like basis.

Income from donations and donated services at £392,907 (2023: £623,635) is detailed below:

- Donated income from the Group at £291,750 (2023: £473,506) is in line with planned donations.
- Donated support and governance services at £100,086 (2023: £150,129).
- Other Income at £1,071 (2023: Nil.) - this relates to additional funds donated from the Group in respect of surplus funds from B&CE Contracted Out Pension Scheme, a product that is no longer offered by the Group.

Expenditure on charitable activities at £393,750 (2023: £618,400) is detailed below:

- Grant expenditure of £245,747 (2023: £403,030).
- The support and governance costs of the Trust are £102,226 (2023: £152,389) and include Independent examiner fees of £2,100 (2023: £2,220).
- Activities undertaken directly predominantly relate to telephony costs at £45,777 (2023: £62,981).

The above has resulted in a net inflow of funds of £99 (2023: inflow £5,430).

### Grants

The Trustees' policy is that all payments are made at their absolute discretion. During the period, 111 (2023: 170) grants were awarded, amounting to £245,747 (2023: £403,030).

At the year-end, 2 grants (2023: 1) with a total value of £2,000 (2023: £881) had been approved but not paid. A provision for approved and pending payment grants has been included in the Financial Statements but not for grants under review.

### Reserves

The Trustees have agreed a funding objective to ensure the level of unrestricted reserves is at least sufficient to meet the expected future grant payments on a rolling year basis. The unrestricted reserves position is reviewed at each Trustee meeting to ensure the funding objective is maintained. The reserves at the year-end were £78,458 (2023: £78,359) and will continue to be monitored, including ongoing discussions with the Group regarding future funding.

The Trust is funded by the Group who also provide all the necessary administrative resources for it to operate. The Group provided £291,750 (2023: £473,506) of funding during the period, in addition to its donated services.

## **Trustees' Annual Report for the year ended 31 March 2024 (continued)**

### **Grant making policy**

The Trustees have set criteria that define who or what could be eligible for a grant (e.g., limits on disposable income, amount of savings and what documentary evidence is needed to support the case), and all cases are judged on their individual merits. Individuals suffering financial hardship should have been in employment for at least 12 months in the construction industry. This being the case, the Trustees will consider grant applications from either those individuals or their dependants.

### **Risk review**

The Trustees carry out a periodic review of the risk register to ensure that appropriate controls are in place and remain effective.

The Trust is exposed to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due. This risk is managed by holding the assets of the Trust with financial institutions which are at least investment grade credit rated.

### **Investments**

All the Trust's assets are held as cash, ensuring the ability to pay grants immediately.

### **Structure, governance and management**

#### **Trustees**

The Trustees who served during the period and up to the date of approval of the Financial Statements are listed on page 1. The Trustees met 5 times in the period to review cases of hardship and to award grants. The Trustees have appropriate controls in place to review and approve payments working closely with Group executives.

#### **Pay and remuneration arrangements**

None of the Trustees or key management are remunerated by the Trust.

#### **Affiliation**

The Trust is affiliated with the PPHL group of entities that provides pension and welfare benefits across the UK.

## Trustees' Annual Report for the year ended 31 March 2024 (continued)

### Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the Financial Statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

Approved by the Trustees and signed on their behalf by:



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**Trustee and Chair**  
**Patrick Heath-Lay**  
16 September 2024  
Charity number: 1004732

## Independent examiner's report to the Trustees of The Building and Civil Engineering Charitable Trust for the year ended 31 March 2024

I report on the Financial Statements for the year ended 31 March 2024 which are set out on pages 9 to 16.

### Respective responsibilities of the Trustees and Independent Examiner

The Trustees of the charity are responsible for the preparation of the Financial Statements. They consider that an audit is not required for this period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

### Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

### Independent Examiner's Statement

In connection with my examination, no matters have come to my attention:

1. which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with s.130 of the 2011 Act; or
  - to prepare accounts which accord with these accounting records have not been met; or
2. to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

UHY Hacker Young (S.E.) Ltd



Date: 16 September 2024

## Statement of Financial Activities for the year ended 31 March 2024

|                                    |      | Year ended<br>31 March<br>2024<br>£ | 18-month<br>period<br>ended<br>31 March<br>2023<br>£ |
|------------------------------------|------|-------------------------------------|--|
|                                    | Note | Unrestricted<br>funds               | Unrestricted<br>funds                                |
| <b>Income from:</b>                |      |                                     |  |
| Donations and donated services     |      | 392,907                             | 623,635  |
| Investments                        | 5    | 942                                 | 195  |
| <b>Total</b>                       |      | <b>393,849</b>                      | <b>623,830</b>                                       |
| <b>Expenditure on:</b>             |      |                                     |  |
| Charitable activities              | 6    | (393,750)                           | (618,400)  |
| <b>Total</b>                       |      | <b>(393,750)</b>                    | <b>(618,400)</b>                                     |
| <b>Net movement in funds</b>       |      | <b>99</b>                           | <b>5,430</b>   |
| <b>Reconciliation of funds:</b>    |      |                                     |  |
| Total funds brought forward        |      | 78,359                              | 72,929   |
| <b>Total funds carried forward</b> |      | <b>78,458</b>                       | <b>78,359</b>  |

All income arises from the continuing activities of the Trust. The Trust had no other comprehensive income or losses other than those dealt with in the Statement of Financial Activities ("SoFA").

## Balance Sheet as at 31 March 2024

|  | Note | 31 Mar 2024<br>£<br>Unrestricted<br>funds | 31 March<br>2023<br>£<br>Unrestricted<br>funds |
|--|------|---|--|
| <b>Current assets:</b>                         |      |   |  |
| Debtors  | 8    | 9,785                                     | 42,141   |
| Cash at bank and in hand                       |      | 77,735                                    | 41,519   |
| Total current assets                           |      | <u>87,520</u>                             | <u>83,660</u>                                  |
| <b>Liabilities:</b>                            |      |   |  |
| Creditors: amounts falling due within one year | 9    | (9,062)                                   | (5,301)  |
| <b>Net current assets</b>                      |      | <u>78,458</u>                             | <u>78,359</u>                                  |
| <b>Total net assets</b>                        |      | <u>78,458</u>                             | <u>78,359</u>                                  |
| <b>The funds of the charity:</b>               |      |   |  |
| Unrestricted funds                             |      | 78,458                                    | 78,359   |
| <b>Total charity funds</b>                     |      | <u>78,458</u>                             | <u>78,359</u>                                  |

The notes to these Financial Statements on pages 11 to 16 form part of the Financial Statements. The Financial Statements on pages 9 to 16 were approved by the Trustees on 16 September 2024 and signed on their behalf by:



\_\_\_\_\_  
Trustee and Chair

Patrick Heath-Lay

## Notes to the Financial Statements for the year ended 31 March 2024

### 1. Basis of preparation and assessment of going concern

The Financial Statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these Financial Statements.

The Financial Statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

This departure has involved following Accounting and Reporting by Charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Trust is exempt from the requirement to publish a cash flow statement under FRS 102 Section 7 'Cash flow statements' and the Charity SORP 'Update Bulletin 1 – Amendments to Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland' as the Trust is defined as small.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

### 2. Statement of compliance

The Financial Statements of the Trust have been prepared in accordance with 'Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued by the Financial Reporting Council (FRS 102) and the guidance set out in 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102' (Charities SORP (FRS 102)) and the Charities Act 2011.

The Trust meets the definition of a public benefit entity under FRS 102.

### 3. Accounting policies

#### Income recognition

Donations and voluntary income are only included in the Statement of Financial Activities ("SoFA") when the Trust has unconditional entitlement to the income and are recognised at fair value.

Deposit interest is included in the SoFA on a receivable basis.

## Notes to the Financial Statements for the year ended 31 March 2024 (continued)

### 3. Accounting policies (continued)

#### Expenditure recognition

Grants are included in the SoFA when applications have been approved and are expected to be paid. These amounts recognised as liabilities are the best estimate of the expenditure required to settle the present obligation at the balance sheet date. Grants expected to be paid at the period-end are normally paid within the following financial year.

Activities undertaken directly are included in the SoFA when the services have been provided by the Trust for the benefit of individuals.

Support and governance costs from PPHL consisted of accountancy, administration and office facilities and have been recognised on an accrued cost basis. As these costs are recharged back to PPHL, they are also included in Donations and donated services as income.

#### Financial instruments

The Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

#### Debtors

Prepayments are valued at the amount prepaid net of any trade discounts due.

#### Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, that it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

#### Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand. Bank overdrafts, where applicable, are shown within borrowings in current liabilities.

#### Reserves

The unrestricted reserves held at the yearend represent donations yet to be utilised at the Trustees' discretion for the payment of grants. The Trustees review the adequacy of the reserves position at least annually.

## Notes to the Financial Statements for the year ended 31 March 2024 (continued)

### 3. Accounting policies (continued)

#### Taxation

The Trust is exempt from tax on its income and capital gains under Section 505 (1) of the Income and Corporation Taxes Act 1988. Any irrecoverable VAT is charged to the SoFA or capitalised as part of the related asset, as appropriate.

### 4. Critical accounting judgements and estimation uncertainty

It is the opinion of the Trustees that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

### 5. Investment income

|                       | Year ended<br>31 March<br>2024 | 18-month<br>period ended<br>31 Mar 2023 |
|-----------------------|--------------------------------|---|
|                       | £                              | £                                       |
| Bank deposit interest | <b>942</b>                     | 195                                     |

### 6. Expenditure on charitable activities

#### Analysis of expenditure on charitable activities

| Activity  | Activities<br>undertaken<br>directly | Grant<br>funding of<br>activities | Support and<br>governance<br>costs | Year<br>ended<br>31<br>March<br>2024 | 18-month<br>period ended<br>31 Mar 2023 |
|---|--------------------------------------|-----------------------------------|------------------------------------|--------------------------------------|---|
|   | £                                    | £                                 | £                                  | £                                    | £                                       |
| Relief for people in times of need, such as unemployment, poverty, sickness or distress                                   | <b>45,777</b>                        | <b>62,612</b>                     | <b>26,045</b>                      | <b>134,434</b>                       | 221,565                                 |
| Education, training and retraining for operatives and young people who want to start working in the construction industry | -                                    | <b>159,616</b>                    | <b>66,398</b>                      | <b>226,014</b>                       | 339,435                                 |
| Education, training and research for occupational health initiatives and safety initiatives in the construction industry  | -                                    | <b>23,519</b>                     | <b>9,783</b>                       | <b>33,302</b>                        | 57,400                                  |
|   | <b>45,777</b>                        | <b>245,747</b>                    | <b>102,226</b>                     | <b>393,750</b>                       | 618,400                                 |

## Notes to the Financial Statements for the year ended 31 March 2024 (continued)

### 6. Expenditure on charitable activities (continued)

The support and governance costs are apportioned based on the value of grants paid under each activity. This is because the higher the value of the grant, more time is spent on the grant evaluation.

