THE ELECTRICAL INDUSTRIES CHARITY LIMITED

England & Wales · Charity number 1012131

Details

Other names	THE ELECTRICAL AND ELECTRONICS INDUSTRIES BENEVOLENT ASSOCIATION, E E I B A
Status	Registered
Legal form	Charitable company
Company number	02726030
Registered	1992-06-24
Register	View on the Charity Commission register

Contact

Address	Rotherwick House 3 Thomas More Street London E1W 1YZ
Phone	07880186706
Email	support@electricalcharity.org
Website	www.electricalcharity.org

Activities

Objects: THE OBJECT FOR WHICH THE ASSOCIATION IS ESTABLISHED IS TO RELIEVE POVERTY AND TO PROVIDE ASSISTANCE TO THOSE IN NEED, WHO ARE EITHER WORKING OR HAVE FORMERLY BEEN EMPLOYED IN THE ELECTRICAL AND ELECTRONICS INDUSTRIES, ALLIED INDUSTRIES AND SCIENCES AND MECHANICAL ENGINEERING WHERE THERE IS A DIRECT ASSOCIATION WITH THE ELECTRICAL INDUSTRIES AND OR THE DEPENDANTS OF SUCH PERSONS.

Activities: THE ELECTRICAL INDUSTRIES CHARITY IS ESTABLISHED TO PROVIDE SUPPORT SERVICES AND WELFARE CARE PROGRAMMES FOR INDIVIDUALS AND FAMILIES CONNECTED WITH THE ELECTRICAL,ELECTRONICS AND ENERGY INDUSTRIES (AND ALLIED INDUSTRIES) SO AS TO RELIEVE AND PREVENT NEED AND POVERTY.

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Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Northern Ireland
- Scotland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,765,000	£2,463,000	£5,009,000	12
2024-03-31	£2,367,000	£2,515,000	£4,685,000	12
2023-03-31	£2,732,000	£2,753,000	£4,547,000	13
2022-03-31	£1,122,000	£1,111,000	£4,638,000	9
2021-03-31	£1,122,000	£1,111,000	£4,638,000	9

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Trustees

Name	Role	Appointed
Jeremy Peter SAUNDERS	Chair	2020-06-25
Alison CHAPPELL		2023-06-05
Andrew REAKES		2023-06-05
Andrew Sturgess		2023-12-12
Andy Roach		2024-05-13
Danny Carey		2024-02-20
Danny Mouskovias		2025-06-09
David Fielder		2023-06-05
David Gardiner		2014-06-01
David POWNALL		2023-06-05
Marcus LEEK		2023-06-05
Richard Beighton		2025-06-09
Richard Scott		2025-12-03
Samantha McFALL		2023-06-05
Sarah Macdonald		2025-06-09

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THE ELECTRICAL INDUSTRIES CHARITY LIMITED

England & Wales - Charity number 1012131

Accounts

2024-25 ANNUAL REVIEW & FINANCIAL STATEMENTS

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

A Company Limited by Guarantee. Registered in England and Wales No. 2726030. Registered with the Charity Commission No. 1012131. Registered as a Charity in Scotland No. SC08811.

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1. Message from the Managing Director

Dear Supporters and Partners,

As we present this year's Annual Review, I am pleased to share the progress we have made together at the Electrical Industries Charity.

2024 has been a year of both considerable challenges and significant achievements. The ongoing cost-of-living crisis has continued to place strain on our industry, reflected in the increasing demand for our support services. In particular, requests for assistance with homelessness and mental health have risen noticeably, with mental health support becoming our most frequently accessed provision.

Despite these pressures, we have made important strides in addressing the stigma surrounding mental health. Over the past year, we reached nearly 16,506 individuals through targeted training programmes and delivered virtual wellbeing sessions to more than 7,300 people. This essential work will continue into 2025, ensuring that no individual faces hardship alone.

This year has been one of growth and meaningful community impact. We expanded our programmes and initiatives to better respond to the evolving needs of those we serve. Thanks to your continued generosity, we hosted several successful fundraising events, helping to strengthen connections and solidarity across the sector.

Our collaborative projects have continued to deliver success driven by the commitment of our partners, donors, and volunteers.

We remain focused on high-impact, sustainable interventions that create real and lasting change in the lives of those we support.

Our Regional Committees and Working Groups have played a vital role in these achievements, and I extend my sincere appreciation for their ongoing dedication. In 2024, we launched our Ambassador Programme to further raise awareness and ensure more individuals across the sector are informed about the support available to them.

To everyone who has attended events, fundraised, donated, or volunteered, thank you. Your continued support lies at the core of our mission. Together, we are building a more resilient, compassionate industry – one that stands ready to support its people in times of need.

As we look ahead, our commitment remains clear to enhance our services, maximise impact, and approach the challenges and opportunities of the future with determination and purpose. Thank you for being an essential part of our journey.

Warm regards,

Jess Vailima,
Managing Director

2. Message from the President

Dear Electrical Industries Charity Stakeholders,

As I prepare to begin my term as President and Chairperson of The Electrical Industries Charity, I am both honoured and humbled to assume this role at such a pivotal time in the organisation's history.

It is a great privilege to follow in the footsteps of Jeremy Saunders, whose outstanding leadership and enduring commitment have greatly advanced the work of the Charity. On behalf of the Board and the wider EIC community, I extend our deepest thanks to Jeremy for his service, passion, and dedication. His contributions have left a lasting legacy that will continue to shape our progress for years to come.

Looking ahead, our priorities are clear. The year to come will see a continued and focused response to some of the most pressing challenges affecting our industry, particularly mental health, the cost-of-living crisis, and homelessness. These issues remain critical, and our work to support those in need has never been more important.

I would also like to take this opportunity to thank the remarkable EIC team for their dedication and hard work, as well as our regional committees, working groups, and fellow Board members for their invaluable contributions. The strength of our collective effort continues to drive the Charity's mission forward.

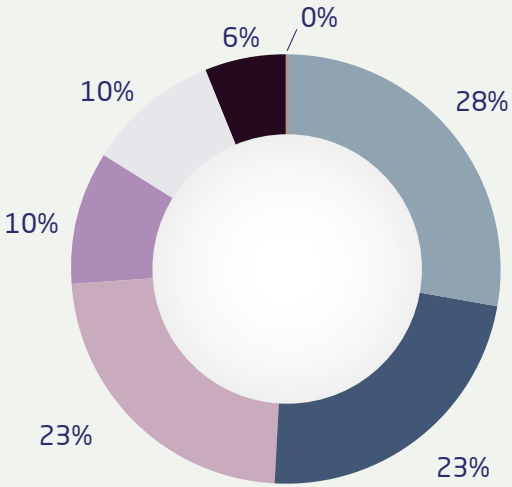
As we begin this next chapter together, I am confident that with your continued support we will deepen our impact and help create a stronger, more compassionate future for everyone within the electrical and energy industries.

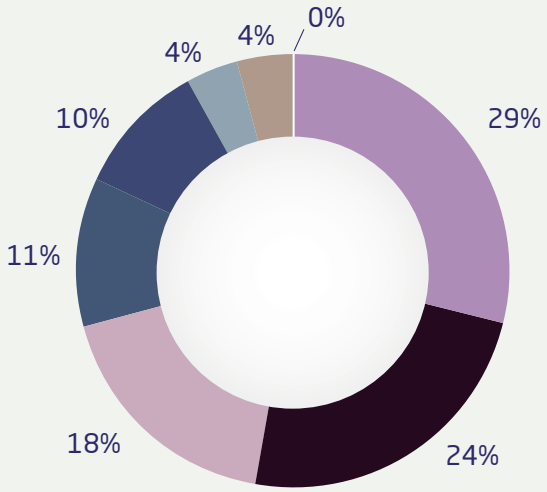
Warm regards,

Alison Chappell,
EIC President

3. 2024-2025 Snapshot

The summary financial information shows the income raised, the cost of fundraising and the amounts spent on our charitable activities. The information is taken from the full financial statements for 2024-25.





Where money came from		Income
Regional committees events	28%	£ 778,761
Donations & legacies	23%	£ 648,163
powerBall	23%	£ 632,014
Lottery proceeds	10%	£ 291,265
Fundraising at HO	10%	£ 264,746
Investment income	6%	£ 165,707
Other fundraising	0%	£ 6,429
Total		£2,787,086

How we spent the money		Expenditure
Other fundraising	29%	£ 722,303
Support, helpline, advice & info	24%	£ 589,444
Regional committees events	18%	£ 434,032
powerBall	11%	£ 256,323
Direct financial assistance	10%	£ 250,572
Governance and management	4%	£ 105,842
Lottery prizes and administration	4%	£ 104,357
Investment losses	0%	£ 0
Total		£2,462,872

16,506

consultations

Over

1 million

strong industry

Given back a significant

£840,000

to the sector

For every £1 donated, we have managed to give back an impressive £0.91!

£115,039

received for mental health training

Delivered virtual wellbeing sessions to 7,322 individuals

12 virtual wellbeing sessions cover 12 industry-specific topics

Mental health training remains steadfast. We have conducted training sessions throughout the industry reaching over

2,370

individuals

28,829

media mentions, social media interactions and website visits

We are excited to share our achievements with you.

We are proud to report that over the past year, the Charity conducted 16,506 consultations. This sustained level of engagement reflects our strong dedication to providing consistent, high-quality support and reinforces our impact across the individuals and organisations we serve.

Our reach has been substantial, with our programmes, training initiatives, and consultations benefiting a broad segment of the industry. It is important to note that the electrical industry itself comprises over one million individuals, highlighting the scale of the community we are part of and strive to support. This extensive engagement underscores our resilience and adaptability, ensuring our continued relevance and influence.

Despite the challenges faced, we have remained a leading force within the industry, reinvesting an impressive £840,000 back into the sector. This contribution highlights our enduring commitment to supporting the very industry that empowers us to fulfil our mission.

A defining feature of our work is our financial efficiency. For every £1 donated, we have generated a return of £0.91, demonstrating effective resource management and a strong commitment to delivering value that extends beyond financial metrics.

In the digital arena, our Virtual Wellbeing Presentations have continued to achieve great success. With 12 sessions covering various topics and reaching 7,322 individuals, we have effectively leveraged technology to raise awareness and spread vital knowledge.

Our dedication to mental health training remains resolute, over the past year, we have delivered sessions to more than 2,370 individuals across the industry. This initiative not only equips participants with essential tools for mental well-being but also contributes to generating revenue, thereby sustaining the ongoing work of our mission.

Our efforts have received considerable recognition, with 28,829 combined media mentions, social media engagements, and website visits. This broad visibility affirms that our message resonates widely, significantly enhancing both our reach and impact. Looking ahead, we remain optimistic about the future. We will continue to build on our progress and secure the resources necessary to sustain and expand our transformative work. We sincerely appreciate your continued support as we advance on this journey together.

4. Strategic Overview

4.1 Our mission

Our mission deserves nothing less than our utmost dedication. We will strive to develop and guide the lives of the people we support and the industries we serve.

4.2 Our vision

We aim to be the leading provider offering preventive and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. This vision will serve the industry for the next 100 years.

4.3 OUR VALUES

PEOPLE FOCUS

An industry charity for industry people, providing a helping hand to those in need.

SMART

Solutions that transform the lives of the people and businesses we support for the longer term.

SUSTAINABLE

A charity that can genuinely say every pound invested goes back into our industry.

GROWTH

An industry charity sized to cater for growth in the sector by increasing the number of people that we support year-on-year.

LEADERSHIP

A charity designed to support the industry with clear leadership and wellbeing programmes geared towards addressing industry issues.

TRANSPARENT & ACCESSIBLE

Trustworthy, truthful, and honest about all our activities. Dependable and available now and in the future.

5. By the Numbers: Insights

VOLUNTEERS

With over 170 volunteers, the Charity relies on the significant support and generosity of the regional committee members, council and working groups to run regional fundraising events and support governance commitments.

STAFF NUMBERS

The Charity's full-time equivalent (FTE) staffing levels remained steady at 12 for the 2024/25 financial year.