The Trust is funded by the PPHL Group on a rolling 12-month basis as and when funds are required to meet expected grant payments. As a result, there is no fundraising activity undertaken and, therefore, no support costs are allocated to fundraising.

#### Analysis of grants

Unrestricted grant payments are recognised once approved.

|   | Individual    | Institution    | Year<br>ended 31<br>March<br>2024 | 18-month<br>period ended<br>31 Mar 2023 |
|---|---------------|----------------|-----------------------------------|---|
|   | £             | £              | £                                 | £                                       |
| Relief for people in times of need, such as unemployment, poverty, sickness or distress                                   | <b>62,612</b> | -              | <b>62,612</b>                     | 115,074                                 |
| Education, training and retraining for operatives and young people who want to start working in the construction industry | <b>2,330</b>  | <b>157,286</b> | <b>159,616</b>                    | 246,305                                 |
| Education, training and research for occupational health initiatives and safety initiatives in the construction industry  | <b>11,519</b> | <b>12,000</b>  | <b>23,519</b>                     | 41,651                                  |
|   | <b>76,461</b> | <b>169,286</b> | <b>245,747</b>                    | <b>403,030</b>                          |

## Notes to the Financial Statements for the year ended 31 March 2024 (continued)

### 6. Expenditure on charitable activities (continued)

#### Analysis of support and governance costs

Support and governance costs allocated to charitable activities can be broken down as follows:

|  | Year ended<br>31 March<br>2024<br>£ | 18-month<br>period<br>ended 31<br>March<br>2023<br>£ |
|--|-------------------------------------|--|
| Donated support and<br>governance services | 100,086                             | 150,129  |
| Independent examiner's fees<br>(note 7)    | 2,100                               | 2,220  |
| Bank charges                               | 40                                  | 40   |
|  | <u>102,226</u>                      | <u>152,389</u>                                       |

There are no employees of the Trust and therefore no direct employee costs. The majority of the support and governance of the Trust are services donated by PPHL. PPHL does not identify the actual cost incurred in administering the Trust. The cost is determined on a time apportionment basis across all activities of PPHL and applied to PPHL's total overheads, including wages and salaries, to determine the cost of each activity undertaken in relation to the Trust.

### 7. Independent examiner's remuneration

The independent examiner's fee for the year, including VAT, is £2,100 (2023: £2,220). There were no other fees incurred for other services provided by the independent examiner (2023: nil).

### 8. Debtors

|                                | 31 March<br>2024<br>£ | 31 March<br>2023<br>£ |
|--------------------------------|-----------------------|-----------------------|
| Prepayments and Accrued Income | 9,785                 | 42,141                |
|                                | <u>9,785</u>          | <u>42,141</u>         |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial assets, measured at amortised cost and are receivable within one year and are therefore measured at an undiscounted amount.

## Notes to the Financial Statements for the year ended 31 March 2024 (continued)

### 9. Creditors: amounts falling due within one year

|                            | <b>31 March 2024</b> | 31 March 2023 |
|----------------------------|----------------------|---------------|
|                            | £                    | £             |
| Trade creditors            | <b>3,000</b>         | 238           |
| Accrual for grants payable | <b>2,000</b>         | 881           |
| Expense accruals           | <b>4,062</b>         | 4,182         |
|                            | <b><u>9,062</u></b>  | <u>5,301</u>  |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial liabilities are payable within one year and are therefore measured at an undiscounted amount.

### 10. Related parties

The Trustees consider PPHL and its subsidiaries to be the only related parties of the Trust. All the Trustees of the Trust are either Directors, former Directors or senior executives of PPHL and therefore are related parties.

The administration of the Trust is carried out by PPHL which bears all the costs. The approximate cost totalled £100,086 for the current year (2023: £150,129), excluding the independent examiner's fees and bank charges (see note 6).

No remuneration or payments of any kind have been paid directly by the Trust to the Trustees for the year (2023: nil).

The administration and remuneration costs noted above have been allocated to the Trust as part of the donated governance costs from PPHL as disclosed in note 6 with a matching amount included in income for the year.

During the period, there were no expenses paid by PPHL on behalf of the Trust (2023: nil).

**Construction Workers- Charitable Trust**

England & Wales - Charity number 1004732

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# Accounts

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# **The Building and Civil Engineering Charitable Trust**

**Annual report and financial statements**

**for the 18-month period ended 31 March 2023**

**Charity number: 1004732**

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## Trustees and advisers

The following served as Trustees of The Building and Civil Engineering Charitable Trust during the period and up to the date of approval of the financial statements:



**Patrick Heath-Lay**

Chair and Chief Executive Officer of the People's Partnership Group; Director of People's Partnership Holdings Limited ("PPHL") (Appointed Chair on 1 January 2023)



**Robert Blackman MBE**

Director of PPHL



**Chandrasekhar Ramamurthy**

Former Independent Chair of PPHL and the Trust (Resigned on 31 December 2022)



**Jeremy Swain**

Director of PPHL (Appointed on 1 April 2022)



**Stephen Terrell**

Director of PPHL (Resigned on 1 December 2021)



**Vaughan Hart**

Director of PPHL

**Principal address**

Manor Royal  
Crawley  
West Sussex  
RH10 9QP

**Registered charity number**

1004732

**Contact details**

Email: [charitabletrust@bandce.co.uk](mailto:charitabletrust@bandce.co.uk)  
Tel: 0300 2000 600

**Independent examiner**

Charles Homan FCA  
UHY Hacker Young (S.E.) Ltd  
168 Church Road  
Hove  
East Sussex  
BN3 2DL

**Banker**

HSBC Bank plc  
60 Queen Victoria Street  
London  
EC4N 4TR

**Solicitor**

CMS Cameron McKenna Nabarro Olswang LLP  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AF

## Trustees' annual report for the period ended 31 March 2023

The Trustees present their annual report and financial statements of The Building and Civil Engineering Charitable Trust ("the Trust") for the 18-month period ended 31 March 2023. During the period, the Trustees approved the change of the Trust's financial year end from 30 September 2022 to 31 March 2023 to align it to that of its main sponsor, People's Administration Services Limited ("PASL") (formerly B&CE Financial Services Limited) and People's Partnership Holdings Limited ("PPHL") (formerly B&CE Holdings Limited) and its subsidiaries, together referred to as the "Group". Consequently, the current period's financial information is in relation to an extended 18-month period versus 12 months for the comparative year ended 30 September 2021.

### Our aims

The Trust aims to give back to construction. We focus on the needs of workers – past, present and future – to help make a better life possible for people in the construction industry.

We deal with individuals directly and through a growing network of other supporting organisations.

The Trust provides a range of awards, grants and support including:

- Financial support and guidance during times of need.
- Contributions to the training and retraining of construction workers.
- Grants to organisations that support workers with education and training in construction.
- Funding for organisations looking to improve occupational health and safety in the construction industry.

### Objectives and activities for public benefit

The Trust was set up in 1991 to provide:

- Relief for people in times of need, such as unemployment, poverty, sickness or distress.
- Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry.
- Education, training and research for occupational health and safety initiatives in the construction industry.

The impact of the cost-of-living crisis and the prolonged effect of COVID-19 has resulted in a significant increase in the number of enquiries coming into the Trust which resulted in holistic and financial support being given to a wide range of claimants.

We work with a variety of likeminded organisations who help us achieve our objectives.

The Trustees and management of the Trust refer to the Trust Deed when considering an application to ensure any decision fits with the objectives. Pages 3 to 5 feature examples of some of the grants the Trust has awarded during the period.

The Trustees confirm they have referred to the Charity Commission's guidance on public benefit when reviewing the Trust's aims and objectives, in planning future activities, and setting the annual grant making policy.

The examples described on pages 3 to 5, as with all the money awarded by the Trust, show how the Trust meets its legal and public benefit purposes, in line with the Charity Commission's guidance.

# Trustees' annual report for the period ended 31 March 2023 (continued)

## Achievements and performance

The Trustees are pleased with the achievements and performance of the Trust, and examples of its work can be found below.

### 1. Relief for people in times of need, such as unemployment, poverty, sickness or distress

During the period, grants paid under this objective amounted to £115,074 (2021: £57,027). The grants paid covered a wide variety of needs and each individual payment was clearly aligned to this objective and the Charity Commission's guidance on public benefit.

|  |   |
|--|---|
| <p>The claimant who had worked in construction for many years was looking for support with funeral costs for his wife who passed away just before Christmas 2022. He had contacted the Department of Work and Pensions but wasn't eligible for a grant as he had a small private pension which had taken him just over the threshold. Although a proportion of the funeral costs were being covered by relatives and friends, the Trust was able to contribute to cover the shortfall.</p> | <p>"I cannot tell you how much this has meant to me, I was so worried, and your help was such a relief. Your advice, patience and support really helped me through it."</p> |
|--|---|

### 2. Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry

Total grants paid to both corporate and individual recipients under this objective amounted to £246,305 (2021: £100,573).

The Trust awarded a total of £245,805 (2021: £97,025) to 21 (2021: 16) corporate recipients for education, training and retraining including:

- £15,000 to Constructionarium Ltd who specialise in providing hands on construction project experience to construction students. They provide the site, all necessary equipment including personal protective equipment and supervision for the cohorts to work as a team to build a replica of constructions such as The Gherkin, Millau Viaduct or Barcelona Tower. The training supports the delivery of the curriculum by higher education and further education institutes providing construction qualifications. It also provides employability skills and experience of a teamworking culture to make them ready for employment and enhance their prospects. The award from the Trust will help to provide a 6-day intense training course to 45 construction students to supplement their training. Whilst on the course, the students will have the opportunity to engage with an array of construction employers and seek future opportunities for employment.

### Mowlem Award

In recognition of the £489,659 transferred to the Trust in 2013 by the RI Beck Trust – a charity set up by the construction company Mowlem – an annual award of £20,000 is given to an organisation that demonstrates achievements in training or the promotion of health and safety in construction. This reflects the importance that Mowlem place upon it.

In December 2021, the award was granted to Construction Youth Trust ("CYT") which helps young people progress into meaningful and rewarding work in the construction sector. Their aim is to help young people overcome barriers and reach their full career potential. Improving social mobility and ensuring the diverse young talents of 21<sup>st</sup> century Britain have equal opportunity is at the heart of their work. They help young people gain construction-related qualifications and give them the necessary soft skills to ensure that they can successfully progress into sustainable and rewarding careers with clear progression prospects.

## **Trustees' annual report for the period ended 31 March 2023 (continued)**

### **Achievements and performance (continued)**

#### **2. Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry (continued)**

##### **Mowlem Award (continued)**

The grant of £20,000 will help contribute towards their new Further Education ("FE") Transitions Programme which includes Health and Safety in a Construction Environment training. Their aim is to support 80 to 100 FE learners to complete the programme in the next academic year as a pilot programme. In addition to the industry recognised Open College Network London Region Level 1 Health and Safety in a Construction Environment Award, all participants will be offered the opportunity to develop their work readiness and engage with construction industry employers.

Since the Trust's donation, CYT have made the following progress towards the outcomes listed above:

- Engaged 154 young people on their FE Transitions programme.
- Supported 95 to complete the Level 1 Award in Health and Safety in a Construction Environment course.
- Provided 145 young people with employability focussed support, with 80 young people attending at least 5 different intensive employability sessions (including site visits, practical tasters, CV workshops, employer/apprentice Q&As, and interview masterclasses).
- Delivered 3 'Live Vacancies' events, attended by 35 young people, that connected FE learners directly to employment/apprenticeship opportunities.

#### **3. Education, training and research for occupational health and safety initiatives in the construction industry**

The Trustees made £41,651 of awards (2021: £38,877) under this objective.

##### **Occupational Health Research Award**

One of the awards for this period was granted to Kingston University whose research focused on mental health. Mental health problems are increasing, with the most prevalent mental health issues being depression and anxiety. Stress, depression, and anxiety are common work-related health issues in Britain and result in days lost to work, with levels varying from one occupation to another.

Some recent surveys into the mental health of construction workers have been conducted, but more is required especially within different sub-sectors. The industry is dominated by a male workforce and while there are common working issues in the diverse sectors there are also some issues which do not relate to all sectors or all employees, e.g., night, weekend and shift working. The rail construction sector is made up of different service providers, that vary in size from the largest rail to smaller subcontractor companies providing maintenance and upgrades. This specialised subsector has had less research into mental health than the general construction industry and this is where Kingston University's research will focus.

## Trustees' annual report for the period ended 31 March 2023 (continued)

### Achievements and performance (continued)

#### 3. Education, training and research for occupational health and safety initiatives in the construction industry (continued)

##### Occupational Health Research Award (continued)

A successful outcome of the research would be measured by attaining at least 40-50% of each selected company's employees taking part in the survey in addition to interviews with 20 individuals across the industry. This assessment of the extent of mental health in this subsector, understanding of how it can support employees with their mental health and the information on the level of stigma obtained from the research will be used to give robust recommendations for occupational health interventions for both the rail sector and the wider construction industry.

### Future developments

During the next financial year ending 31 March 2024, the Group has agreed to provide £250,000 of funds towards activities under the Trust's 3 objectives. This funding is earmarked for grant allocation only - operational expenses such as telephony costs are funded separately by the Group.

The Trust remains focused on supporting the needs of the construction industry and those working within it and is continuously looking for innovative ways to improve its service delivery.

We're continually exploring ways to broaden our focus on financial assistance with the addition of more holistic support. This includes access to a free, construction worker helpline which is there to provide a listening ear and offer confidential advice, guidance and support for any issues 7 days a week, 365 days a year.

### Financial review

These financial statements present the financial performance of the Trust over an extended period of 18 months versus 12 months in the prior report.

Income from donations and donated services at £623,635 (2021: £363,882) increased by £259,753 as explained below:

- Donated income from the Group at £473,506 (2021: £200,000) is £273,506 up on prior reporting period reflecting the extended period and also higher budgeted donations year on year.
- Donated support and governance services at £150,129 (2021: £163,882) has decreased by £13,753 reflecting a reduction in donated costs from the Group (see below expenditure section).

Expenditure on charitable activities at £618,400 (2021: £400,442) increased by £217,958 as explained below:

- Grant expenditure at £403,030 (2021: £196,477) has increased by £206,553 reflecting the extended period and increased activity due to the post-covid and cost-of-living crisis impact across the sector.
- The support and governance costs of the Trust have decreased this period by £13,473 to £152,389 (2021: £165,862) – more time has been spent on the Trust by the Group given the post-Covid and cost of living impacts across the sector, however the donated support and governance costs have fallen following an annual update to the costs allocated to the Trust by the sponsor. Independent examiner fees at £2,220 (2021: £1,980) have increased slightly by £240.
- Activities undertaken directly predominantly relating to telephony costs at £62,981 (£38,103) have increased by £24,878 reflecting the extended period.

The above has resulted in a net inflow of funds of £5,430 (2021: outflow £36,552).

## **Trustees' annual report for the period ended 31 March 2023 (continued)**

### **Financial review (continued)**

#### **Grants**

The Trustees' policy is that all payments are made at their absolute discretion. During the period, 170 (2021: 116) grants were awarded, amounting to £403,030 (2021: £196,477).

At the period-end, 1 grant (2021: 4) with a total value of £881 (2021: £3,050) had been approved but not paid. A provision for approved and pending payment grants has been included in the financial statements but not for grants under review.

#### **Reserves**

The Trustees have agreed a funding objective to ensure the level of unrestricted reserves is at least sufficient to meet the expected future grant payments on a rolling year basis. The unrestricted reserves position is reviewed at each Trustee meeting to ensure the funding objective is maintained. The reserves at the period-end were £78,359 (2021: £72,929) and will continue to be monitored, including ongoing discussions with the Group regarding future funding.

The Trust is funded by the Group who also provide all the necessary administrative resources for it to operate. The Group provided £473,506 (2021: £200,000) of funding during the period, in addition to its donated services.

### **Grant making policy**

The Trustees have set criteria that define who or what could be eligible for a grant (e.g., limits on disposable income, amount of savings and what documentary evidence is needed to support the case), and all cases are judged on their individual merits. Individuals suffering financial hardship should have been in employment for at least 12 months in the construction industry. This being the case, the Trustees will consider grant applications from either those individuals or their dependants.

### **Risk review**

The Trustees carry out a periodic review of the risk register to ensure that appropriate controls are in place and remain effective.

### **Investments**

All the Trust's assets are held as cash, ensuring the ability to pay grants immediately.

Credit risk is the risk that a counterparty will be unable to pay amounts in full when due. The assets of the Trust are held at financial institutions which are at least investment grade credit rated.

# Trustees' annual report for the period ended 31 March 2023 (continued)

## Structure, governance and management

### Trustees

The Trustees who served during the period and up to the date of approval of the financial statements are listed on page 1. The Trustees met 6 times in the period to review cases of hardship and to award grants. The Trustees have appropriate controls in place to review and approve payments working closely with Group executives.

### Pay and remuneration arrangements

None of the Trustees or key management are remunerated by the Trust.

### Affiliation

The Trust is affiliated with the PPHL group of entities that provides pension and welfare benefits across the UK.

## Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year/period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees and signed on their behalf by:



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**Trustee and Chair**  
**PATRICK HEATH-LAY**  
20 July 2023  
Charity number: 1004732

# Independent examiner's report to the Trustees of The Building and Civil Engineering Charitable Trust for the 18-month period ended 31 March 2023

I report on the accounts for the 18-month period ended 31 March 2023 which are set out on pages 9 to 15.

## Respective responsibilities of the Trustees and Independent Examiner

The Trustees of the charity are responsible for the preparation of the accounts. They consider that an audit is not required for this period under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

## Basis of Independent Examiner's Statement

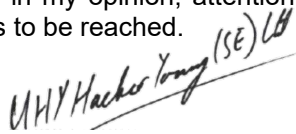
My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

## Independent Examiner's Statement

In connection with my examination, no matters have come to my attention:

1. which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with s.130 of the 2011 Act; or
  - to prepare accounts which accord with these accounting records have not been met; or
2. to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



UHY Hacker Young (S.E.) Ltd

Date: 20 July 2023

## Statement of financial activities for the 18-month period ended 31 March 2023

|                                    | Note | 18-month period ended 31 March 2023<br>£<br>Unrestricted funds | Year ended 30 Sep 2021<br>£<br>Unrestricted funds |
|------------------------------------|------|--|---|
| <b>Income from:</b>                |      |  |   |
| Donations and donated services     |      | <b>623,635</b>   | 363,882   |
| Investments                        | 5    | <b>195</b>   | 8   |
| <b>Total</b>                       |      | <b>623,830</b>   | 363,890   |
| <b>Expenditure on:</b>             |      |  |   |
| Charitable activities              | 6    | <b>(618,400)</b>   | (400,442)   |
| <b>Total</b>                       |      | <b>(618,400)</b>   | (400,442)   |
| <b>Net movement in funds</b>       |      | <b>5,430</b>   | (36,552)  |
| <b>Reconciliation of funds:</b>    |      |  |   |
| Total funds brought forward        |      | <b>72,929</b>  | 109,481   |
| <b>Total funds carried forward</b> |      | <b>78,359</b>  | 72,929  |

All income arises from the continuing activities of the Trust. The Trust had no other comprehensive income or losses other than those dealt with in the Statement of financial activities ("SoFA").

## Balance sheet as at 31 March 2023

|  | Note | 31 Mar 2023<br>£<br>Unrestricted<br>funds | 30 Sep 2021<br>£<br>Unrestricted<br>funds |
|--|------|---|---|
| <b>Current assets:</b>                         |      |   |   |
| Debtors  | 8    | 42,141                                    | 16,758                                    |
| Cash at bank and in hand                       |      | 41,519                                    | 81,621                                    |
| Total current assets                           |      | <u>83,660</u>                             | <u>98,379</u>                             |
| <b>Liabilities:</b>                            |      |   |   |
| Creditors: amounts falling due within one year | 9    | <u>(5,301)</u>                            | <u>(25,450)</u>                           |
| Net current assets                             |      | <u>78,359</u>                             | <u>72,929</u>                             |
| <b>Total net assets</b>                        |      | <u><b>78,359</b></u>                      | <u><b>72,929</b></u>                      |
| <b>The funds of the charity:</b>               |      |   |   |
| Unrestricted funds                             |      | 78,359                                    | 72,929                                    |
| <b>Total charity funds</b>                     |      | <u><b>78,359</b></u>                      | <u><b>72,929</b></u>                      |

The notes to these financial statements on pages 11 to 15 form part of the financial statements. The financial statements on pages 9 to 15 were approved by the Trustees on 20 July 2023 and signed on their behalf by:



\_\_\_\_\_  
Trustee and Chair  
PATRICK HEATH-LAY

# Notes to the financial statements for the 18-month period ended 31 March 2023

## 1. Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

This departure has involved following Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Trust is exempt from the requirement to publish a cash flow statement under FRS 102 Section 7 'Cash flow statements' and the Charity SORP 'Update Bulletin 1 – Amendments to Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland' as the Trust is defined as small.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

## 2. Statement of compliance

The financial statements of the Trust have been prepared in accordance with 'Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued by the Financial Reporting Council (FRS 102) and the guidance set out in 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102' (Charities SORP (FRS 102)) and the Charities Act 2011.