INVESTMENT DIVIDEND

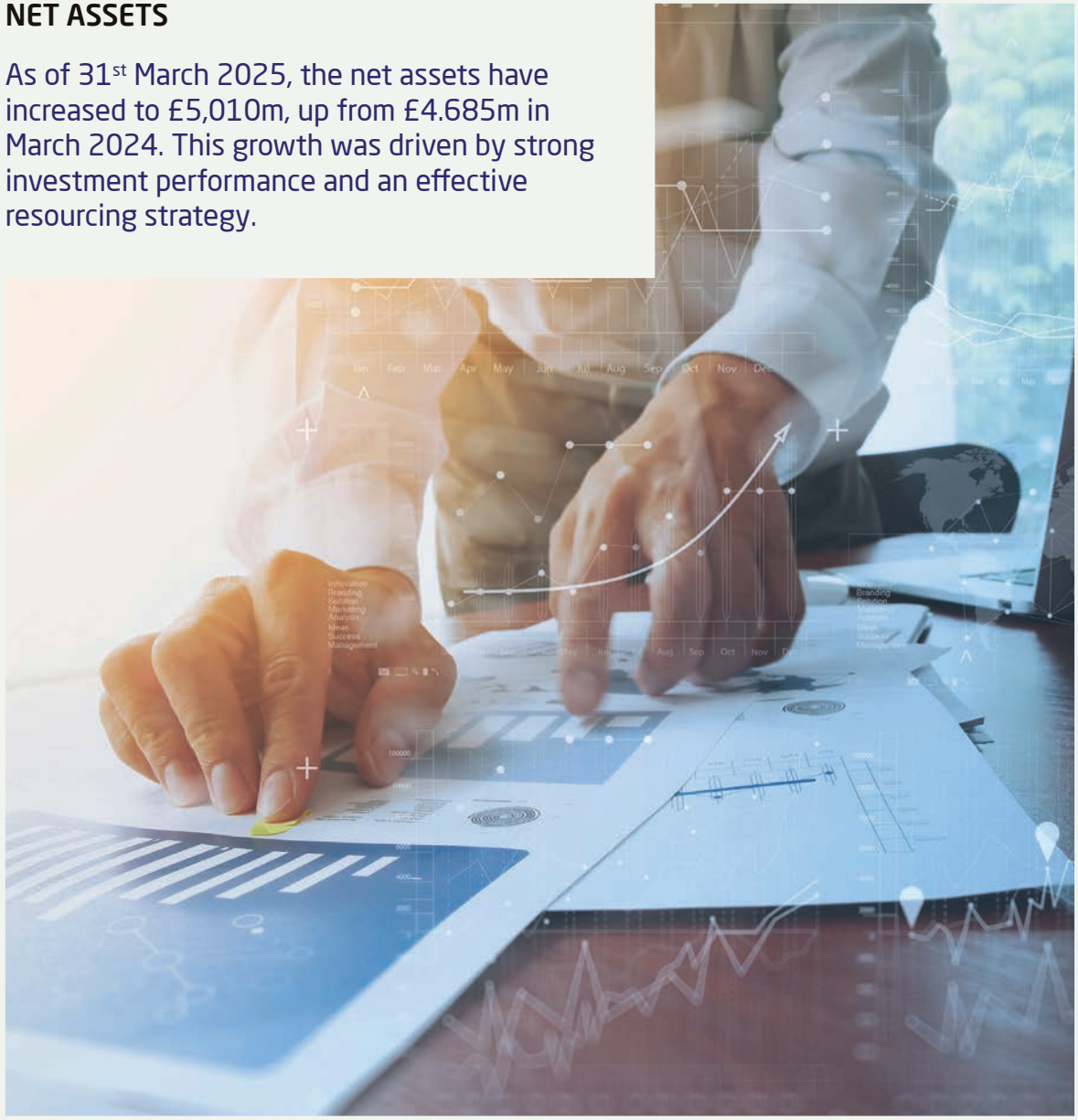
The Charity's investment portfolio, maintained with a well-diversified allocation across various asset classes, achieved investment gains of £99k (realised and unrealised) in 2024/25, representing a notable increase from the £85k gain recorded in the previous year.

FINANCIAL GRANTS

Following a review of Investment Managers we switched to Brewin Dolphin resulting in a better return. The restructuring of financial grants has continued to yield positive results, with support extending more broadly across the sector. The Charity's grant model is focused on partnerships and collaboration, facilitating more efficient resource management and delivering wider, more impactful assistance.

NET ASSETS

As of 31st March 2025, the net assets have increased to £5,010m, up from £4.685m in March 2024. This growth was driven by strong investment performance and an effective resourcing strategy.



6. Charitable Activities and Programmes

6.1 Charitable Activities Summary:

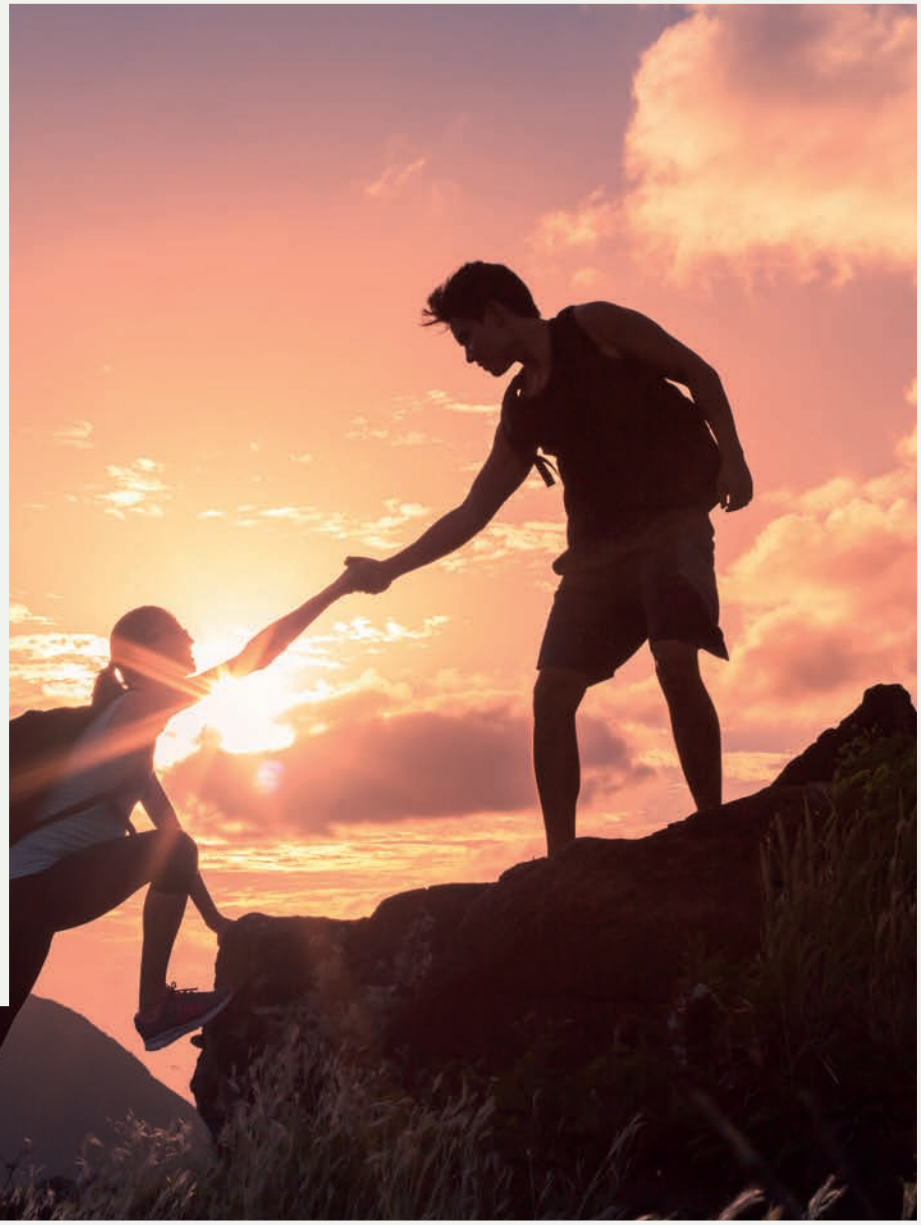
Insights Provided: Charitable Activities Summary

In 2024/2025, we delivered an impressive 16,506 instances of consultative support. This demand was driven by the unprecedented challenges arising from increased mental health concerns and the ongoing cost-of-living crisis.

Our response underscores our dedication to raising awareness of the support available to colleagues across the electrical and energy sectors.

16,506

instances of consultative support



6.2 Industry Insights: Key Areas of Support

Mental Health Support: Continued high demand for help with stress, anxiety, depression, and complex mental health issues.

Complex Cases: Many individuals require integrated support across financial, legal, housing, and mental health services.

Emergency Financial Aid: Ongoing need for urgent financial help due to unexpected crises or short-term hardship.

Financial Support: Growing demand for assistance as families and individuals face increasing economic pressures.

Debt and Bankruptcy: Rising concerns around debt and insolvency, prompting more requests for advice and restructuring.

Homelessness and Housing Support: Support needed for rent arrears, eviction prevention, emergency housing, and stable accommodation.

Essential Household Items: Increased requests for furniture and appliances due to financial strain.

Legal Advice: Frequent support sought for employment, housing, and family-related legal issues.

Funeral Costs: Rising expenses are creating financial pressure, driving more requests for support.

Disability and Mobility: Continued need for mobility aids, transport assistance, and accessibility support.

Reskilling and CV Support: Increased interest in career transition support and employability services.

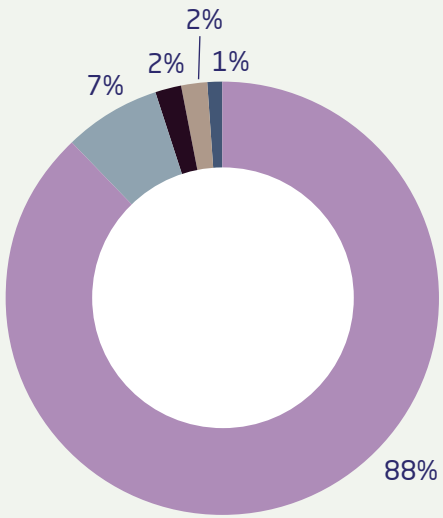
Support Services: As an industry charity, our mission focuses on physical, financial, and emotional well-being. We understand the importance of a holistic approach and tailor our services to meet the unique needs of each individual in the energy and electrical sectors. Our comprehensive range of offerings includes mental health support, bereavement counselling, emergency financial assistance, legal advice, and much more. These services are designed to provide a safety net for anyone currently or formerly in these industries, ensuring they receive the support needed to navigate challenges effectively.

6.3 Services & Demographics

As an industry-focused charity, it is increasingly crucial to not only provide assistance for individuals in the field concerning their physical and financial welfare but also address their emotional well-being. We understand that effective support requires a comprehensive approach, recognising that each individual has their distinct needs and circumstances.

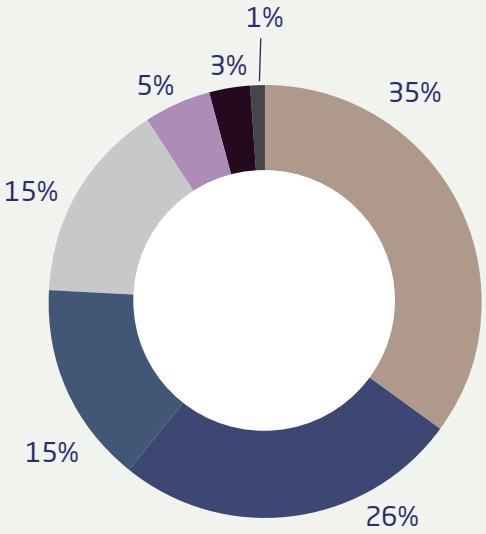
Our services are available to anyone that works or has worked in the energy and electrical industries. Therefore, we are currently providing a wide variety of key services with focused support to meet every individual's needs, such as:

- Bereavement support (including those affected by suicide)
- Psychiatric assessments
- Support for those suffering with a terminal/severe illness
- Clinical Occupational Therapist (OT) for those who do not have access to this through their workplace, who help to write and support with return-to-work plans after a serious mental health absence from work
- CV support following redundancy and job loss
- Complex case management support: assigned case worker to help get you back on your feet
- Legal support
- Will service
- Holistic-based intervention
- Counselling and mental health support
- Financial assistance and grants
- Debt advice – how to manage debt and get ahead with professional advice and assistance
- Advocacy



Eligibility

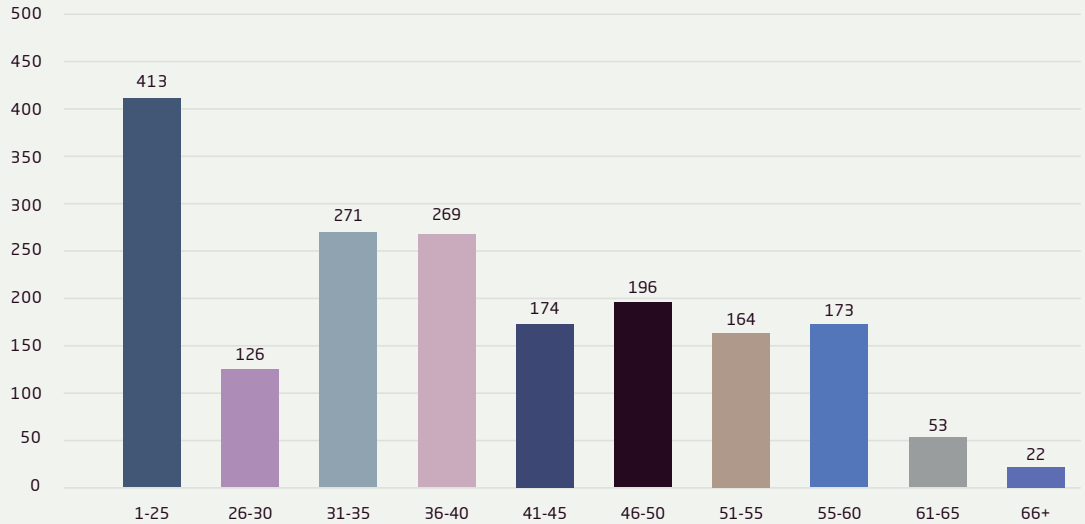
Self	88%
NA	7%
Family Member	2%
Husband	2%
Partner	1%



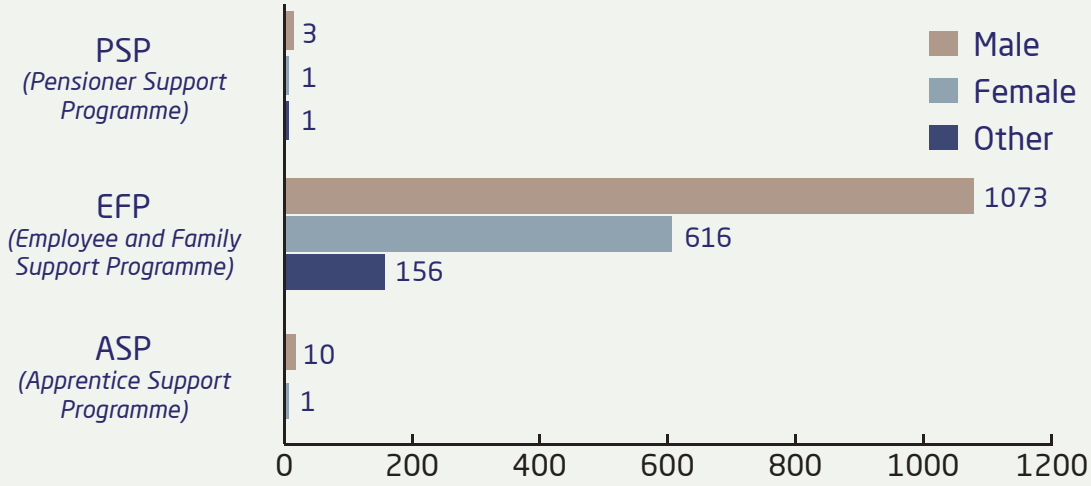
Marital Status

Married	35%
Single	26%
Partner	15%
NA	15%
Separated	5%
Divorced	3%
Widowed	1%

Age Demographic



Gender by Programme



6.4 Health and Wellbeing Presentations to the Industry

Our mental health and wellbeing courses are designed to help organisations embed mental health into their long-term strategies. As awareness continues to grow, more individuals are recognising the importance of looking after their mental wellbeing alongside their physical health.

Mental health challenges can have a profound impact on individuals and families. However, with the right tools and understanding, we can deliver vital support to those in our industry who need it most. We remain committed to raising awareness and providing accessible guidance for those experiencing mental health difficulties.

A key element of this commitment is our Health Calendar, which offers a wealth of information, statistics, and details on available services for individuals, their families, colleagues, and employees. Mental health concerns often stem from multiple sources, including work-related stress, financial pressures, and personal or family challenges. Within our sector, stress and depression are particularly common, yet many continue to suffer in silence, often without discussing their struggles even with loved ones.

To help break this silence and encourage open conversations, we continued our Wellbeing Talks series in 2024. This initiative brought together a powerful lineup of speakers who shared expert insights, personal stories, and practical advice with our industry community.

We began the year with Megan Micklewright, a financial wellbeing specialist, who provided practical strategies for managing money and alleviating financial stress, an increasingly prevalent issue across the sector.

In February, we welcomed Dr. Cor Hutton MBE, who shared her extraordinary journey of survival and resilience. Following a life-threatening illness in 2013 that led to the amputation of both her hands and legs, Cor went on to found the award-winning charity Finding Your Feet, became the first Scot to receive a double hand transplant, and even climbed Mount Kilimanjaro. Her talk was a powerful reminder of the human spirit's strength and the importance of perseverance through adversity.

In May, Tom Dickinson shared his deeply personal experience following the loss of his brother to suicide. Through his organisation Tom's Talks, he has worked to spread the message that it's okay not to be okay. His honesty and courage resonated deeply with our audience, reinforcing the importance of mental health awareness and compassion.

These sessions were not only inspiring but also transformative, shining a light on the real-life challenges many face and the crucial role of community, dialogue, and support.

At the Electrical Industries Charity, we believe no one should face mental health challenges alone. Our mission is to ensure that everyone in our industry has access to the support they need, when they need it most.

6.5 Health Calendar

2024

Financial Health
Looking After Our Apprentices
Diversity and Inclusion
Stress Awareness
Mental Health Month
PRIDE Month
Neurodiversity
Health and Wellbeing
Suicide Prevention
Menopause
Men's Month
Coping with the Holidays

2025

Addiction
Time to Talk
Body Power
Embracing Differences
Mental Health Month
PRIDE Month
Money Matters
Overcoming Challenges
Suicide Prevention
Women's Month
Men's Month
Coping with the Holidays

2025 Health Calendar

Monthly topics and talks on issues that are important to you!

JANUARY
Addiction

FEBRUARY
Time to Talk

MARCH
Body Power

APRIL
Embracing Differences

MAY
Mental Health Month

JUNE
Pride Month

JULY
Money Matters

AUGUST
Overcoming Challenges

SEPTEMBER
Suicide Prevention

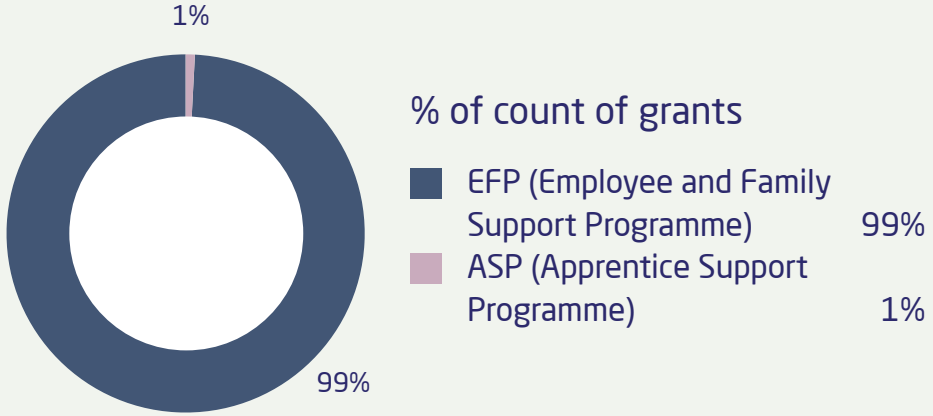
OCTOBER
Women's Month

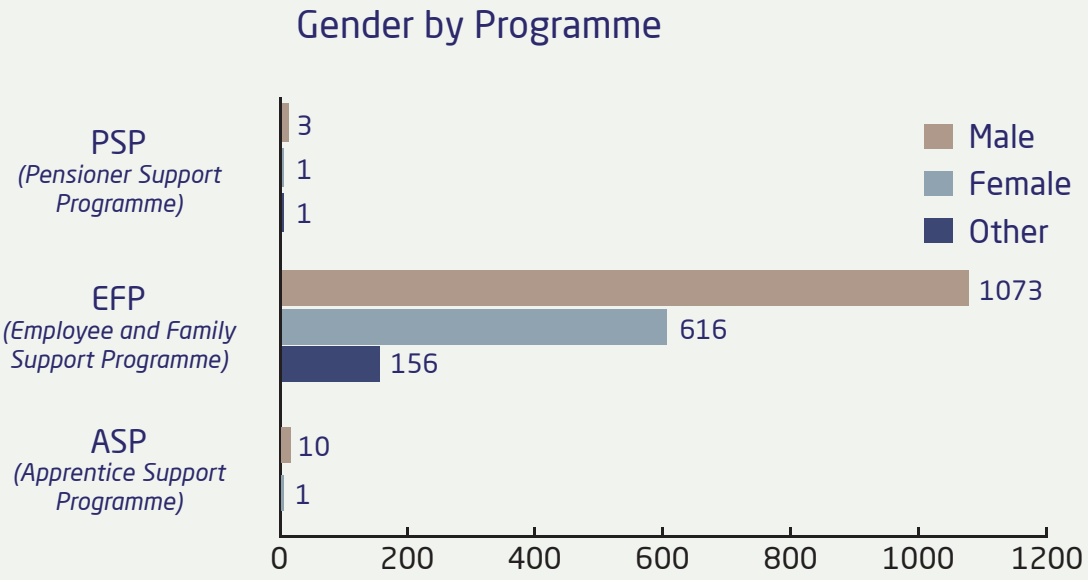
NOVEMBER
Men's Month

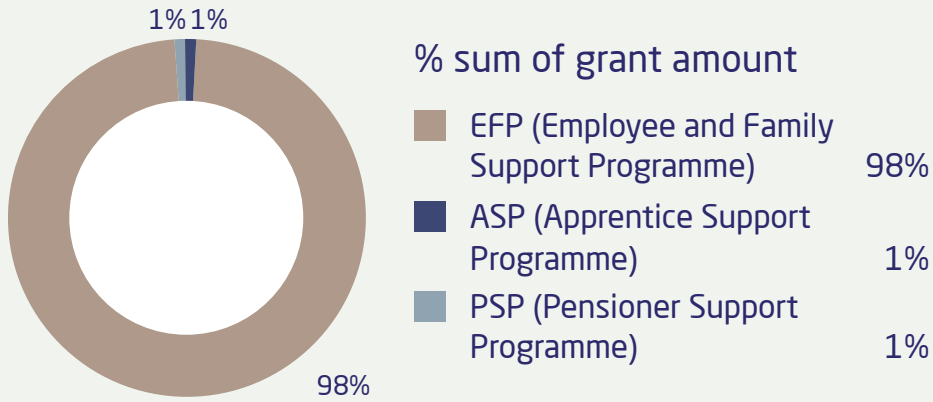
DECEMBER
Coping with the Holidays

6.6 Workplace Programmes

The Electrical Industries Charity is proud to offer comprehensive support to our stakeholders. To expand our reach within the working population, we've developed a suite of free and confidential programmes. These programmes are tailored to meet the specific needs of our industry, clearly communicate the benefits to users, and are designed for easy implementation and understanding in the workplace.







Apprentice Support Programme (ASP)

The ASP exists to support our apprentices and delivers a very similar range of services to those provided by our flagship Employee and Family Assistance Programme. The ASP is designed to meet the challenges that may be experienced when starting a new career.

With the correct support, any issues can be overcome, whether financial, emotional or physical. We offer tailored assistance to apprentices within the electrical and energy sectors who are struggling. We are proud to also offer support and guidance to employers who have apprentices.

Employee and Family Support Programme (EFP)

The EFP is our flagship programme, developed specifically for our active industry members. Staff productivity is a critical factor for any organisation.

It is also equally important to recognise the personal lives of employees.

When things go wrong, the EIC is here to help with a range of services that address issues ranging from family or relationship problems through to ill health and disability.

Pensioner Support Programme (PSP)

Retirement is traditionally the time when people stop working, but this doesn't mean that they stop living. Retirement is a new phase of life that can bring new opportunities but also new challenges.

For many, being retired means reduced income, meaning paying bills and unexpected expenses may become difficult to cover. It can also be a time of huge change and loneliness that is difficult to deal with. The PSP recognises the importance of community and family support networks, and with the right level of support, many issues, including financial, emotional, health and family factors, can be managed sensitively and proactively.

Practical Participation Programme (PPP)

Volunteering is a surefire way to make you feel happier and give something back to our industry. You can help by organising an event, joining our regional committees, signing up to become a member of our board or taking on a fundraising activity. Whichever you choose to do, you are volunteering and making a difference to our sector! We may also call on your specialist skills in terms of time, equipment and materials to help with specific projects that the EIC are supporting.

6.7 Case Studies

PPP Case Study 1

From Hardship to Hope: How EIC Helped an Electrician Rebuild His Life

An experienced electrician reached out to the Electrical Industries Charity (EIC) while struggling with mental health challenges. Diagnosed with PTSD and currently taking medication for ADHD, he has shown remarkable determination in rebuilding his life and returning to work. Over the past nine years, he has faced significant personal and professional setbacks, yet his resilience and commitment to recovery have remained.

Recently re-housed after a period of homelessness, he received crucial emotional support from the EIC through counselling sessions, helping to stabilise his wellbeing as he worked towards long-term recovery.

Alongside emotional support, the EIC also provided practical assistance. When they learned he had moved into a property without essential appliances, they arranged for the delivery and installation of a new washing machine and electric cooker. The Charity also handled the removal and disposal of the old units, ensuring the process was smooth and stress-free.

To further support his transition into a stable home environment, the EIC partnered with the Lighthouse Charity, which supplied a double bed, mattress, and bedding. Additional needs, such as a sofa, were referred to the Rainy Day Trust for potential support. Now, feeling settled in his new home and excited for what the future holds, he is looking ahead with renewed confidence and hope.

PSP Case Study 2

Standing Beside the Carers: How EIC Supported a Wife Through Her Husband's Alzheimer's Journey

The wife of a retired electrical industry worker reached out to the Electrical Industries Charity (EIC) seeking urgent advice and support. Her husband, who had dedicated more than 40 years to the electrical supply industry, had recently been diagnosed with Alzheimer's disease and placed in a care home following a period of respite care. His condition had deteriorated to the point where he could no longer recognise family members or advocate for himself.

At 73, and managing her own health challenges, she was under immense emotional and financial strain. Her youngest daughter, who lives independently, also has additional needs. On top of navigating the complexities of the care system, she had taken on responsibility for her husband's dog and was struggling to maintain her home and garden. The cost of care was a growing concern, with social services outlining significant fees that would be partly covered by her husband's state and private pensions, leaving her in a financially precarious position.

Unsure where to turn, she contacted the EIC for guidance. The Charity referred her to a legal support team, helping her better understand the care funding process and prepare for upcoming financial assessments. To support her emotional wellbeing, the EIC arranged for her to begin therapy sessions with a qualified professional, which she found highly beneficial. They also funded a walking frame to help ease some of her daily challenges. She was grateful for the expert support, which gave her the space to understand the best way to move forward.

ASP Case Study 3

Helping an Apprentice Build His Future: How EIC Stepped in During a Housing Crisis

A first-year apprentice in the electrical industry found himself in a vulnerable position after unexpectedly becoming homeless. Determined to continue his apprenticeship, he reached out for help and was referred to the Electrical Industries Charity (EIC) for urgent support.

Recognising the urgency of his situation, the EIC acted quickly, assessing his needs and providing financial assistance to help secure a safe and stable place to live. This included covering part of the deposit and the first month's rent, bridging the financial gap and offering much-needed relief.

Throughout the process, the EIC worked closely with the apprentice's training officer to ensure his apprenticeship could continue uninterrupted. This partnership meant his wellbeing was prioritised both at home and in the workplace. The Charity maintained regular communication, offering emotional support and practical guidance, and liaised directly with the landlord to ensure a smooth transition, reducing any additional stress.

With a roof over his head and a safe environment for both himself and his pet, the apprentice was able to regain stability and focus on progressing in his career.