The Trust meets the definition of a public benefit entity under FRS 102.

## 3. Accounting policies

### Income recognition

Donations and voluntary income are only included in the Statement of Financial Activities ("SoFA") when the Trust has unconditional entitlement to the income and are recognised at fair value.

Deposit interest is included in the SoFA on a receivable basis.

### Expenditure recognition

Grants are included in the SoFA when applications have been approved and are expected to be paid. These amounts recognised as liabilities are the best estimate of the expenditure required to settle the present obligation at the balance sheet date. Grants expected to be paid at the period-end are normally paid within the following financial year.

Activities undertaken directly are included in the SoFA when the services have been provided by the Trust for the benefit of individuals.

Support and governance costs from PPHL consisted of accountancy, administration and office facilities and have been recognised on an accrued cost basis. As these costs are recharged back to PPHL, they are also included in Donations and donated services as income.

## Notes to the financial statements for the 18-month period ended 31 March 2023 (continued)

### 3. Accounting policies (continued)

#### Financial instruments

The Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

#### Debtors

Prepayments are valued at the amount prepaid net of any trade discounts due.

#### Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, that it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

#### Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts, where applicable, are shown within borrowings in current liabilities.

#### Reserves

The unrestricted reserves held at the period-end represent donations yet to be utilised at the Trustees' discretion for the payment of grants. The Trustees review the adequacy of the reserves position at least annually.

#### Taxation

The Trust is exempt from tax on its income and capital gains under Section 505 (1) of the Income and Corporation Taxes Act 1988. Any irrecoverable VAT is charged to the SoFA or capitalised as part of the related asset, as appropriate.

### 4. Critical accounting judgements and estimation uncertainty

It is the opinion of the Trustees that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

### 5. Investment income

|                       | <b>18-month<br/>period<br/>ended 31<br/>Mar 2023</b> | Year ended<br>30 Sep 2021 |
|-----------------------|--|---------------------------|
|                       | £  | £                         |
| Bank deposit interest | <b>195</b>   | 8                         |
|                       | <b>195</b>   | 8                         |

## Notes to the financial statements for the 18-month period ended 31 March 2023 (continued)

### 6. Expenditure on charitable activities

#### Analysis of expenditure on charitable activities

| Activity   | Activities undertaken directly<br>£ | Grant funding of activities<br>£ | Support and governance costs<br>£ | 18-month period ended 31 Mar 2023<br>£ | Year ended 30 Sep 2021<br>£ |
|--|-------------------------------------|----------------------------------|-----------------------------------|--|-----------------------------|
| Relief for people in times of need, such as unemployment, poverty, sickness or distress  | 62,981                              | 115,074                          | 43,510                            | 221,565                                | 143,271                     |
| Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry | -                                   | 246,305                          | 93,130                            | 339,435                                | 185,475                     |
| Education, training and research for occupational health and safety initiatives in the construction industry                               | -                                   | 41,651                           | 15,749                            | 57,400                                 | 71,696                      |
|  | <b>62,981</b>                       | <b>403,030</b>                   | <b>152,389</b>                    | <b>618,400</b>                         | <b>400,442</b>              |

The support and governance costs are apportioned based on the value of grants paid under each activity. This is because the higher the value of the grant, more time is spent on the grant evaluation.

The Trust is funded by the PPHL Group on a rolling 12-month basis as and when funds are required to meet expected grant payments. As a result, there is no fundraising activity undertaken and, therefore, no support costs are allocated to fundraising.

#### Analysis of grants

Unrestricted grant payments are recognised once approved.

|  | Individual<br>£ | Institution<br>£ | 18-month period ended 31 Mar 2023<br>£ | Year ended 30 Sep 2021<br>£ |
|--|-----------------|------------------|--|-----------------------------|
| Relief for people in times of need, such as unemployment, poverty, sickness or distress  | 109,074         | 6,000            | 115,074                                | 57,027                      |
| Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry | 500             | 245,805          | 246,305                                | 100,573                     |
| Education, training and research for occupational health and safety initiatives in the construction industry                               | 5,451           | 36,200           | 41,651                                 | 38,877                      |
|  | <b>115,025</b>  | <b>288,005</b>   | <b>403,030</b>                         | <b>196,477</b>              |

## Notes to the financial statements for the 18-month period ended 31 March 2023 (continued)

### 6. Expenditure on charitable activities (continued)

#### Analysis of support and governance costs

Support and governance costs allocated to charitable activities can be broken down as follows:

|  | <b>18-month<br/>period<br/>ended 31<br/>Mar 2023</b> | Year<br>ended<br>30 Sep<br>2021 |
|--|--|---------------------------------|
|  | £  | £                               |
| Donated support and<br>governance services | <b>150,129</b>                                       | 163,882                         |
| Independent examiner's fees<br>(note 7)    | <b>2,220</b>   | 1,980                           |
| Bank charges                               | <b>40</b>  | -                               |
|  | <b>152,389</b>                                       | 165,862                         |

There are no employees of the Trust and therefore no direct employee costs. The majority of the support and governance of the Trust are services donated by PPHL. PPHL does not identify the actual cost incurred in administering the Trust. The cost is determined on a time apportionment basis across all activities of PPHL and applied to PPHL's total overheads, including wages and salaries, to determine the cost of each activity.

### 7. Independent examiner's remuneration

The independent examiner's fee for the period, including VAT, is £2,220 (2021: £1,980). There were no other fees incurred for other services provided by the independent examiner (2021: nil).

### 8. Debtors

|                               | <b>31 Mar 2023</b> | 30 Sep 2021 |
|-------------------------------|--------------------|-------------|
|                               | £                  | £           |
| Prepayments and other debtors | <b>42,141</b>      | 16,758      |
|                               | <b>42,141</b>      | 16,758      |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial assets are receivable within one year and are therefore measured at an undiscounted amount.

## Notes to the financial statements for the 18-month period ended 31 March 2023 (continued)

### 9. Creditors: amounts falling due within one year

|                            | <b>31 Mar 2023</b> | 30 Sep 2021 |
|----------------------------|--------------------|-------------|
|                            | £                  | £           |
| Trade creditors            | <b>238</b>         | 18,282      |
| Accrual for grants payable | <b>881</b>         | 3,050       |
| Expense accruals           | <b>4,182</b>       | 4,118       |
|                            | <b>5,301</b>       | 25,450      |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial liabilities are payable within one year and are therefore measured at an undiscounted amount.

### 10. Related parties

The Trustees consider PPHL and its subsidiaries to be the only related parties of the Trust. All the Trustees of the Trust are either Directors, former Directors or senior executives of PPHL and therefore are related parties.

The administration of the Trust is carried out by PPHL which bears all the costs. The approximate cost totalled £150,129 for the current period (2021: £163,882), excluding the independent examiner's fees and bank charges (see note 6).

No remuneration or payments of any kind have been paid directly by the Trust to the Trustees in the period (2021: nil).

The administration and remuneration costs noted above have been allocated to the Trust as part of the donated governance costs from PPHL as disclosed in note 6 with a matching amount included in income for the period.

During the period, there were no expenses paid by PPHL on behalf of the Trust (2021: nil).

**Construction Workers- Charitable Trust**

England & Wales - Charity number 1004732

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# Accounts

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# **The Building and Civil Engineering Charitable Trust**

**Annual report and financial statements**

**for the year ended 30 September 2021**

**Charity number: 1004732**

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## Trustees and advisers

The following served as Trustees of The Building and Civil Engineering Charitable Trust during the year and up to the date of approval of the financial statements:



**Chandrasekhar Ramamurthy**

Independent Chairman of B&CE Holdings Limited (B&CE)



**Robert Blackman MBE**

Director of B&CE



**Patrick Heath-Lay**

Group Chief Executive Officer of B&CE



**David Smith**

Director of B&CE  
(resigned 1 December 2020)



**Stephen Terrell**

Director of B&CE



**Vaughan Hart**

Director of B&CE  
(appointed 1 December 2020)

### Principal address

Manor Royal  
Crawley  
West Sussex  
RH10 9QP

### Secretary to the Trustees

Alena Aliokhna

### Registered charity number

1004732

### Contact details

Email: [charitabletrust@bandce.co.uk](mailto:charitabletrust@bandce.co.uk)  
Tel: 0300 2000 600

### Banker

HSBC Bank plc  
60 Queen Victoria Street  
London  
EC4N 4TR

### Solicitors

CMS Cameron McKenna Nabarro Olswang LLP  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AF

### Independent examiner

Charles Homan FCA  
UHY Hacker Young (S.E.) Ltd  
168 Church Road  
Hove  
East Sussex  
BN3 2DL

## Trustees' annual report for the year ended 30 September 2021

The Trustees present their annual report and financial statements of The Building and Civil Engineering Charitable Trust (the Trust) for the year ended 30 September 2021.

### Our aims

The Trust aims to give back to construction. We focus on the needs of workers – past, present and future – to help make a better life possible for people in the construction industry.

We deal with individuals directly and through a growing network of other supporting organisations.

The Trust provides a range of awards, grants and support including:

- Financial support and guidance during times of need
- Contributions to the training and retraining of construction workers
- Grants to organisations that support workers with education and training in construction
- Funding for organisations looking to improve occupational health and safety in the construction industry

### Objectives and activities for public benefit

The Trust was set up in 1991 to provide:

- Relief for people in times of need, such as unemployment, poverty, sickness or distress
- Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry
- Education, training and research for occupational health and safety initiatives in the construction industry.

The aftermath of COVID-19 saw a significant increase in the number of enquiries coming into the Trust which resulted in holistic and financial support being given to a wide range of claimants.

We work with a variety of likeminded organisations who help us achieve our objectives.

The Trustees and management of the Trust refer to the Trust Deed when considering an application to ensure any decision fits with the objectives. Pages 3 to 5 feature examples of some of the grants the Trust has awarded.

The Trustees confirm they have referred to the Charity Commission's guidance on public benefit when reviewing the Trust's aims and objectives, in planning future activities, and setting the annual grant making policy.

The examples described on pages 3 to 5, as with all the money awarded by the Trust, show how the Trust meets its legal and public benefit purposes, in line with the Charity Commission's guidance.

## Trustees' annual report for the year ended 30 September 2021 (continued)

### Achievements and performance

The Trustees are pleased with the achievements and performance of the Trust, and examples of its work can be found below.