EFP Case Study 4

Fighting Leukaemia and Providing for His Family: How EIC Stepped in During His Toughest Challenge

Earlier this year, a 36-year-old electrical industry employee was unexpectedly diagnosed with an aggressive and rare form of acute leukaemia. The diagnosis, which came shortly after Easter, turned his world upside down. As a devoted father to two young sons, he suddenly found himself balancing intensive treatment with the emotional and practical challenges of family life. After undergoing rounds of chemotherapy and radiotherapy, he was referred for a stem cell transplant over the Christmas period.

With the support of his employer, who reached out to the Electrical Industries Charity (EIC) on his behalf, the Charity acted quickly to explore ways of easing the strain on him and his family. Given the severity of his condition and the impact on his ability to work, the EIC awarded a financial grant to help cover living expenses for three months. With all communication handled through his mother while he focused on treatment, the family expressed deep gratitude for the immediate breathing space this provided.

During this difficult time, he was also allocated council housing for himself and his children. While this was a vital step forward, the property was unfurnished. The EIC stepped in again, providing further financial support to furnish the home with essential items and create a safe, comfortable environment for his boys. Further support was provided by connecting the family with Lightning Reach to identify and apply for any additional grants available, while maintaining a consistent line of communication to address any ongoing needs.

7. Fundraising and Publicity

7.1 EIC Ambassador Programme

In 2024, the Electrical Industries Charity launched its Ambassador Programme, a strategic initiative designed to increase awareness, engagement, and support within the electrical and energy sectors.

The programme empowers volunteers from across the industry to act as internal champions for the Charity. These ambassadors promote available services, encourage fundraising, and raise the profile of initiatives such as the powerLottery and 'Charity of the Year' nominations.

Each ambassador acts as a direct link between the Charity and their colleagues, helping ensure that vital support reaches those who need it most. With a target of at least two ambassadors per company and a connected network of 20+, the programme is creating a strong, industry-wide community.

Ambassadors receive regular updates, participate in quarterly check-ins, and engage with peers through a dedicated communication channel, strengthening collaboration and shared purpose.

The Ambassador Programme marks a key step in embedding the Charity's mission into workplaces, enabling a more open, resilient, and supportive culture across the sector.

7.2 powerLottery

The power of £1!

Small Change, Big Difference: The powerLottery

It's amazing what just £1 can do! In the hands of the Electrical Industries Charity, every pound raised through powerLottery helps transform lives, providing essential support to apprentices, pensioners, employees, and their families when they need it most. Last year alone, powerLottery generated a total gross income of £375,691, making it one of the Charity's largest sources of fundraising.

In addition to individual sign-ups, our workplace lottery allows companies to get involved and make a collective impact. To take part, companies must:

- Have at least 150 employees
- Have an HR portal
- Integrate that HR portal with their payroll system for seamless monthly adjustments when lottery members join or update their details

The powerLottery remains EIC's only source of annuity funding. By encouraging major industry employers to adopt the workplace lottery model, we can offer more free services to employees through our wide range of programmes.

We're setting a challenge to the more than one million people working in our sector: give up just one cup of coffee each month and, sign up for powerLottery.

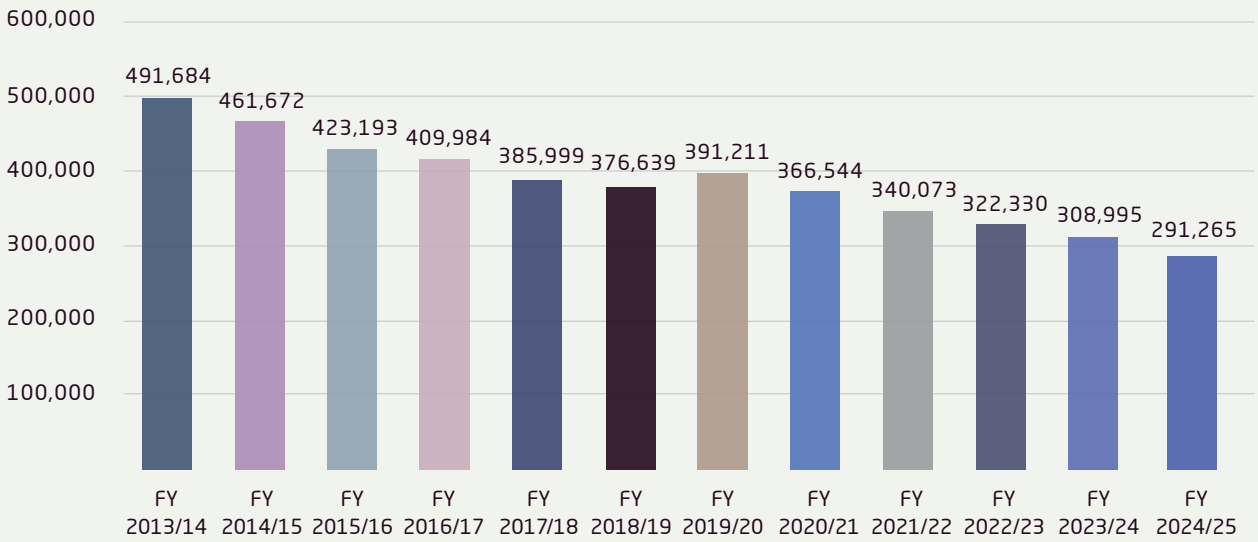
Open to everyone, the powerLottery gives participants the chance to win a monthly cash prize of £500, as well as bonus prizes of £10,000 in January and £5,000 in June and December. It also ensures every £1 entry directly supports vital services for people in our industry who need assistance.

Currently, the lottery provides 10% of the Charity's annual income, directly funding financial grants through our Employee Assistance Programme. This includes help for apprentices, pensioners, and families, as well as practical and workplace support.

These programmes deliver a broad range of assistance, from legal advice and counselling to financial aid, grants, carer support, debt advice, and mental health services, ensuring no one in our industry has to face life's challenges alone.

Power Lottery

Lottery Income



aico

Aptia

EDA ELECTRICAL DISTRIBUTORS' ASSOCIATION

hager

HomeLINK

nationalgrid

NIUK NEWBURY INVESTMENTS UK

RAILPEN

R&B STAR ELECTRICAL WHOLESALERS EST 1960

RWE

Life Is On Schneider Electric

SCOTTISHPOWER

7.3 powerBall

On 22 November, the prestigious Grosvenor House in London played host to powerBall 2024, an evening of spectacular entertainment and generous giving. Over 700 guests from across the industry gathered for the biggest and most anticipated event of the electrical and energy sector. Electrical Industries Charity (EIC) was in attendance to run fundraising activities. Thanks to the incredible generosity of guests and sponsors, powerBall 2024 generated an astounding £375,691, a testament to the electrical sector's firm commitment to giving back.

powerBall 2024 would not have been possible without the generous sponsorship from Aico, CEF, Edmundson Electrical, MACD Electrical, Rexel, Schneider Electric, and WAGO. Their continued support ensures the success of powerBall.

The evening began with a lively drinks reception, where guests were dazzled by mirror men and contact jugglers, mesmerised by skilled magicians and captivated by the enchanting live music of a talented cellist. As the guests took their seats, they were treated to a teasing performance by Disco Inferno, setting the tone for a night full of energy and excitement.

Following a warm welcome speech by the EIC's new President, Alison Chappell, guests enjoyed a sumptuous meal. During the evening we heard from Kara and Chris, who shared their deeply moving story about their child, Teddy, and the invaluable support their family received from the EIC. Their testimony reinforced the critical role the charity plays in the lives of industry families, touching the hearts of everyone in attendance.

The evening also featured various fundraising activities by Electrical Industries Charity – an exciting raffle and silent auction with amazing prizes generously donated by individuals and businesses in the industry, as well as pledging. All of these activities contribute to EIC efforts supporting those in our industry going through challenging times.

With the evening's proceedings complete, the energy moved from the tables to the stage and dance floor with Disco Inferno lighting up the room once more, with their high-energy performance, keeping the atmosphere vibrant and engaging. Later, The Earthlights took the stage, delivering an electrifying set that kept guests dancing well into the night.

Companies who supported powerBall 2024

A Division
aico
Ansell Lighting
Approved Power Services
Armorduct
Balfour Beatty
CEF Your Electrical Experts
Cefco
Cembre
Centaur
Collingwood
Dextra Group PLC
Dimplex
ECA Excellence in Electrotechnical & Engineering Services
ecis
Edmundson Electrical
Electric Center
electrium
Energizer Holdings, Inc.
Grant & Stone
KEW Electrical
Kosnic
legrand
Lockwell Electrical Industrial
M2
MACD electrical ltd
Marcoe Engineering
niglon
Proteus
prysmian
Rexel a world of energy
Life Is On Schneider Electric
Scolmore Group
signify
Solution Rail
Stearn 100 years 1924 - 2024
Tamlex
Tamlite
UK Greentech Part of Edmundson Electrical Ltd
UK Power Networks Delivering your energy
WAGO
excite LED Lighting

7.4 Challenge for a Cause

Zipslide the Clyde Challenge

On 13 September, daring supporters from the electrical industry, alongside members of the team, took part in our Zipline Challenge for a Cause, an exhilarating 100ft high and 1,245ft long challenge over Glasgow's iconic cityscape.

Thanks to the brave volunteers who took the leap for us and managed to raise just under £23,000 for the charity!

The day was a powerful reminder of the strength and generosity of our community and contributed a significant amount towards our annual fundraising efforts.

London to Brighton Cycle Ride

Two intrepid cyclists trained hard and conquered the 54-mile ride from London to Brighton on behalf of the Charity, raising over £3,000 in the process.

Setting off in Clapham Common and travelling through the picturesque countryside of Surrey and Sussex, before they finished their cycle on Brighton seafront in the afternoon with a well-deserved lunch on the beach.

Kilimanjaro Challenge 2024

A determined group of climbers successfully summited Mount Kilimanjaro after a gruelling six-day journey. Guided by experienced local experts, the team endured physical and mental challenges, bonding deeply along the way. The adventure was filled with unforgettable moments, such as waking up above the clouds, and for many, it proved to be the toughest trek of their lives.

Yet, through perseverance and unity, the climbers not only reached Africa's highest peak but also grew from strangers into lifelong friends.

The hard work paid off with the trek raising over £80,000 to support EIC's vital work in the industry. The climb became not only a test of endurance but also a symbol of collective action, courage and the unwavering support of the Electrical Industries Charity community.

Jail or Bail

Over the course of the year 2025, the EIC celebrated its 120th anniversary with multiple challenges aimed to raise funds and awareness for the Charity. We started our 120th year off with a bang with our first challenge, "Jail or Bail".

On 23 January 2025, a group of trustees and key team members were "locked up" for the day. The catch? They could only be freed by securing their "bail" of £12,000! Our inmates rallied their friends, colleagues, and supporters from across the electrical industry, with every pound donated making a significant difference in the lives of those in the electrical and energy sectors who rely on EIC's support. The team's passion and determination resulted in them absolutely smashing their fundraising target, generating a whopping £14,500 – that's 121% of their original £12,000 target!

Join Jess

Our MD Jess began her heroic year long journey of challenges across the UK to celebrate 120 years of the Electrical Industries Charity, one in each England, Scotland, Wales and Northern Ireland.

The goal of the 120 year challenge is to rally a community of 1,000 supporters to each raise or donate £120 for the charity.

Jess kicked off the challenge with a thrilling zipline at Penrhyn Quarry in Wales in March, the fastest zipline in world, with speeds of up to 100mph! She will go on to to do three more epic challenges in 2025.

London Marathon 2024

In April 2024, five dedicated individuals took on the challenge of the London Marathon to raise funds for the EIC. Driven by a shared mission to support those in the electrical industry facing hardships, the team of runners triumphantly crossed the finish line having exceeded their fundraising goals and raising a whopping £21,934 for EIC. Their collective effort stood as a testament to resilience, compassion, and the power of community support.

The event highlighted the strength and community within the electrical industry, with each runner's determination contributing to a greater cause. Their achievement will help the EIC continue offering vital assistance to individuals and families in need, leaving a lasting legacy of hope and solidarity.

7.5 Industry Fundraising

Quarter 1

ECA Maidstone and East Kent

The ECA are big supporters of the Electrical Industries Charity and we were very grateful to receive a donation of £6,000 from their Maidstone and East Kent region, thank you!

Scott Coppola Electrical Distributors

Thank you to Scott Coppola Electrical Distributors, who hosted a successful Casino Night, raising £1,000 in support of the Electrical Industries Charity.

ZG Lighting (UK) Ltd

A huge thank you to the Zumtobel Group. They selected the Electrical Industries Charity (EIC) as their Charity of the Year and have raised a staggering £9,824.

EDA Annual Award Dinner

The EDA hosted its annual awards dinner in April, raising an impressive £12,940 for the Electrical Industries Charity. This fabulous event was a great success, and we are truly grateful to EDA for their continued support.

Jason Keene, RWE Generation

A special thank you to Jason Keene and RWE Generation for their generous donation of £496 in April. We are sincerely grateful for your support.

Aico Community Awards

The Aico Community Awards took place in April, celebrating our industry and raising an incredible £16,620 for the EIC. We are extremely thankful to Aico for their ongoing commitment to our cause.

IBA Buying Group

We were honoured to receive a charitable donation of £1,630 from the IBA Buying Group in April. Thank you for your steadfast support, it means so much to us.

EDA Sportsperson's Dinner

The ever-popular EDA Sportsperson's Dinner was held in May and raised a fantastic £2,300 for the Electrical Industries Charity. Thank you once again to EDA for championing our work.

Andie Morris, Glen Dimplex Heating & Ventilation

A heartfelt thank you to Andie Morris and the team at Glen Dimplex Heating & Ventilation for their generous donation of £674 in May. Your support makes a real difference.

Fegime & Twelve Electric

A huge thank you to Fegime and Twelve Electric for their incredibly generous £12,000 donation in May. It's thanks to supporters like you that we can continue delivering vital help to those in need.