#### 1. Relief for people in times of need, such as unemployment, poverty, sickness or distress

During the year, grants paid under this objective amounted to £57,027(2020: £29,835). The grants paid covered a wide variety of needs and each individual payment was clearly aligned to this objective and the Charity Commission's guidance on public benefit.

|   |  |
|---|--|
| <p>The claimant approached the Trust having worked in construction for over 15 years as a scaffolder, whilst raising his 2 boys as a single parent. During the first lockdown, he discovered he needed emergency open heart surgery which sadly wasn't fully successful and further surgery was required.</p> <p>As a result, the claimant is permanently disabled and unable to continue as a scaffolder and was made redundant in November 2020.</p> <p>The quadruple bypass surgery has left him with musculoskeletal pain in his back, neck and shoulders. The claimant was looking for help with an orthopaedic bed as he was having to sleep on a sofa. After providing the relevant documentation, the Trust was able to support him with the cost of the mobility aid he so desperately needed.</p> | <p>"Thank you for the update and all your help in securing the funding for a bed to aid my recovery.</p> <p>I will be forever grateful to your organisation, but specifically yourself Faye.</p> <p>I'm not one to overstate words. Your help will change my world in regard to my disability.</p> <p>But more profoundly your kindness personally has given me strength of heart</p> <p>Thank You."</p> |
|---|--|

## Trustees' annual report for the year ended 30 September 2021 (continued)

### Achievements and performance (continued)

#### 2. Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry

Total grants paid to both corporate and individual recipients under this objective amounted to £100,573 (2020: £83,656).

The Trust awarded a total of £97,025 (2020: £82,712) to 16 (2020: 10) corporate recipients for education, training and retraining including:

- £5,000 to Crawley Open House who support homeless and vulnerable individuals within a 25-mile radius of Crawley. The centre opened in 1994 and today operates:
  - a 24-bed high-support hostel
  - 5 'move-on' houses
  - a drop-in day centre which is open 365 days a year
  - a crisis food parcel service
  - a community outreach team.

The centre supports a number of individuals who have construction backgrounds and the donation means the Trust can work in partnership with the centre to provide support to people looking to re-enter the construction industry.

- £5,000 to Smart Business Assistance (SBA) Project Community Interest Company (CIC). This organisation supports unemployed adults, helping them to gain skills and qualifications that lead to permanent employment. They also support businesses helping them to employ people who have been out of work for long periods of time.

The donation from the Trust will help unemployed adults gain construction-based qualifications. The money will help 15 individuals study the following courses:

- Level 1 BTEC in Construction course
- Level 1 Certification in Personal Development
- Level 1 Certificate in Health and Safety within a Construction Environment.

The aim is to have at least 10 of these students in employment in the construction industry within 4 weeks of successfully completing the training.

## **Trustees' annual report for the year ended 30 September 2021 (continued)**

### **Achievements and performance (continued)**

#### **2. Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry (continued)**

##### **Mowlem Award**

In recognition of the £489,659 transferred to the Trust in 2013 by the RI Beck Trust – a charity set up by the construction company Mowlem – an annual award of £20,000 is given to an organisation that demonstrates achievements in training or the promotion of health and safety in construction. This reflects the importance that Mowlem placed upon it.

The 2020 Mowlem Award was granted to EN:Able Communities, the charitable arm of the not-for-profit Efficiency North organisation. It will spend the money delivering entry-level remote construction training to 121 young people and those wishing to change careers, which will be designed to comply with coronavirus restrictions. The charity works in areas with extremely high levels of youth unemployment and is also focused on encouraging more females into construction.

The head of operations at EN:Able Communities, said: "We are thrilled to receive this award. It is particularly important to us because it has been such a difficult year for social and business organisations and a couple of our funders have rescinded their contributions, meaning we have had to apply for grants such as this one.

The work is very important to the citizens of the area as youth unemployment has rocketed. Hull in particular has been cited as one of the worst areas in the country for youth unemployment. The opportunity to support people into an industry where there is a defined need for talent is a fantastic one."

#### **3. Education, training and research for occupational health and safety initiatives in the construction industry**

The Trustees made £38,877 of awards (2020: £29,687) under this objective.

##### **Occupational Health Research Award**

In October 2016, the Trust launched the Occupational Health Research Award. The Award offers a £25,000 grant to a non-governmental research organisation whose research can make a positive difference to the health of construction workers.

This year, the award went to a joint submission from London-based charity Mates in Mind and the Institute for Employment Studies (IES) for a study to discover more about the mental health struggles of self-employed tradespeople and those working for smaller businesses in the construction industry.

The four-step plan aims to learn more about the pressures on the mental health of the estimated one million 'hard to reach' people either working for themselves or for small and micro businesses within the construction and manual trades sector. The proposal follows concerns that the fallout from the coronavirus pandemic will only exacerbate the pressures on those working within the industry, with the risk of suicide within this sector already being higher than the national average.

The award will help Mates In Mind and IES investigate the extent of the problem within the targeted section of the industry. They will develop a questionnaire to gauge the levels of poor mental health, carry out qualitative research with selected workers and publish a report which will summarise both the extent of the issue within the target group and how it can be tackled. The published report will be made available to the wider industry and it is also hoped that this will further support the development of at least one support tool.

## Trustees' annual report for the year ended 30 September 2021 (continued)

### Future developments

During the next financial year ending 30 September 2022, B&CE Financial Services Limited has agreed to provide £275,000 of funds towards activities under the three Trust objectives – an increase of £75,000 over the current financial year.

The Trust remains focused on supporting the needs of the construction industry and those working within it and is continuously looking for innovative ways to improve its service delivery.

We are continually exploring ways to broaden our focus on financial assistance with the addition of more holistic support. This includes access to the free, construction worker helpline which is there to provide a listening ear and offer confidential advice, guidance and support for any issues 7 days a week, 365 days a year.

### Financial review

Income from Donations and donated services at £363,882 (2020: £658,011) reduced by £294,129:

- Donations income from B&CE Financial Services Limited is in line with prior year at £200,000 (2020: £200,000)
- Donated support & governance services at £163,882 (2020: £437,191) has decreased by £273,309 reflecting a reduction in donated costs from B&CE (see below expenditure section).

Expenditure on charitable activities at £400,442 (2020: £620,626) reduced by £220,184:

- The support and governance costs of the Trust have decreased this year by £273,249 to £165,862 (2020: £439,111) reflecting a £273,309 reduction in donated support & governance costs from B&CE Holdings Limited (B&CE) which has provided support during the year to help the Trust achieve its charitable objectives. This is as a result of a review and update to the cost allocation basis which has resulted in less costs allocated to the Trust by B&CE Holdings Limited (B&CE). As these costs from B&CE are donated they are included in income from donated services. Independent examiner fees at £1,980 (2020: £1,920) have increased slightly by £60.
- Grant expenditure at £196,477 (2020: £143,178) has increased by £53,299 (see below).
- Activities undertaken directly predominantly relating to telephony costs at £38,103 (2020: £38,337) have fallen slightly.

The above has resulted in a net outflow of funds of £36,552 (2020: inflow £37,465).

### Grants

The Trustees' policy is that all payments are made at their absolute discretion. During the year, 116 (2020: 66) grants were awarded, amounting to £196,477 (2020: £143,178).

At the year-end, 4 grants (2020: 11) with a total value of £3,050 (2020: £8,240) had been approved but not paid. A provision for approved and pending payment grants has been included in the financial statements but not for grants under review.

### Reserves

The Trustees have agreed a funding objective to ensure the level of unrestricted reserves is at least sufficient to meet the expected future grant payments on a rolling year basis. The unrestricted reserves position is reviewed at each Trustee meeting to ensure the funding objective is maintained. The reserves at the year-end were £72,929 (2020: £109,481) and will continue to be monitored, including ongoing discussions with B&CE regarding future funding.

## Trustees' annual report for the year ended 30 September 2021 (continued)

### Reserves (continued)

The Trust is primarily funded by the B&CE Group who also provide all the necessary administrative resources for it to operate. B&CE provided £200,000 (2020: £200,000) of funding during the year, in addition to its donated services, and has agreed to provide additional funds if needed.

### Grant making policy

The Trustees have set criteria that define who or what could be eligible for a grant (e.g., limits on disposable income, amount of savings and what documentary evidence is needed to support the case), and all cases are judged on their individual merits. Individuals suffering financial hardship should have been in employment for at least 12 months in the construction industry. This being the case, the Trustees will consider grant applications from either those individuals or their dependants.

### Risk review

The Trustees carry out a periodic review of the risk register to ensure that appropriate controls are in place and remain effective.

### Investments

All the Trust's assets are held as cash, ensuring the ability to pay grants immediately.

Credit risk is the risk that a counterparty will be unable to pay amounts in full when due. The assets of the Trust are held at financial institutions which are at least investment grade credit rated.

### Structure, governance and management

The Trust was constituted by a Trust Deed dated 2 October 1991 between B&CE and the Trustees. No amending supplemental deeds have been executed that affect the constitution of the Trust.

The power of appointment of Trustees is vested in B&CE who identify suitable candidates for appointment (normally a Director or officer of B&CE or its subsidiaries). The policies and procedures for the induction and training of Trustees are arranged by the Secretary to the Trustees.

### Trustees

The Trustees who served during the year and up to the date of approval of the financial statements are listed on page 1. The Trustees met four times in the year to review cases of hardship and to award grants of more than £1,500. Grants of up to £1,500 are awarded by authorised B&CE staff members and subsequently ratified at the next Trustee meeting.

### Pay and remuneration arrangements

None of the Trustees or key management are remunerated by the Trust. They are compensated as part of their director's remuneration or salary from B&CE or its subsidiaries.

### Affiliation

The Trust is affiliated with the B&CE group of entities that provides pension and welfare benefits across the UK.

## Trustees' annual report for the year ended 30 September 2021 (continued)

### Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

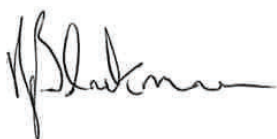
In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees and signed on their behalf by:



Mr Robert John Blackman

**Trustee**

23 November 2021

Charity number: 1004732

## Independent examiner's report to the Trustees of The Building and Civil Engineering Charitable Trust for the year ended 30 September 2021

I report on the accounts for the year ended 30 September 2021 which are set out on pages 10 to 16.

### Respective responsibilities of the Trustees and Independent Examiner

The Trustees of the charity are responsible for the preparation of the accounts. They consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

### Basis of Independent Examiner's Statement

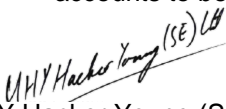
My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

### Independent Examiner's Statement

In connection with my examination, no matters have come to my attention:

1. which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with s.130 of the 2011 Act; or
  - to prepare accounts which accord with these accounting records have not been met; or
2. to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

  
UHY Hacker Young (S.E.) Ltd

Date: 23 November 2021

## Statement of financial activities for the year ended 30 September 2021

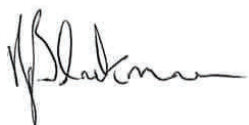
|                                    | Note | 2021<br>£<br>Unrestricted<br>funds | 2020<br>£<br>Unrestricted<br>funds |
|------------------------------------|------|------------------------------------|------------------------------------|
| <b>Income from:</b>                |      |                                    |                                    |
| Donations and donated services     |      | 363,882                            | 658,011                            |
| Investments                        | 5    | 8                                  | 80                                 |
| <b>Total</b>                       |      | <b>363,890</b>                     | <b>658,091</b>                     |
| <b>Expenditure on:</b>             |      |                                    |                                    |
| Charitable activities              | 6    | (400,442)                          | (620,626)                          |
| <b>Total</b>                       |      | <b>(400,442)</b>                   | <b>(620,626)</b>                   |
| <b>Net movement in funds</b>       |      | <b>(36,552)</b>                    | <b>37,465</b>                      |
| <b>Reconciliation of funds:</b>    |      |                                    |                                    |
| Total funds brought forward        |      | 109,481                            | 72,016                             |
| <b>Total funds carried forward</b> |      | <b>72,929</b>                      | <b>109,481</b>                     |

All income arises from the continuing activities of the Trust. The Trust had no other comprehensive income or losses other than those dealt with in the Statement of financial activities (SoFA).

## Balance sheet as at 30 September 2021

|  | Note | 2021<br>£<br>Unrestricted<br>funds | 2020<br>£<br>Unrestricted<br>funds |
|--|------|------------------------------------|------------------------------------|
| <b>Current assets:</b>                         |      |                                    |                                    |
| Debtors  | 8    | 16,758                             | 15,961                             |
| Cash at bank and in hand                       |      | 81,621                             | 122,704                            |
| Total current assets                           |      | <u>98,379</u>                      | <u>138,665</u>                     |
| <b>Liabilities:</b>                            |      |                                    |                                    |
| Creditors: amounts falling due within one year | 9    | <u>(25,450)</u>                    | <u>(29,184)</u>                    |
| Net current assets                             |      | <u>72,929</u>                      | <u>109,481</u>                     |
| <b>Total net assets</b>                        |      | <u><u>72,929</u></u>               | <u><u>109,481</u></u>              |
| <b>The funds of the charity:</b>               |      |                                    |                                    |
| Unrestricted funds                             |      | 72,929                             | 109,481                            |
| <b>Total charity funds</b>                     |      | <u>72,929</u>                      | <u>109,481</u>                     |

The notes to these financial statements on pages 12 to 16 form part of the financial statements. The financial statements on pages 10 to 16 were approved by the Trustees on 23 November 2021 and signed on their behalf by:



Mr Robert John Blackman  
23 November 2021  
Trustee

## Notes to the financial statements for the year ended 30 September 2021

### 1. Basis of preparation and assessment of going concern

The individual financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

This departure has involved following Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Trust is exempt from the requirement to publish a cash flow statement under FRS 102 Section 7 'Cash flow statements' and the Charity SORP 'Update Bulletin 1 – Amendments to Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland' as the Trust is defined as small.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern. The Trustees do not expect COVID-19 to have a material effect on the going concern of the Charity.

### 2. Statement of compliance

The individual financial statements of the Trust have been prepared in accordance with 'Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued by the Financial Reporting Council (FRS 102) and the guidance set out in 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102' (Charities SORP (FRS 102)) and the Charities Act 2011.

The Trust meets the definition of a public benefit entity under FRS 102.

### 3. Accounting policies

#### Income recognition

Donations and voluntary income are only included in the SoFA when the Trust has unconditional entitlement to the income and are recognised at fair value.

Deposit interest is included in the SoFA on a receivable basis.

#### Expenditure recognition

Grants are included in the SoFA when applications have been approved and are expected to be paid. These amounts recognised as liabilities are the best estimate of the expenditure required to settle the present obligation at the balance sheet date. Grants expected to be paid at the year-end are normally paid within the following financial year.

Activities undertaken directly are included in the SoFA when the services have been provided by the Trust for the benefit of individuals.

Support and governance costs from B&CE Holdings Limited (B&CE) consisted of accountancy, administration and office facilities and have been recognised on an accrued cost basis. As these costs are recharged back to B&CE, they are also included in Donations and donated services as income.

## Notes to the financial statements for the year ended 30 September 2021 (continued)

### 3. Accounting policies (continued)

#### Financial instruments

The Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

#### Debtors

Prepayments are valued at the amount prepaid net of any trade discounts due.

#### Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, that it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

#### Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, where applicable, are shown within borrowings in current liabilities.

#### Reserves

The unrestricted reserves held at the year-end represent donations yet to be utilised at the Trustees' discretion for the payment of grants. The Trustees review the adequacy of the reserves position at least annually.

#### Taxation

The Trust is exempt from tax on its income and capital gains under Section 505 (1) of the Income and Corporation Taxes Act 1988. Any irrecoverable VAT is charged to the SoFA or capitalised as part of the related asset, as appropriate.

### 4. Critical accounting judgements and estimation uncertainty

It is the opinion of the Trustees that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

### 5. Investment income

|                       | 2021     | 2020      |
|-----------------------|----------|-----------|
|                       | £        | £         |
| Bank deposit interest | 8        | 80        |
|                       | <u>8</u> | <u>80</u> |

## Notes to the financial statements for the year ended 30 September 2021 (continued)

### 6. Expenditure on charitable activities

#### Analysis of expenditure on charitable activities

| Activity   | Activities undertaken directly<br>£ | Grant funding of activities<br>£ | Support and governance costs<br>£ | Total 2021<br>£ | Total 2020<br>£ |
|--|-------------------------------------|----------------------------------|-----------------------------------|-----------------|-----------------|
| Relief for people in times of need, such as unemployment, poverty, sickness or distress  | 38,103                              | 57,027                           | 48,141                            | 143,271         | 159,674         |
| Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry | -                                   | 100,573                          | 84,902                            | 185,475         | 340,220         |
| Education, training and research for occupational health and safety initiatives in the construction industry                               | -                                   | 38,877                           | 32,819                            | 71,696          | 120,732         |
|  | <b>38,103</b>                       | <b>196,477</b>                   | <b>165,862</b>                    | <b>400,442</b>  | <b>620,626</b>  |

The support and governance costs are apportioned on the value of grants paid under each activity. This is because the higher the value of the grant, more time is spent on the grant evaluation.

The Trust is funded by B&CE on a rolling 12-month basis as and when funds are required to meet expected grant payments. As a result, there is no fundraising activity undertaken and, therefore, no support costs are allocated to fundraising.

#### Analysis of grants

Unrestricted grant payments are recognised once approved.

|  | Individual<br>£ | Institution<br>£ | 2021<br>£      | 2020<br>£      |
|--|-----------------|------------------|----------------|----------------|
| Relief for people in times of need, such as unemployment, poverty, sickness or distress  | 57,027          | -                | 57,027         | 29,835         |
| Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry | 3,368           | 97,205           | 100,573        | 83,656         |
| Education, training and research for occupational health and safety initiatives in the construction industry                               | 13,877          | 25,000           | 38,877         | 29,687         |
|  | <b>74,272</b>   | <b>122,205</b>   | <b>196,477</b> | <b>143,178</b> |

## Notes to the financial statements for the year ended 30 September 2021 (continued)

### 6. Expenditure on charitable activities (continued)

#### Analysis of support and governance costs

Support and governance costs allocated to charitable activities can be broken down as follows:

|   | 2021<br>£      | 2020<br>£      |
|---|----------------|----------------|
| Donated support and governance services | 163,882        | 437,191        |
| Independent examiner's fees (note 7)    | 1,980          | 1,920          |
|   | <u>165,862</u> | <u>439,111</u> |

There are no employees of the Trust and therefore no direct employee costs. The majority of the support and governance of the Trust are services donated by B&CE. B&CE does not identify the actual cost incurred in administering the Trust. The cost is determined on a time apportionment basis across all activities of B&CE and applied to B&CE's total overheads, including wages and salaries, to determine the cost of each activity.

### 7. Independent examiner's remuneration

The independent examiner's fee for the year, including VAT, is £1,980 (2020: £1,920). There were no other fees incurred for other services provided by the independent examiner (2020: nil).

### 8. Debtors

|                                | 2021<br>£     | 2020<br>£     |
|--------------------------------|---------------|---------------|
| Prepayments and accrued income | 16,758        | 15,961        |
|                                | <u>16,758</u> | <u>15,961</u> |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial assets are receivable within one year and are therefore measured at an undiscounted amount.

## Notes to the financial statements for the year ended 30 September 2021 (continued)

### 9. Creditors: amounts falling due within one year

|                            | <b>2021</b>          | 2020          |
|----------------------------|----------------------|---------------|
|                            | <b>£</b>             | £             |
| Trade creditors            | <b>18,282</b>        | 17,412        |
| Accrual for grants payable | <b>3,050</b>         | 8,240         |
| Other creditors            | <b>4,118</b>         | 3,532         |
|                            | <b><u>25,450</u></b> | <u>29,184</u> |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial liabilities are payable within one year and are therefore measured at an undiscounted amount.

### 10. Related parties

The Trustees consider B&CE Holdings Limited and its subsidiaries to be the only related parties of the Trust. All the Trustees of the Trust are either Directors, former Directors or senior executives of B&CE and therefore are related parties.

The administration of the Trust is carried out by B&CE which bears all the costs, which totalled £163,882 (2020: £437,191) during the year, with the exception of the independent examiner's fees and bank charges.

No remuneration or payments of any kind have been paid directly by the Trust to the Trustees in the year (2020: nil). The Trustees who are directors or executives of B&CE are remunerated by B&CE and £18,496 (2020: £20,970) has been allocated to the Trust as part of the donated governance costs.

During the year, there were no expenses paid by B&CE on behalf of the Trust (2020: £1,860).

**Construction Workers- Charitable Trust**

England & Wales - Charity number 1004732

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# Accounts

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Charitable  
Trust

# The Building and Civil Engineering Charitable Trust

Annual report and financial statements  
for the year ended 30 September 2020

Charity number: 1004732

19|20



For people, not profit

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# Trustees and advisers

The following served as Trustees of The Building and Civil Engineering Charitable Trust during the year and up to the date of approval of the financial statements:



**Chandrasekhar Ramamurthy**

Independent Chairman of B&CE Holdings Limited (B&CE)



**Patrick Heath-Lay**

Group Chief Executive Officer of B&CE



**Stephen Terrell**

Director of B&CE



**Robert Blackman MBE**

Director of B&CE



**David Smith**

Director of B&CE

## Principal address

Manor Royal  
Crawley  
West Sussex  
RH10 9QP

## Secretary to the Trustees

Karen Palfrey (resigned 21 February 2020)  
Alena Aliokhna (appointed 21 February 2020)

## Registered charity number

1004732

## Contact details

Email: [charitabletrust@bandce.co.uk](mailto:charitabletrust@bandce.co.uk)  
Tel: 0300 2000 600

## Banker

HSBC Bank plc  
60 Queen Victoria Street  
London  
EC4N 4TR

## Solicitors

CMS Cameron McKenna Nabarro Olswang LLP  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AF

## Independent examiner

Charles Homan FCA  
UHY Hacker Young (S.E.) Ltd  
168 Church Road  
Hove  
East Sussex  
BN3 2DL

# Trustees' annual report for the year ended 30 September 2020

The Trustees present their annual report and financial statements of The Building and Civil Engineering Charitable Trust (the Trust) for the year ended 30 September 2020.