IBA Buying Group - Golf Event

We'd like to thank the IBA Buying Group for supporting us through their golf event held in June. The event raised £840 for our charity, and we're deeply appreciative.

AF Switchgear & Rittal

The AF Switchgear & Rittal IT Networking Event was held in June, raising £1,140 for our charity. We're very grateful to the team for their fantastic efforts and support.

Quarter 2

Electrofix Group

In August, we celebrated the fundraising efforts of Craig Daniels and the ElectroFix Group team, who climbed Yr Wyddfa (Snowdon) on 14 September and raised £245 for the Electrical Industries Charity. Thank you for your fundraising efforts!

Rexel

Rexel hosted its annual Golf Championship on 7 and 8 August at Scotscraig Golf Club in Scotland, attracting key industry figures. The event featured various fundraising initiatives, raising over £3,580 for the Electrical Industries Charity (EIC). Appreciation was expressed for the support received.

Aico

Thank you to Aico colleagues Dan Little, Tony Boyle and Alex Parker for raising funds for The Electrical Industries Charity. Together they successfully conquered the UK's National Three Peaks and raised £2,538 for the Electrical Industries Charity.

Tamlite Lighting

Thank you Tamlite Lighting for walking 10 miles in September along the Silin Way in Telford, Shropshire. Together they raised £2,400 for the Electrical Industries Charity.

Edmundson Electrical

In July, Edmundson's North East team held a golf day that raised an impressive £1,412 for the EIC. A big thank you to the whole team for your fantastic support. We truly appreciate your ongoing efforts.

Edmundson Electrical

Thank you to the Edmundson Eastern team for raising £1,900 at their Eastern Region Golf Day in August, and thank you to the Edmundson East Midlands team for raising £1,700 at your golf day in July. We're so grateful for your support and dedication to our cause.

Edmundson Electrical

On 5 September, Edmundson Electrical hosted a successful charity golf day for their South West Region, raising over £2,000 in support of the Electrical Industries Charity (EIC).Thank you for your support!

Rexel

Rexel's Supplier Conference in August raised an incredible £13,240 for our charity. Thank you to everyone involved for your continued and generous support. Your commitment means so much to us.

Rexel

A heartfelt thank you to the team at Rexel for raising £3,580 at their Scotland conference in August. We're truly inspired by your commitment to supporting the EIC.

Certsure

A big thank you to the team at Certsure for donating £1,480 to the EIC following your employee engagement survey in August. We're so appreciative of your support.

Edmundson Electrical

A huge thank you to Edmundson Electrical for your incredible annual donation of £60,000 in September. We are deeply grateful for your unwavering commitment to our cause.

City Electrical Factors

The CEF team raised an amazing £1,510 at their National Accounts golf day in September. Thank you to everyone involved for showing such fantastic support for the EIC.

Electric Center Eastern Region

Thank you to the Electric Center Eastern Region team for raising £1,450 at your September golf day. Your support helps us continue making a real difference.

ANEW

Thank you to ANEW for your continued support throughout the year. Your commitment helps us provide meaningful assistance to people across our industry when they need it most. We truly appreciate it.

Quarter 3

HEA

The HEA Awards in November raised a brilliant £3,085 for the EIC. Thank you to everyone involved for your fundraising efforts. Your generosity is deeply appreciated.

ECA

The ECA Awards at the Hilton London Bankside on 11 October proved to be a spectacular evening, raising an impressive £5,325 in support of the Electrical Industries Charity. Your generous support enables us to continue providing help and support to industry members.

EDA

A big thank you to EDA, who in October brought together industry members at the EDA Scottish Function and raised a fantastic £2,360 on the evening.

Schneider Electric

The Schneider Electric Distributor Awards on 10 October raised a remarkable £4,081, including an incredible matched donation of £2,040 from Schneider Electric. Thank you! This support will go a long way in helping the Electrical Industries Charity deliver essential aid to industry colleagues in need.

City Electrical Factors

An incredible £80,436 was raised at a recent CEF Supplier Event in support of the EIC. A huge thank you to all attendees and to CEF for their pledge-matching initiative. Your generosity is truly inspiring.

Scottish and Southern Energy Power

Thank you to Scottish and Southern Energy Power for their generous donation of £250 in October. Your support helps us continue our vital work across the electrical industry. We truly appreciate it.

Edmundson Electrical

The Edmundson Midlands golf day raised an impressive £820 for the Electrical Industries Charity in October. Thank you to the whole team for supporting our cause. Your contribution makes a real difference.

Lancashire Electrical Distributors

Thank you to Lancashire Electrical Distributors for including the EIC in your 40th anniversary celebrations. Your event raised a fantastic £687. We're so grateful for your continued support.

Yorkshire Electrical Contractors Group

Thank you to the Yorkshire Electrical Contractors Group (YECG) for your kind donation of £300 in November. We're grateful for your continued support of the EIC.

Ben Lincoln, Newbury Investments

Newbury Investments came together over the holiday season spreading joy and generosity at their Xmas dinner. Through their collective efforts, they raised £1,644 for the Electrical Industries Charity. Thank you and well done to all involved.

RWE Generation

A big thank you to RWE Generation for their kind donation of £1,000 in November. Your support plays a vital role in helping us continue our work. We're incredibly grateful.

IBA Buying Group

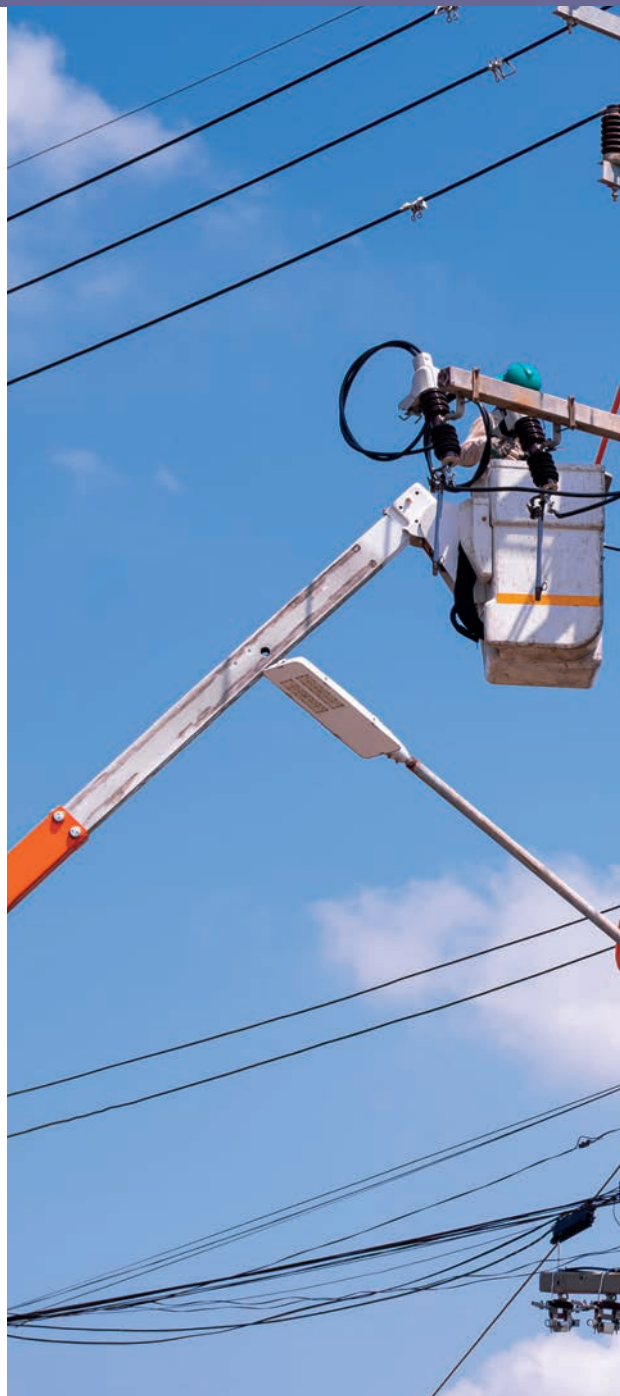
Thank you to the IBA Buying Group for spreading festive cheer at their Christmas Conference in December. The event raised a wonderful £630 for the EIC. We're grateful for your support.

Certsure

A sincere thank you to Certsure for their generous donation of £2,319. Your support helped make the holiday season a little brighter for those in need.

ECI Lighting

We'd like to extend a massive thank you to the ECI Lighting team for their charitable donation of £500 in December. Your support means we can continue to offer vital services to those who need them most.



Quarter 4

Schneider Electric

Thank you to Schneider Electric for raising £510 at the IPA Kick-Off event in January. Your support helps the EIC continue providing vital services to the industry. We truly appreciate your ongoing commitment.

City Electrical Factors

Congratulations to Robin Tilling and his fearless team from CEF London for braving the iconic O2 roof walk and raising an outstanding £5,776! We are incredibly grateful for your effort and dedication.

Electric Center

In January, the Electric Center Telford branch hosted the first of what promised to be many quiz nights in support of the EIC. A huge thank you went to everyone who attended and donated. Together they raised £100.

Twelve Electric

A huge thank you to The Twelve Electric CLub for their fundraising efforts and for the donation of £12,500 to The Electrical Industries Charity (EIC).

CEMBRE

Key customers from the electrical industry gathered to strengthen strategic partnerships while raising vital funds for the EIC. The event featured a factory tour, a formal dinner and inspiring moments with guest speaker Martin Bayfield, culminating in an impressive £1,580 raised for the charity.

ECA

A big thank you to members of the ECA London Region gathered for a day of education and networking. Regional Manager Katie Adams proposed a raffle to support the EIC, which attendees enthusiastically participated in, raising £840 for the EIC's 120-year anniversary celebrations.

EDA

Thank you to the EDA for raising a fantastic £8,730 at your Annual Awards Dinner. We're so grateful to be part of this celebration and appreciate your continued support for our work.

Lighting Industry Association

Well done to Ayca Donaghy and the team from the Lighting Industry Association for completing the Snowdon by Night challenge and raising an amazing £2,170! Your dedication and fundraising efforts mean so much to us and those we support.

Aico

Thank you to Matt Small and the team at AICO for raising £610 for the EIC in their rowing challenge. Your efforts are truly appreciated and help make a real difference.

Schneider Electric

Thank you to Schneider Electric for raising £2,020 at your Dinner & Services Commercial Awards event. We're so grateful for your continued generosity and support of the EIC.

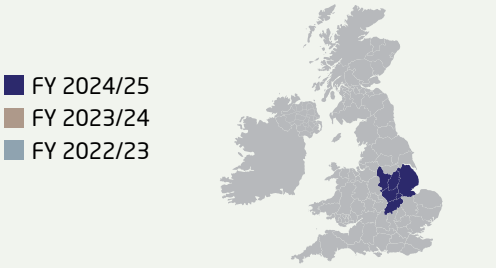
MACD

A huge thank you to Mac D Electrical for raising a fantastic £6,427 at your curry night in March. We're truly grateful for your creativity and generosity. What a brilliant way to support the EIC!

7.6 Regional Committee Fundraising Events

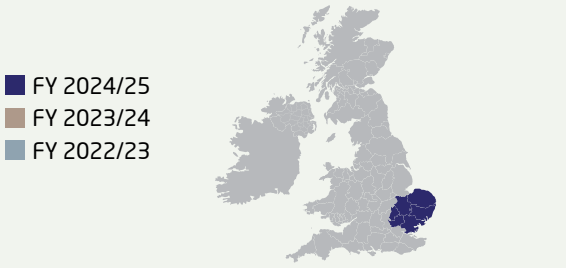
East Midlands Regional Committee

Simon Hildred (Chair) - KSR Lighting
Darren Misiak - Brook and Mayo
Josh Johnson - Lew Electrical Distributors
Trevor McCabe
Vernon Parker - Solarwatt
Robert Avery - Aico
Harry Davies - Schneider Electric



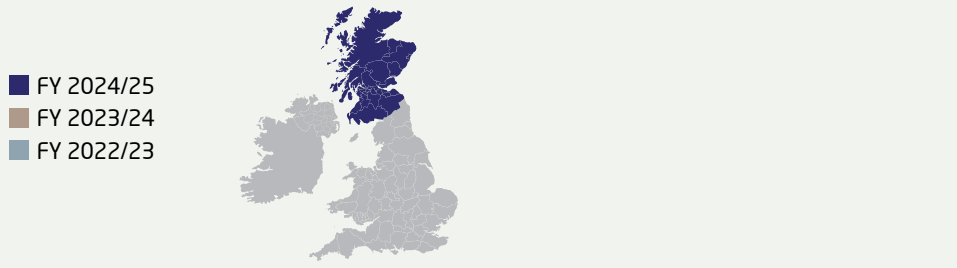
Eastern Regional Committee

Andie Morris (Chair) - Glen Dimplex
Ben Wakeman - DPL Group
Darren Broadrib - Hager
David Grimes - Edmundson Electrical
Ken Bird - CPS Building Services Ltd
Martin Cordrey - ECA
Nicola Pearce - Stearn
Sean Stuteley - Lark Technology
Trevor Sawyer - Aico