## Our aims

The Trust aims to give back to construction. We focus on the needs of workers – past, present and future – to help make a better life possible for people in the construction industry.

We deal with individuals directly and through a growing network of other supporting organisations.

The Trust provides a range of awards, grants and support including:

- Financial support and guidance during times of need.
- Contributions to the training and retraining of construction workers.
- Grants to organisations that support workers with education and training in construction.
- Funding for organisations looking to improve occupational health and safety in the construction industry.

## Objectives and activities for public benefit

The Trust was set up in 1991 to provide:

- Relief for people in times of need, such as unemployment, poverty, sickness or distress.
- Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry.
- Education, training and research towards occupational health and safety initiatives in the construction industry.

The work of the Trust continues but the levels of support given to the construction industry have decreased due to the impact of COVID-19 and the resulting lockdown. We work with a variety of likeminded organisations who help us achieve our objectives.

The Trustees and management of the Trust refer to the Trust Deed when considering an application to ensure any decision fits with the objectives. Pages 3 to 6 feature examples of some of the grants the Trust has awarded.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Trust's aims and objectives, in planning future activities, and setting the annual grant making policy.

The examples described on pages 3 to 6, as with all the money awarded by the Trust, show how the Trust meets its legal and public benefit purposes, in line with the Charity Commission's guidance.

# Trustees' annual report for the year ended 30 September 2020 (continued)

## Achievements and performance

The Trustees are pleased with the achievements and performance of the Trust, and examples of its work can be found below.

### 1. Relief for people in times of need, such as unemployment, poverty, sickness or distress

During the year, grants paid under this objective amounted to £29,835 (2019: £83,015). The grants paid covered a wide variety of needs and each individual payment was clearly aligned to this objective and the Charity Commission's guidance on public benefit.

A contribution of £1,350 was made towards the cost of a funeral on behalf of a family in July 2020.

A son needed financial assistance with the expense for his mother's funeral. The claimant was not in work due to ill health and was claiming government benefits. Having been given a Department for Work and Pensions funeral grant of £1,614 towards the cost of the funeral, there was still a shortfall of £1,350 to pay. The son was not able to set up a payment plan as he was receiving benefits and had no disposable income. B&CE Charitable Trust was able to settle the outstanding payment with the funeral directors, ending 6 months of worry.

*"To the lovely lady who helped him, thank you ever so much for your help, you've been a diamond."*

# Trustees' annual report for the year ended 30 September 2020 (continued)

## Achievements and performance (continued)

### 2. Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry

Total grants paid under this objective amounted to £83,656 (2019: £186,144).

The Trust supported an occupational health retraining course – Site Management Safety Training Scheme (SMSTS) with a grant of £570 in December 2019.

The claimant had worked as a bricklayer for over 20 years but in February 2019 he started to have severe back problems and was referred for surgery in August 2019. Since then he was unable to work as a bricklayer and was advised it would be unlikely that he'd be able to return to that type of work.

He'd expressed that he wanted to remain working in the construction industry. Living with a partner and 3 children, it was evident that there was insufficient disposable income to support any type of retraining.

The grant towards the cost of this course – a recognised course providing all the relevant knowledge to meet today's health and safety legislative demands – gives the claimant the chance to stay in the industry.

The Trust received Christmas cards with the following messages:

From the claimant:

*"Thank you very much for all your help in getting me the grant. Hopefully with your help next year will be lot better."*

From the claimant's son:

*"Thank you for fixing my Daddy."*

The Trust awarded a total of £82,712 (2019: £183,582) to 10 (2019: 15) corporate recipients for education, training and retraining including:

- £10,000 to Cyfle Building Skills Ltd who are a shared apprenticeship scheme operating in South Wales. This organisation aims to create competent, craft skilled people to meet the needs and challenges of today's construction industry. The goal is to educate, inspire and support people to develop careers in construction by developing their craft skills, broadening vocational knowledge and widening experiences through a consortium of employers. The funding enabled 40 young people to start their careers within the construction industry.
- £5,000 to Milton Youth Matters, a charity which acts as a resource for young people between the ages of 11-25 living in Milford Haven and the surrounding areas. Providing advice, assistance and programmes including educational and physical activities. The project the grant supported develops employability skills through vocational and on the job training throughout a 5-day programme. 20 individuals shall benefit from advice, guidance and training on: overcoming personal barriers, accessing qualifications (CSCS, IOSH Health and Safety Qualification), interview training and CV writing.

# Trustees' annual report for the year ended 30 September 2020 (continued)

## Achievements and performance (continued)

### 2. Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry (continued)

The Prince's Foundation Case study:

The Building Craft Programme 2020/21 sees 12 students embark on an 8-month journey to becoming master crafts people.

As part of the programme, the students will be tackling a 12-week 'Live Build' project which this year sees the renovation of the Gamekeeper's Cottage on the Dumfries House Estate. Despite COVID-19, all 12 students have managed to find work placements for the duration of the tutoring.

Whilst many other courses have been forced to cancel, the Building Craft Programme is going ahead, providing students with the important opportunity to train in traditional and heritage crafts.

A previous student has said:

*"I have realised that although I want to continue to make new work using traditional methods and materials, I also want to devote more time to working on conservation projects."*

### Mowlem Award

In recognition of the £489,659 transferred to the Trust in 2013 by the RI Beck Trust – a charity set up by the construction company Mowlem – an annual award of £20,000 is given to an organisation that demonstrates achievements in training or the promotion of health and safety in construction. This reflects the importance that Mowlem placed upon it.

The award process for 2020 was postponed from March to September due to COVID-19 and the impact it had on the construction and associated industries. The winner will be announced in November 2020.

# Trustees' annual report for the year ended 30 September 2020 (continued)

## Achievements and performance (continued)

### 3. Education, training and research for occupational health and safety initiatives in the construction industry

The Trustees made £29,687 of awards (2019: £33,008) under this objective.

#### Occupational Health Research Award

In October 2016, The Trust launched the Occupational Health Research Award. The Award offers a £25,000 grant to a non-governmental research organisation whose research can make a positive difference to the health of construction workers.

This year, the award went to Lincoln University for a piece of research entitled 'Developing Construction Supply-Chain Management Standards (CSCMS) for Improving Occupational Stress management and Productivity in Construction Projects'.

Stress is a major cause of occupational health, and costs businesses in Great Britain over £5 billion a year (HSE, 2019). According to the Health and Safety Executive, stress, depression or anxiety accounted for 44% of all work-related ill health cases and 54% of all working days lost due to ill health in 2018/19.

The primary aim of this research is to identify the main stresses and stressors on construction workers at different levels, and to develop supply-chain management standards and strategies for improving stress management in construction projects.

#### Future developments

The support and governance costs of the Trust, the majority of which are donated by B&CE Holdings Limited (B&CE), have decreased this year to £439,111 (2019: £501,290). B&CE has provided support during the year to help the Trust achieve its charitable objectives, while B&CE Financial Services Limited has agreed to provide £100,000 of funding over the next six months.

The Trust will continue to look for ways to support the health and welfare needs of those working in the sector by engaging with the construction industry – striving for proactive ways to help and protect construction workers.

We're continually exploring ways to broaden our focus on financial assistance with the addition of more holistic support. This includes access to the free, construction worker helpline which is there to provide a listening ear and offer confidential advice, guidance and support for any issues 7 days a week, 365 days a year.

## Financial review

### Grants

The Trustees' policy is that all payments are made at their absolute discretion. During the year, 66 (2019: 131) grants were awarded, amounting to £143,178 (2019: £302,167).

At the year-end, 11 grants (2019: 7) with a total value of £8,240 (2019: £22,788) had been approved but not paid. A provision for approved and pending payment grants has been included in the financial statements but not for grants under investigation.

# Trustees' annual report for the year ended 30 September 2020 (continued)

## Financial review (continued)

### Reserves

The Trustees have agreed a funding objective to ensure the level of unrestricted reserves is at least sufficient to meet the expected future grant payments on a rolling year basis. The unrestricted reserves position is reviewed at each Trustee meeting to ensure the funding objective is maintained. The reserves at the year-end were £109,481 (2019: £72,016) and will continue to be monitored, including ongoing discussion with B&CE regarding future funding.

The Trust is primarily funded by the B&CE Group who also provide all the necessary administrative resources for it to operate. B&CE provided £200,000 (2019: £200,000) of funding during the year, in addition to its donated services, and has agreed to provide additional funds if needed.

### Grant making policy

The Trustees have set criteria that define who or what could be eligible for a grant (eg limits on disposable income, amount of savings and what documentary evidence is needed to support the case), and all cases are judged on their individual merits. Individuals suffering financial hardship should have been in employment for at least 12 months in the construction industry. This being the case, the Trustees will consider grant applications from either those individuals or their dependants.

### Risk review

The Trustees carry out a periodic review of the risk register to ensure that appropriate controls are in place and remain effective.

### Investments

The Trust's assets are entirely in cash, ensuring liquid assets are available for grant payments.

Credit risk is the risk that a counterparty will be unable to pay amounts in full when due. The assets of the Trust are held in cash within financial institutions which are at least investment grade credit rated.

## Structure, governance and management

The Trust was constituted by a Trust Deed dated 2 October 1991 between B&CE and the Trustees. No amending supplemental deeds have been executed that affect the constitution of the Trust.

The power of appointment of Trustees is vested in B&CE who identify suitable candidates for appointment (normally a Director or officer of B&CE or its subsidiaries). The policies and procedures for the induction and training of Trustees are arranged by the Secretary to the Trustees.

### Trustees

The Trustees who served during the year and at 18 November 2020 are listed on page 1. The Trustees met 4 times in the year to review cases of hardship and to award grants of more than £1,500. Grants of up to £1,500 are awarded by authorised B&CE staff members and subsequently ratified at the next Trustee meeting.

# Trustees' annual report for the year ended 30 September 2020 (continued)

## Structure, governance and management (continued)

### Pay and remuneration arrangements

None of the Trustees or key management are remunerated by the Trust. They are remunerated as part of their director's remuneration or salary from B&CE or its subsidiaries.

### Affiliation

The Trust is affiliated with the B&CE group of entities that provides pension and welfare benefits across the UK.

### Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP)
- make judgments and estimates that are reasonable and prudent
- state whether applicable accounting standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust Deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees and signed on their behalf by:

**C RAMAMURTHY**

18 November 2020

Charity number: 1004732

# Independent examiner's report to the Trustees of The Building and Civil Engineering Charitable Trust for the year ended 30 September 2020

I report on the accounts for the year ended 30 September 2020 which are set out on pages 10 to 16.