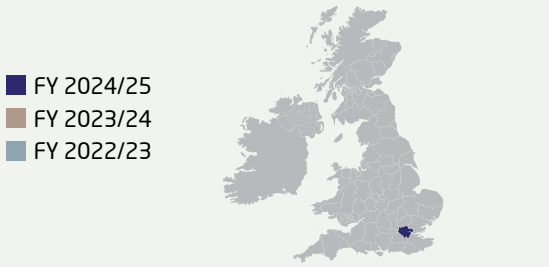
Scotland Regional Committee

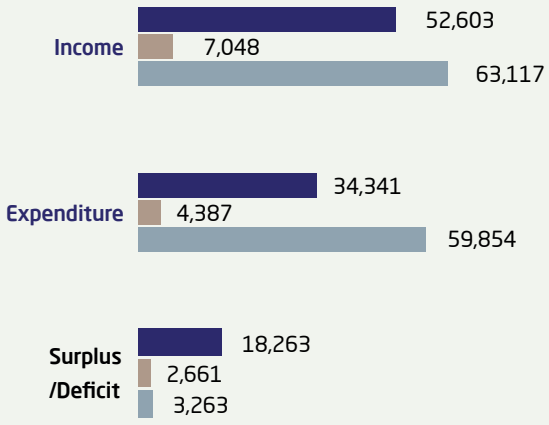
Gregor Morrison (Chair) - Aico
David MacDonald - MACD Electrical
Isabel Smith - Edmundson Electrical
Shaun Harrison - Scolmore Group
Sonja Mackinnon - Legrand
Rory Fraser - Aico



London Regional Committee

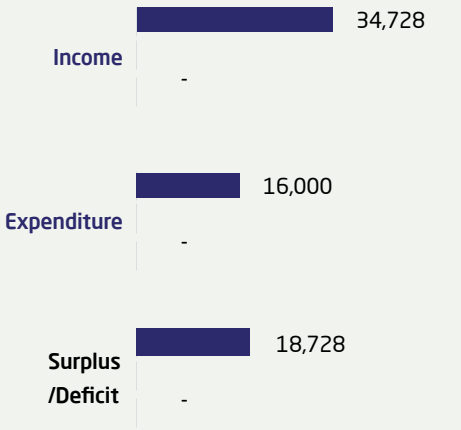
Lee Barry (Chair) - Rexel
Mark Wood - Aico
Matt Callander - KSR Lighting
Robin Tiling - City Electrical Factors
Tom Johnson - Rexel





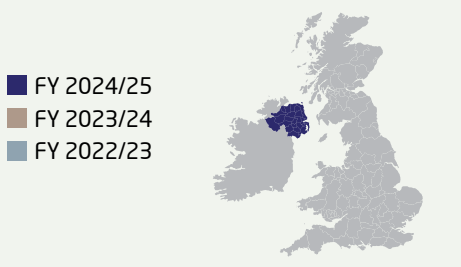
North West Regional Committee

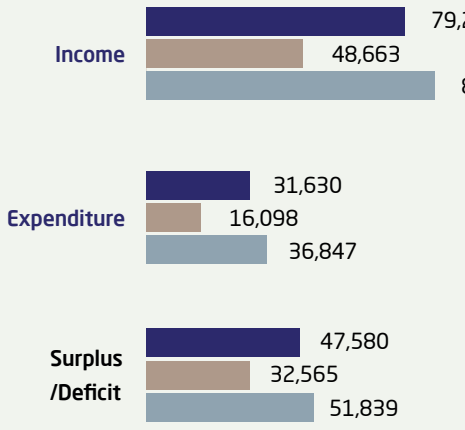
Roger Taylor (Chair) - City Electrical Factors
Andrew Moseley - City Electrical Factors
Chris Loughlin - Hispec Electrical Products Ltd
Dan White - City Electrical Factors
Jess Astley - Atkore
Rachel McDermott - Scolmore Group
Richard McCartnery - Edmundson Electrical
Steve Trafford - Aico



Northern Ireland Regional Committee

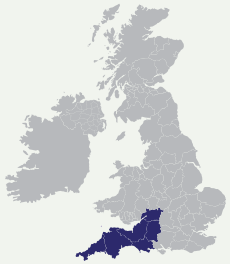
Karen McAvoy (Chair) - Ireland's Electrical Magazine
Alfie Watterson - ECA
Duncan Orr - Aico
Gareth Howes - Solutions
Jake Keyworth - Edmundson Electrical Greentech
Mervyn Knox - Hager Northern Ireland
Tommy Barrett - City Electrical Factors





South West Regional Committee

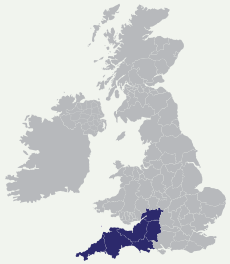
Steve Vaslet (Chair) - EDF Energy
Dave Miller
Mick Di Stazio - City Electrical Factors
Nick Francis - City Electrical Factors
Nicola Surman - Hager
Paul Meddings
Peter Price-Higgott - Aico
Rob Gillespie - EDF Energy
Roy Christie
Tony Mills
Tony Vearncombe



	FY 2024/25	FY 2023/24	FY 2022/23
Income	23,614	32,625	30,284
Expenditure	13,024	15,595	12,505
Surplus /Deficit	10,591	17,030	17,780

Southern Regional Committee

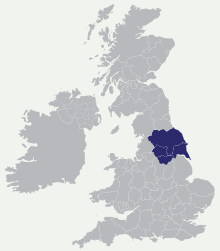
Mark Mitchell (Chair) - R&B Star
Andrew Larcombe - Luceco
Ian Lawson - Hispec Electrical Products Ltd
Paul Barrett - Aico
Paul Russell - Schneider Electric
Ryan Rankin - Ansell Lighting



	FY 2024/25	FY 2023/24	FY 2022/23
Income	88,357	96,815	113,384
Expenditure	61,597	60,006	66,907
Surplus /Deficit	26,760	36,809	46,476

Tyne & Wear Regional Committee

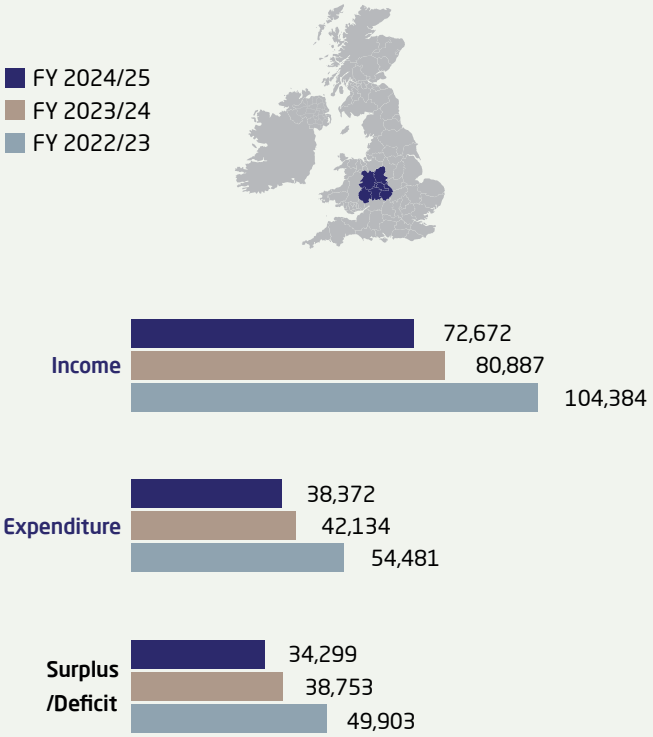
Fred Dickinson (Chair) - CP Electronics
Colin Bramley - City Electrical Factors
Fred Hood - McNally and Thompson
Karl Snowdon - Park Electrical
Noel Plant - McVickers Electrical Contractors



	FY 2024/25	FY 2023/24	FY 2022/23
Income	71,049	62,173	58,774
Expenditure	35,961	36,565	30,875
Surplus /Deficit	35,087	25,608	27,899

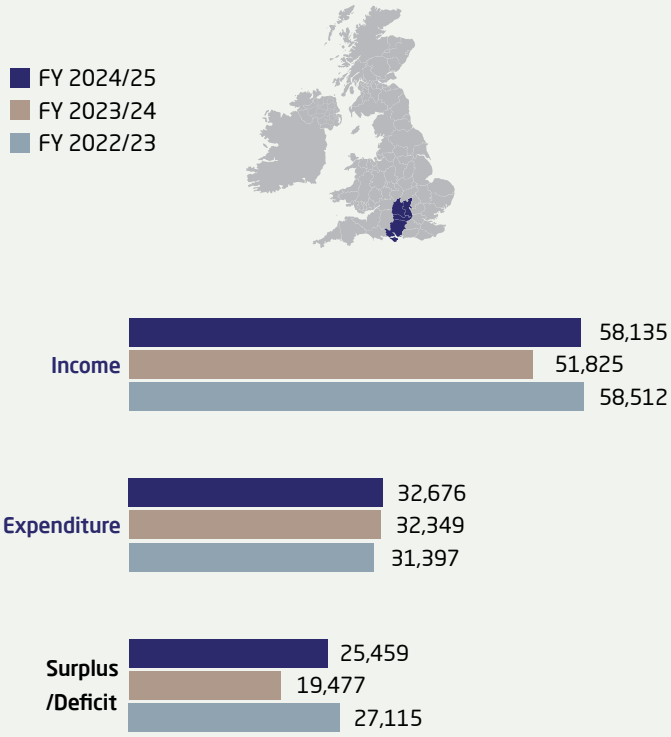
West Midlands Regional Committee

Adrian Parry (Chair) - Contactum
Eddie Featherstone - Garo
Craig Swift - Aico
George Wilford-Brickwood - Schneider Electric
Harriet Price - Edmundson Electrical
Jaimala Parma - WAGO
Mike Burnard
Paul McHale
Stewart Gregory
Nick Rovetto - Rexel



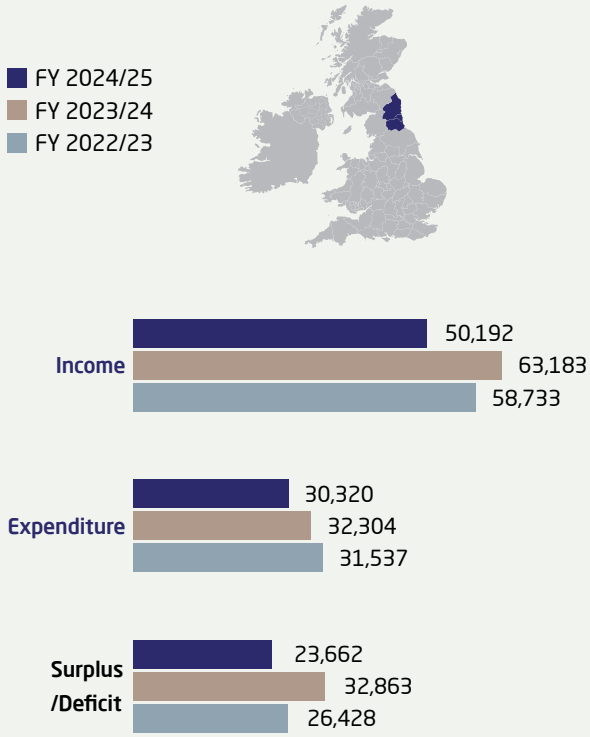
Western Regional Committee

Gary Hutchins (Chair) - City Electrical Factors
Dean Thomas - City Electrical Factors
Joanna Mee - 3 Phase Recruitment
Neil Crook - AWEBB
Oliver Barlow - Aico
Steve Mace - HP Hewlett-Packard
David De-Vall - City Electrical Factors

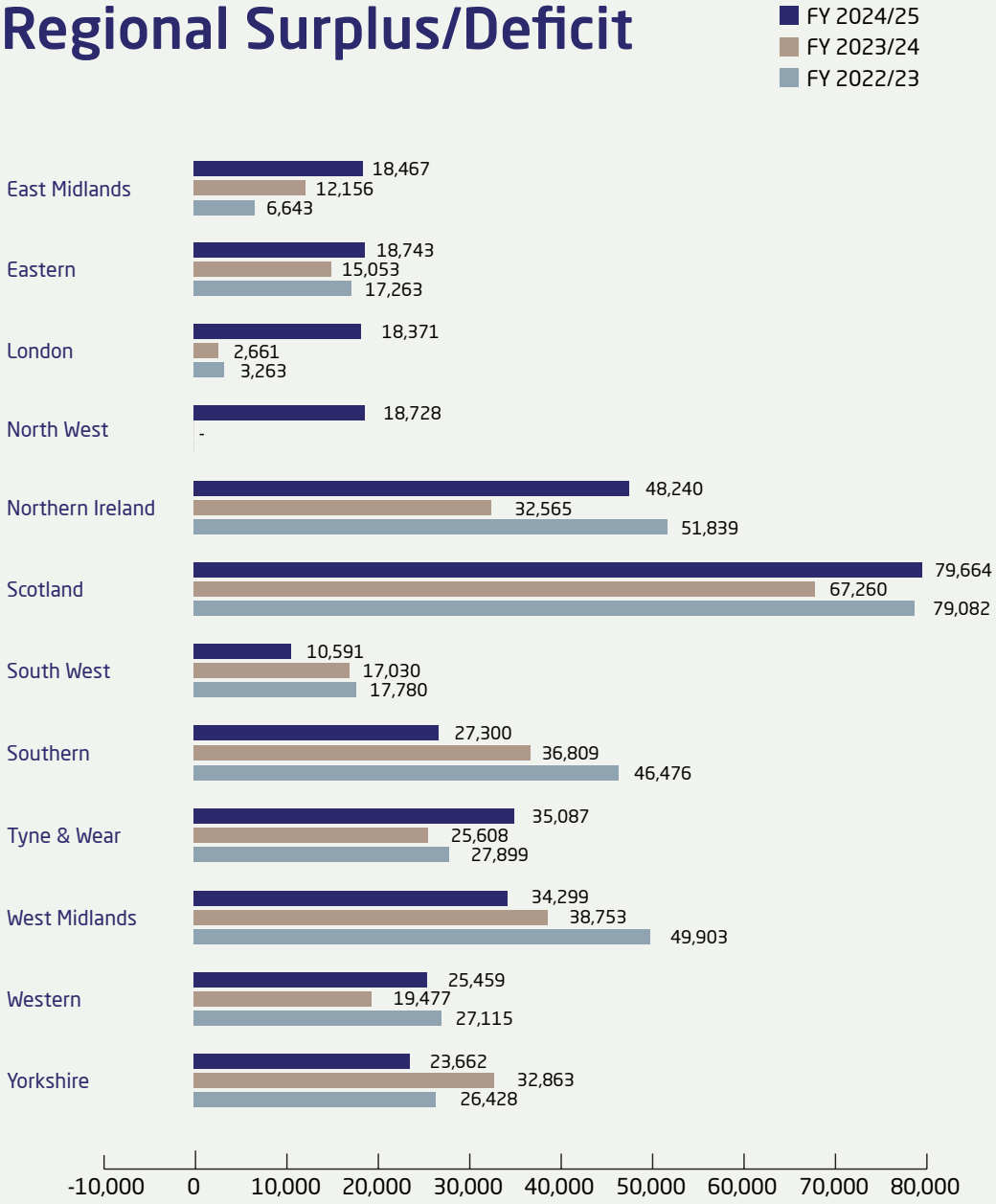


Yorkshire Regional Committee

Andy Roach (Chair) - Omexom
Eric Dyer - EWS Limited
Graham Coxon - Edmundson Electrical
Ian Dennon - Scolmore Group
James Coss - City Electrical Factors
Mark Ginn - Hager
Matt Houston - Electric Center
Neil Baldwin - CP Electronics
Tony Teal - Aico