## Respective responsibilities of the Trustees and Independent Examiner

The Trustees of the charity are responsible for the preparation of the accounts. They consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

## Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

## Independent Examiner's Statement

In connection with my examination, no matters have come to my attention:

1. which give me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with s.130 of the 2011 Act; or
  - to prepare accounts which accord with these accounting records have not been met; or
2. to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

UHY Hacker Young (S.E.) Ltd

Date: 18 November 2020

# Statement of financial activities for the year ended 30 September 2020

|                                    |      | <b>2020</b>                | <b>2019</b>                |
|------------------------------------|------|----------------------------|----------------------------|
|                                    | Note | £<br>Unrestricted<br>funds | £<br>Unrestricted<br>funds |
| <b>Income from:</b>                |      |                            |                            |
| Donations and donated services     |      | 658,011                    | 699,405                    |
| Investments                        | 5    | 80                         | 226                        |
| <b>Total</b>                       |      | <b>658,091</b>             | 699,631                    |
| <b>Expenditure on:</b>             |      |                            |                            |
| Charitable activities              | 6    | (620,626)                  | (834,542)                  |
| <b>Total</b>                       |      | <b>(620,626)</b>           | (834,542)                  |
| <b>Net movement in funds</b>       |      | <b>37,465</b>              | (134,911)                  |
| <b>Reconciliation of funds:</b>    |      |                            |                            |
| Total funds brought forward        |      | 72,016                     | 206,927                    |
| <b>Total funds carried forward</b> |      | <b>109,481</b>             | 72,016                     |

All income arises from the continuing activities of the Trust. The Trust had no other comprehensive income or losses other than those dealt with in the Statement of financial activities (SoFA).

# Balance sheet as at 30 September 2020

|  |      | <b>2020</b>                | <b>2019</b>                |
|--|------|----------------------------|----------------------------|
|  | Note | £<br>Unrestricted<br>funds | £<br>Unrestricted<br>funds |
| <b>Current assets:</b>                         |      |                            |                            |
| Debtors  | 8    | 15,961                     | 16                         |
| Cash at bank and in hand                       |      | 122,704                    | 99,681                     |
| Total current assets                           |      | <b>138,665</b>             | 99,697                     |
| <b>Liabilities:</b>                            |      |                            |                            |
| Creditors: amounts falling due within one year | 9    | <b>(29,184)</b>            | (27,681)                   |
| Net current assets                             |      | <b>109,481</b>             | 72,016                     |
| <b>Total net assets</b>                        |      | <b>109,481</b>             | 72,016                     |
| <b>The funds of the charity:</b>               |      |                            |                            |
| Unrestricted funds                             |      | <b>109,481</b>             | 72,016                     |
| <b>Total charity funds</b>                     |      | <b>109,481</b>             | 72,016                     |

The notes to these financial statements on pages 12 to 16 form part of the financial statements. The financial statements on pages 10 to 16 were approved by the Trustees on 18 November 2020 and signed on their behalf by:

**C RAMAMURTHY**

# Notes to the financial statements for the year ended 30 September 2020

## 1. Basis of preparation and assessment of going concern

The individual financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'.

This departure has involved following Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Trust is exempt from the requirement to publish a cash flow statement under FRS 102 Section 7 'Cash flow statements' and the Charity SORP 'Update Bulletin 1 – Amendments to Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland' as the Trust is defined as small.

The Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern. The Trustees do not expect COVID-19 to have a material effect on the going concern of the Charity.

## 2. Statement of compliance

The individual financial statements of the Trust have been prepared in accordance with 'Financial Reporting Standard 102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued by the Financial Reporting Council (FRS 102) and the guidance set out in 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102' (Charities SORP (FRS 102)) and the Charities Act 2011.

The Trust meets the definition of a public benefit entity under FRS 102.

## 3. Accounting policies

### Income recognition

Donations and voluntary income are only included in the SoFA when the Trust has unconditional entitlement to the income and are recognised at fair value.

Deposit interest is included in the SoFA on a receivable basis.

Governance donated services from B&CE Holdings Limited (B&CE) consisted of accountancy, administration and office facilities and have been recognised on an accrued cost basis.

### Expenditure recognition

Grants are included in the SoFA when applications have been approved and are expected to be paid. These amounts recognised as liabilities are the best estimate of the expenditure required to settle the present obligation at the balance sheet date. Grants expected to be paid at the year-end are normally paid within the following financial year.

Activities undertaken directly are included in the SoFA when the services have been provided by the Trust for the benefit of individuals.

All other costs of administering the Trust are borne by B&CE except for the independent examiner's fees and bank charges.

# Notes to the financial statements for the year ended 30 September 2020 (continued)

## 3. Accounting policies (continued)

### Financial instruments

The Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

### Debtors

Prepayments are valued at the amount prepaid net of any trade discounts due.

### Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

### Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, where applicable, are shown within borrowings in current liabilities.

### Reserves

The unrestricted reserves held at the year-end represent donations yet to be utilised at the Trustees' discretion for the payment of grants. The Trustees review the adequacy of the reserves position at least annually.

### Taxation

The Trust is exempt from tax on its income and capital gains under Section 505 (1) of the Income and Corporation Taxes Act 1988. Any irrecoverable VAT is charged to the SoFA or capitalised as part of the related asset, as appropriate.

## 4. Critical accounting judgements and estimation uncertainty

It is the opinion of the Trustees that there are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

## 5. Investment income

|                       | <b>2020</b> | <b>2019</b> |
|-----------------------|-------------|-------------|
|                       | £           | £           |
| Bank deposit interest | <b>80</b>   | 226         |
|                       | <b>80</b>   | 226         |

# Notes to the financial statements for the year ended 30 September 2020 (continued)

## 6. Expenditure on charitable activities

### Analysis of expenditure on charitable activities

| Activity   | Activities undertaken directly<br>£ | Grant funding of activities<br>£ | Support and governance costs<br>£ | Total 2020<br>£ | Total 2019<br>£ |
|--|-------------------------------------|----------------------------------|-----------------------------------|-----------------|-----------------|
| Relief for people in times of need, such as unemployment, poverty, sickness or distress  | 38,337                              | 29,835                           | 91,502                            | 159,674         | 251,821         |
| Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry | -                                   | 83,656                           | 256,564                           | 340,220         | 494,953         |
| Education, training and research towards occupational health and safety initiatives in the construction industry                           | -                                   | 29,687                           | 91,045                            | 120,732         | 87,768          |
|  | <b>38,337</b>                       | <b>143,178</b>                   | <b>439,111</b>                    | <b>620,626</b>  | <b>834,542</b>  |

The support costs are apportioned on the value of grants paid under each activity. This is because the higher the value of the grant, more time is spent on the grant evaluation.

The Trust is funded by B&CE on a rolling 12-month basis as and when funds are required to meet expected grant payments. As a result, there is no fundraising activity undertaken and, therefore, no support costs are allocated to fundraising.

### Analysis of grants

Unrestricted grant payments are recognised once approved.

|  | Individual<br>£ | Institution<br>£ | 2020<br>£      | 2019<br>£      |
|--|-----------------|------------------|----------------|----------------|
| Relief for people in times of need, such as unemployment, poverty, sickness or distress  | 29,835          | -                | 29,835         | 83,015         |
| Education, training and retraining for operatives, past operatives and young people who want to start working in the construction industry | 944             | 82,712           | 83,656         | 186,144        |
| Education, training and research towards occupational health and safety initiatives in the construction industry                           | 2,937           | 26,750           | 29,687         | 33,008         |
|  | <b>33,716</b>   | <b>109,462</b>   | <b>143,178</b> | <b>302,167</b> |

# Notes to the financial statements for the year ended 30 September 2020 (continued)

## 6. Expenditure on charitable activities (continued)

### Analysis of support and governance costs

Support and governance costs allocated to charitable activities can be broken down as follows:

|   | <b>2020</b>    | <b>2019</b> |
|---|----------------|-------------|
|   | £              | £           |
| Donated support and governance services | <b>437,191</b> | 499,403     |
| Bank charges                            | -              | 27          |
| Independent examiner's fees (note 7)    | <b>1,920</b>   | 1,860       |
|   | <b>439,111</b> | 501,290     |

There are no employees of the Trust and therefore no direct employee costs. The majority of the support and governance of the Trust are services donated by B&CE. B&CE does not identify the actual cost incurred in administering the Trust. The cost is determined on a time apportionment basis across all activities of B&CE and applied to B&CE's total overheads, including wages and salaries, to determine the cost of each activity.

## 7. Independent examiner's remuneration

The independent examiner's fee for the year, including VAT, is £1,920 (2019: £1,860). There were no other fees incurred for other services provided by the independent examiner (2019: nil).

## 8. Debtors

|                                | <b>2020</b>   | <b>2019</b> |
|--------------------------------|---------------|-------------|
|                                | £             | £           |
| Prepayments and accrued income | <b>15,961</b> | 16          |
|                                | <b>15,961</b> | 16          |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial assets are receivable within one year and are therefore measured at an undiscounted amount.

There has been a significant increase in prepayments due to an invoice for an annual license that was received before the year-end.

# Notes to the financial statements for the year ended 30 September 2020 (continued)

## 9. Creditors: amounts falling due within one year

|                            | <b>2020</b>   | <b>2019</b> |
|----------------------------|---------------|-------------|
|                            | £             | £           |
| Trade creditors            | <b>17,412</b> | -           |
| Accrual for grants payable | <b>8,240</b>  | 22,788      |
| Other creditors            | <b>3,532</b>  | 4,893       |
|                            | <b>29,184</b> | 27,681      |

In respect of disclosure of financial instruments, section 11 of FRS 102 has been adopted. All financial liabilities are payable within one year and are therefore measured at an undiscounted amount.

Trade creditors have increased significantly due to an invoice for an annual license that was received before the year-end.

## 10. Related parties

The Trustees consider B&CE Holdings Limited and its subsidiaries (collectively known as B&CE) to be the only related parties of the Trust. All the Trustees of the Trust are either Directors, former Directors or senior executives of B&CE and therefore are related parties.


The administration of the Trust is carried out by B&CE which bears all the costs, which totalled £437,191 (2019: £499,403) during the year, with the exception of the independent examiner's fees and bank charges.

No remuneration or payments of any kind have been paid directly by the Trust to the Trustees in the year (2019: nil).

The Trustees who are directors or executives of B&CE are remunerated by B&CE and £20,970 (2019: £17,234) has been allocated to the Trust as part of the donated governance costs.

During the year, B&CE paid £1,860 of expenses on behalf of the Trust (2019: £27,684) of which £nil was outstanding at the year-end (2019: £nil).

For more information:

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