Regional Surplus/Deficit



7.7 Our PR & Media Partners

The Electrical Industries Charity is fortunate to have close ties with many industry organisation's PR and media departments, who generously provide opportunities to raise awareness of the Charity, Charity campaigns and fundraising initiatives. Our PR and media partners for 2024/25 included:

Building Services

BSEE
Building Engineer
CIBSE Journal
Energy in Buildings & Industry (EiBI)
Modern Building Services
The Energyst
Smart Buildings
Building Services News, Ireland

Electrical

Large contractors

Cable Talk (Scotland SELECT)
ECA Today
Electrical (Ireland)
Electrical Contracting News
Electrical Engineering
Electrical Review
Electrical Trade Magazine
Voltimum
ERT Magazine
JIB Newsletter
Engineering Update

Small contractors

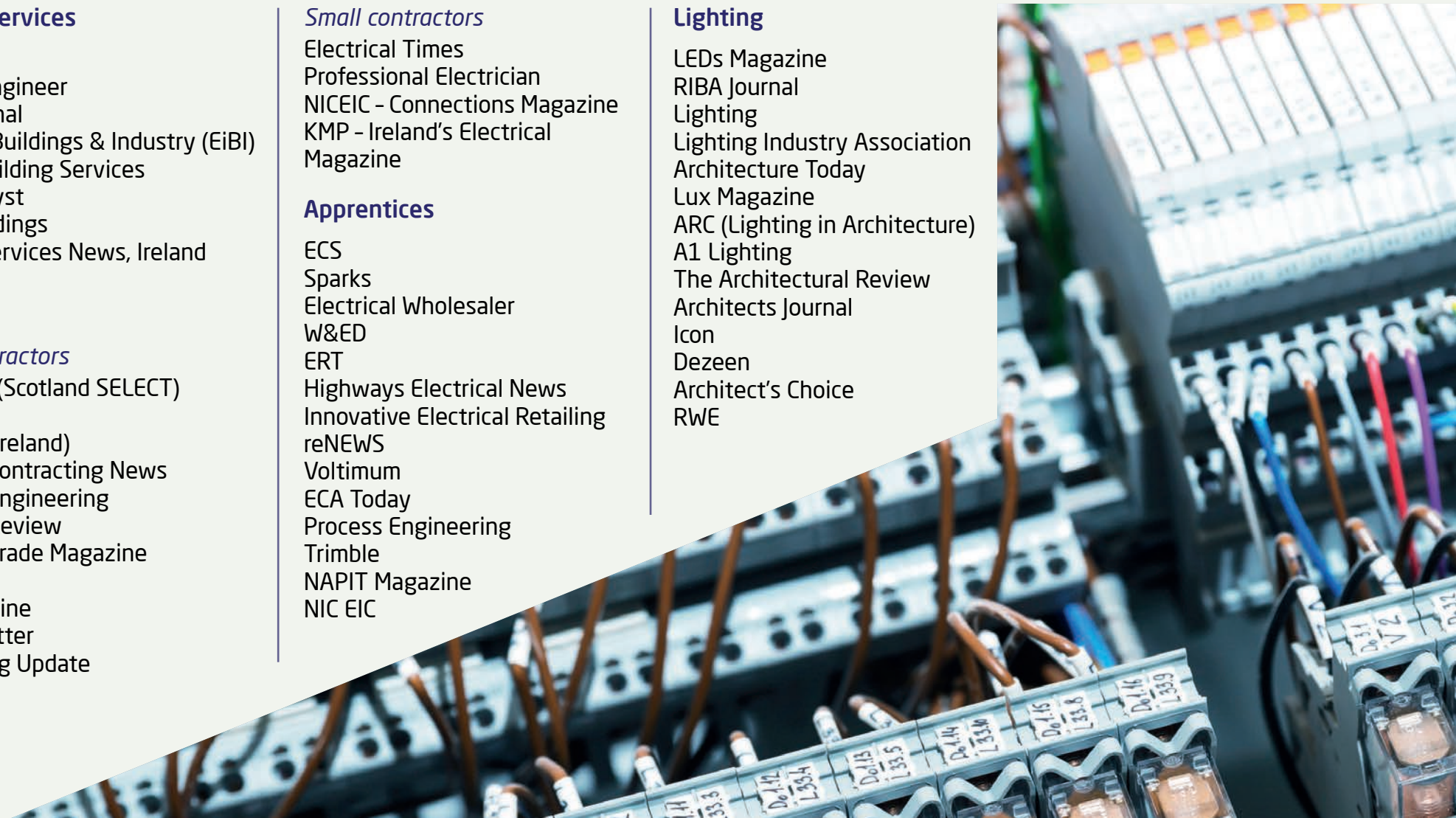
Electrical Times
Professional Electrician
NICEIC – Connections Magazine
KMP – Ireland's Electrical Magazine

Apprentices

ECS
Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical News
Innovative Electrical Retailing
reNEWS
Voltimum
ECA Today
Process Engineering
Trimble
NAPIT Magazine
NIC EIC

Lighting

LEDs Magazine
RIBA Journal
Lighting
Lighting Industry Association
Architecture Today
Lux Magazine
ARC (Lighting in Architecture)
A1 Lighting
The Architectural Review
Architects Journal
Icon
Dezeen
Architect's Choice
RWE



8. Legal and Administrative Information

The Electrical Industries Charity Limited is a company limited by guarantee, registered in England and Wales (No. 2726030), and a registered charity with the Charity Commission for England and Wales (No. 1012131) and the Office of the Scottish Regulator (No. SC038811).

Patron

The patronage of The Electrical Industries Charity is currently under review due to the change in the Monarch.

Council

The governance of The Electrical Industries Charity is overseen by a Council, which convenes a minimum of four times annually. The President serves as the Chair of the Council, consisting of a maximum of 15 Members, including the President.

Members of Council

The Council is composed of the following Members, who serve as Trustees and Directors, and who held their positions during the specified period:

President and Chairman of the Council

Ms A Chappell

Vice President

Mr A Reakes

Members of the Council

Mr D Gardiner
Mr D Fielder
Mr D MacDonald
(Resigned 10 May 2025)
Mr D Pownall
Mr M Leek
Mr S Gregory
Ms S McFall
Mr D Carey
Mr A Sturgess
Mr J Saunders
Mr R Beighton
(appointed 9 June 2025)
Mr S Gregory
Ms S Macdonald
(appointed 9 June 2025)
Ms S McFall

Managing Director & Company Secretary

Jess Vailima

Registered Office

Rotherwick House,
3 Thomas More St,
London,
E1W 1YZ

Bankers

National Westminster Bank plc,
Commercial Banking Centre,
2nd Floor,
County Gate 2,
Stacey's Street,
Maidstone,
Kent,
ME14 1ST

Our local branch is:

Balham Branch,
128 Balham High Road,
London,
SW12 9AA

Finance

ExcluServ Limited,
133 Deepcut Bridge Road,
Camberley,
Surrey,
GU16 6SD

Investment Managers

UBS AG,
5 Broadgate,
London,
EC2M 2QS

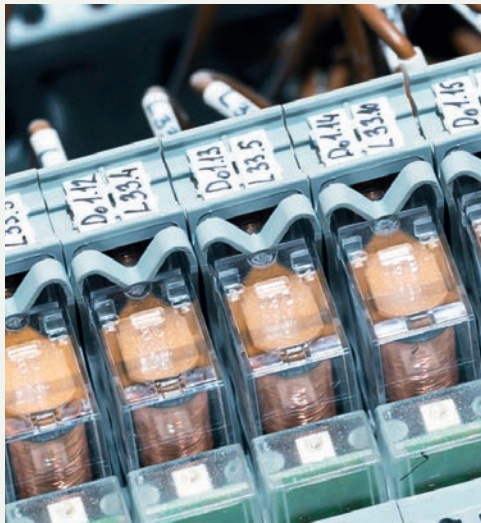
RBC Brewin Dolphin,
London,
12 Smithfield Street,
London,
EC1A 9LA

Statutory Auditors

Haines Watts,
Old Station House,
Station Approach,
Newport Street,
Swindon,
Wiltshire,
SN1 3DU

Solicitors

Burness Paull LLP,
50 Lothian Road,
Festival Square,
Edinburgh,
EH3 9WJ



9. Structure, Governance and Management

9.1 The Role of Council

Council leads and controls the Electrical Industries Charity via the Managing Director to deliver the organisation's aims and objectives and to set strategic direction and policy so as to uphold its mission, vision and values.

9.2 Council Responsibilities

In directing the affairs of the Electrical Industries Charity, ensuring it is solvent, well run and delivering the outcomes for which it was founded, Council's strategic and leadership responsibilities (which cannot be delegated) are to:

- Ensure compliance with the objects, purposes and values of the Electrical Industries Charity and with its governing instrument (Memorandum and Articles of Association);
- Approve policies, plans and budgets to achieve those objectives and to monitor performance against them;
- Ensure the solvency, financial strength and good performance of the organisation;
- Ensure the Electrical Industries Charity complies with all relevant laws, regulations and requirements of its regulators (taking appropriate advice);
- Set and maintain a framework of delegation and internal control;
- Agree or ratify all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise;
- Approve financial statements for each financial year, which give a true and fair view of the position.

9.3 Council Members and Their Statutory Responsibilities

The Council Members are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Operations Accepted Accounting Practice). Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity's SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards 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 charitable company will continue in business.

The Council Members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as Council Members are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Council Members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

9.4 Appointment to Council

All appointments to Council are subject to approval by Council. Names are put forward either to fill a vacancy on Council which arises during the year; as part of The Electrical Industries Charity's retirement processes (as set out in the Articles of Association); or to fill a skills gap in Council. Council considers those individuals whose skills and experience meet the needs of the organisation in the following (broad) areas:

- Governance
- Welfare
- Fundraising, marketing, business, and relationship development
- Finance, asset management, investments
- IT systems
- Stakeholders and branches
- Staff HR, health, and safety

A President may be appointed by Council for a period of three years or more. The President's role is to chair Council meetings, to provide leadership and focus on the Electrical Industries Charity's activities and to be the principal point of contact between Council and the Managing Director.

The President may be assisted by Vice President(s) in furtherance of the President's role externally, but not necessarily on Council.

9.5 Council Members' Training

Induction – a full pack of information relating to roles and responsibilities, strategic issues and reports on activities is given to new Council Members, together with one-to-one training and advice (usually by the Managing Director) as required.

Training can also be provided by:

- Formal sessions at Council as required
- Attending training sessions provided by third parties
- Informal advice and circulation of papers and reports

9.6 Subgroups of Council

President's Group – To discuss and review proposals presented by the Managing Director and review and make recommendations to Council on specific issues.

The President's Group comprises the President, Vice Presidents, Immediate Past President, up to two Council Members and the Managing Director when required.

Welfare Audit Group – This subgroup provides independent assessment of the quality and effectiveness of the Electrical Industries Charity's welfare care programmes. The Welfare Audit Group met four times in 2024/25. Welfare Audit Group members during 2024/25: J. Ong (Chair), R. Jones, M. Dore, S. Mooney, D. Mouskovias, M. Small, and K. Rolfe.

Working Groups were set up during the year to provide specialist advice and support to the Managing Director and reports to the Council.

Finance, Business Planning, Investment, and IT – The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities including financial risk management. Its role includes Budgeting and Financial Performance, Internal Financial Control and Financial Risk Management, Financial Reporting and External Audit, Reserves and Investments, and IT Strategy. Members during 2024-2025 – T. Appleton, A. Chappell, D. Gardiner, T. Lambeth, M. Leek, D. Olunlade and A. Reakes.

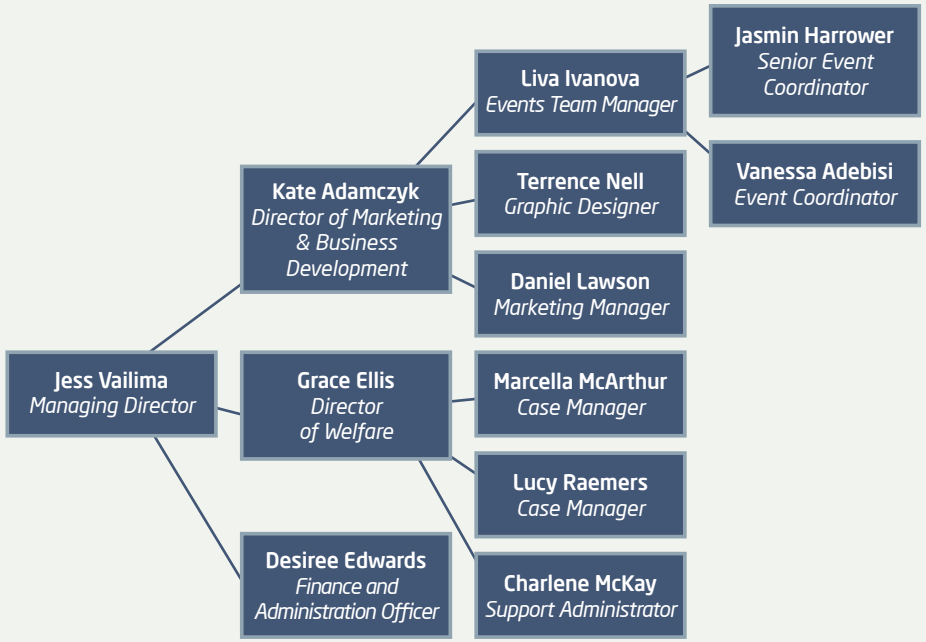
Fundraising Committee – The purpose of the Fundraising Committee is to derive strategies for maximising Charity presences within the industry, as well as develop, grow and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 2024/2025. Members during 2024-2025 – E. Embleton, S. Gregory, A. Moseley, A. Sturgess, R. Scott, and J. Saunders.

Marketing Committee – The purpose of the Marketing Committee is to develop and implement strategies that enhance the Charity's visibility and engagement within the industry. The Committee focuses on promoting fundraising initiatives, growing the Charity's profile, and driving awareness to support the growth of fundraising income. The Marketing Committee met four times during the 2024/2025 period. Members during 2024-2025 – A. Chappell, A. Reakes and S. Gregory.

9.7 Management and Staff

The Managing Director reports to and is accountable to the Council. This role oversees all operational aspects of the Charity's activities and plays a key role in developing strategies and presenting recommendations to the Council for review and approval.

The Charity has departmental functions for charitable (welfare) services, fundraising, and marketing, employing a team of 12 staff members. Financial processing and IT support are outsourced to ExcluServ and Euro-systems, respectively. Additionally, the Finance and Office Administrator manages the relationship with ExcluServ, supports the Managing Director, and handles other office administration duties.

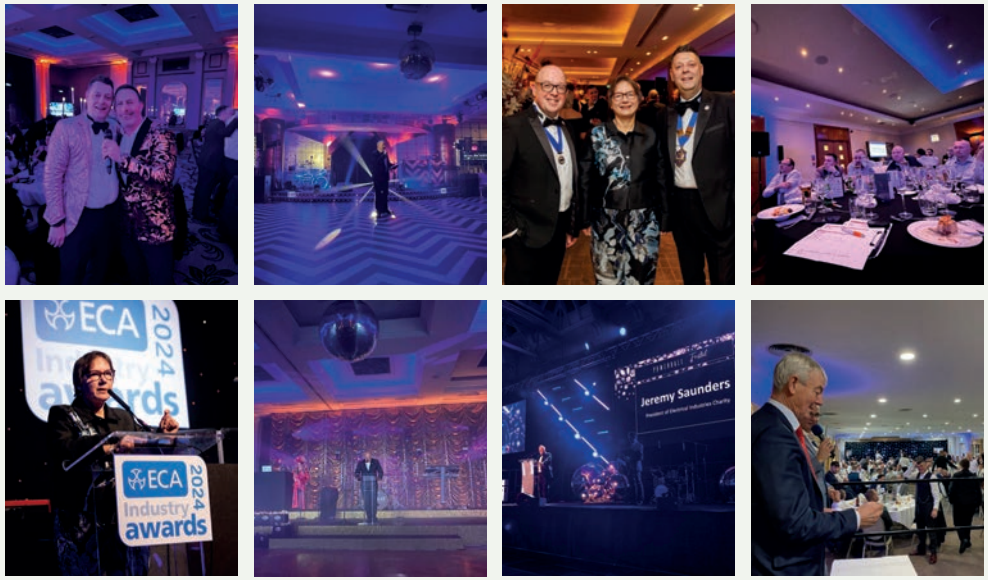


10. Accommodation and Facilities

The head office is based in London in Rotherwick House, 3 Thomas More St, London, E1W 1YZ. The building is with other industry trade associations.

11. Volunteers

The value of a dedicated volunteer base for the Electrical Industries Charity is immeasurable. All Council and subgroup Members are volunteers who invest substantial time and effort into the Charity's activities. Additionally, the Regional Committees across England, Scotland, and Northern Ireland comprise over 100 active volunteers who play a crucial role in raising funds and increasing awareness for the Charity.



12. Fundraising

12.1 Fundraising Approach

We use a range of fundraising methods to efficiently gather funds from multiple sources, increase awareness of our mission, and provide supporters with convenient ways to contribute. These methods include face-to-face engagement at industry events, sponsorship, powerLottery, email campaigns, online and press advertising, legacies, and corporate partnerships. Most individual contributions are facilitated through online platforms such as Enthuse and Just Giving.

12.2 Fundraising Standards

We are members of the Institute of Fundraising (IOF) and the Fundraising Regulator, and as such abide by the Code of Fundraising Practice as well as the rulebooks for event fundraising. We abide by the Fundraising Regulator's Fundraising Promise, and strive to ensure our fundraising is open, honest, legal and respectful. We have an 'opt-out' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity or trading company-run events.

12.3 Fundraising on Our Behalf

As an industry charity, we rely on our members to volunteer and lead fundraising efforts on our behalf. These volunteers engage with the industry at various events, discussing appropriate and proportionate ways to support our cause. Each year, we collaborate with 12 regional committees across the country to help achieve this goal.

At every event organised by either our trading subsidiary or the Charity, our in-house fundraising team is present, working alongside regional committee members to connect with potential supporters. These conversations often inspire individuals to undertake their own challenge or fundraising activities, generating significant income that directly supports people facing challenging times within our industry.

All regional committees acting on our behalf are required to adhere to our fundraising standards. To maintain transparency, we provide each committee with quarterly reports detailing regional income and expenditure.

We do not engage professional fundraising organisations and have no plans to do so in the future. Instead, we partner strategically with a number of corporate supporters who contribute through financial donations, in-kind support, and employee or customer fundraising initiatives. Additionally, we receive one-off support from companies, particularly through challenge-for-a-cause appeals.

12.4 Monitoring of Fundraising Activities and Protecting People in Vulnerable Circumstances

We have robust policies, endorsed by our Board of Trustees, that govern all fundraising activities, whether conducted internally or through our regional committees. To maintain oversight, we produce regional reports monitoring both our in-house teams and regional fundraisers, including the conversations they hold with supporters and industry members. This process involves thorough monitoring, regular communication with our fundraising staff, and a clear policy for handling complaints and implementing remedial actions.

Our goal is to ensure that every potential supporter feels informed, genuinely appreciated, and inspired by their interaction, regardless of the outcome. We are committed to treating the industry with sensitivity and respect, particularly safeguarding those who may be vulnerable. Our in-house trained fundraisers are equipped to recognise signs of vulnerability and understand the steps required if concerns arise.

This approach has been developed in consultation with our specialist welfare team and complies with the Charities (Protection and Social Investment) Act 2016, the Mental Capacity Act 2005, and the Institute of Fundraising's Treating Donors Fairly Guidance.

12.5 Complaints

We maintain a robust and well-established complaints procedure. During 2024–2025, we received no complaints from industry members related to our fundraising activities. Furthermore, there were no incidents of failures or breaches to report, including any complaints or violations referred to and upheld by the ICO or the Fundraising Regulator.

13. Looking Ahead to our 120th Anniversary

As we approach this significant milestone, we remain committed to being a leading provider of impactful solutions, while staying true to our century-long dedication to the well-being of our industry. Our focus for the year ahead is guided by the following priorities:

AWARENESS

Expand recognition and understanding of the Charity's work across the industry.

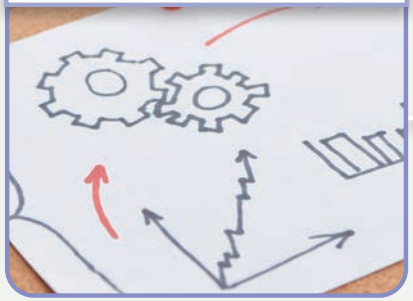
BUILD

Develop, engage, and grow the communities that support our mission.

COMMUNITY

Identify, understand, and provide tailored support to those who need us most.

PROCESSES



Continuously streamline and review operations to ensure efficiency and relevance.

PARTNERSHIPS

Forge meaningful collaborations in key areas to better serve our community.

REACH

Extend our impact into all sectors of the industry.

ADAPT

Evolve our offerings in line with emerging needs, industry changes, and economic trends.

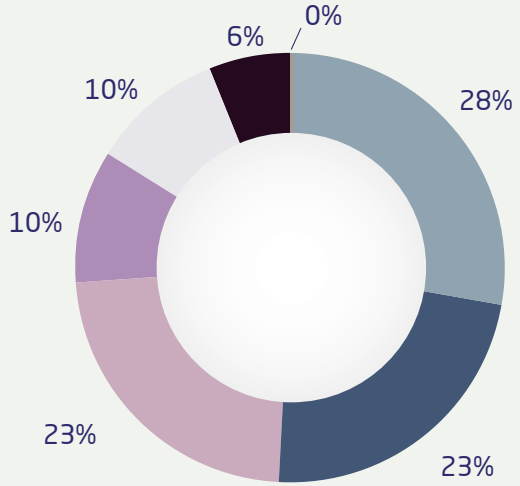
Together, these priorities will ensure we honour our heritage while building a stronger, more connected future for all those we serve.

14. Trustees' Financial Review

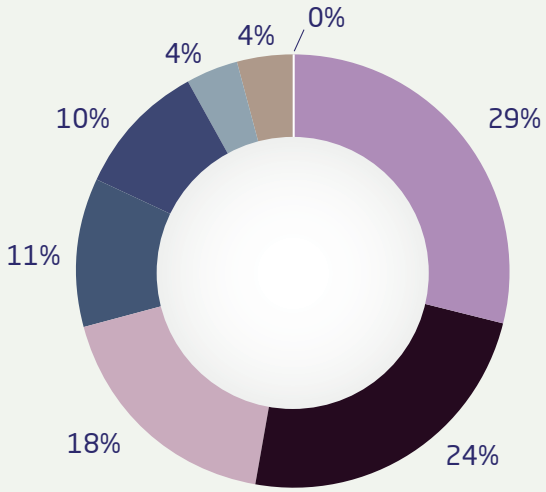
14.1 Financial Position

The financial statements incorporate the results of the trading subsidiary, Electrical Industries Trading Company Limited, along with the subsidiary-managed powerBall and all regional industry events. Total income increased from £2.241 million in 2023/24 to £2.787 million in 2024/25, driven primarily by cost-saving initiatives, diverse fundraising activities, and an emphasis on expanding individual fundraisers and industry-led activities. This growth highlights the Charity's continued commitment to efficient resource management to support its mission and broaden its impact within the industry.

The basis of allocation is detailed in the accounting policies note on pages 67 to 69. It is important to note that while certain income streams are seasonal, costs are incurred consistently throughout the year.



Where money came from		Income
Regional committees events	28%	£ 778,761
Donations & legacies	23%	£ 648,163
powerBall	23%	£ 632,014
Lottery proceeds	10%	£ 291,265
Fundraising at HO	10%	£ 264,746
Investment income	6%	£ 165,707
Other fundraising	0%	£ 6,429
Total		£2,787,086



How we spent the money		Expenditure
Other fundraising	29%	£ 722,303
Support, helpline, advice & info	24%	£ 589,444
Regional committees events	18%	£ 434,032
powerBall	11%	£ 256,323
Direct financial assistance	10%	£ 250,572
Governance and management	4%	£ 105,842
Lottery prizes and administration	4%	£ 104,357
Investment losses	0%	£ 0
Total		£2,462,872

14.2 Net Assets:

As of 31st March 2025, net assets rose to £5.010m, compared to £4.685m in March 2024. This increase was largely due to strong investment performance and an effective resourcing strategy.

2024/25	**£5.010m**
2023/24	**£4.685m**
2022/23	**£4.547m**

15. Investment Strategy

15.1 Guiding Principles Shaping Our Investment Approach

Forward-Looking Mindset:

The Electrical Industries Charity, overseen by dedicated Trustees, aims to provide assistance to individuals within the electrical industries during times of need. Our financial goal is to nurture genuine value growth in our investment portfolio while generating a consistent and sustainable return. This approach enables us to address income gaps and uphold our commitment to maintain grant giving at 25% of total income or higher.

Inflation Measures and Investment Portfolio:

With an investment portfolio of around £4.3 million as of 31 March 2025 managed by RBC Brewin Dolphin, our target is to allocate grants ranging between £250k and £350k per annum. The extent of grants may vary based on financial grant applications and investment performance.

Decision-Making Process and Collaboration:

The Trustees have delegated investment decision-making authority to the Finance Working Group (Committee) and engage with quarterly reviews with our investment manager. This collaborative approach ensures informed and strategic decisions aligned with our objectives.

15.2 Investment Objectives:

Optimal Financial Returns:

Our primary objective is to achieve returns consistent with moderate risk tolerance and long-term sustainability.

Sustained Long-Term Growth:

Target a long term return of inflation (as measured by the CPI) plus 3% per annum after fees over five year rolling periods. This approach is intended to at least preserve the real value of assets while funding annual expenses and grants.

Total Return Approach:

We adopt a total return approach, generating investment returns from both income and capital gains. In instances where the total return falls short of the income required, the charity will access capital from the investment portfolio on a controlled basis.

Our main focus is on sustaining the real value of the Charity's investments over the long term.

15.3 Risk Management:

Effective Risk Allocation:

Our risk management strategy aims to allocate risk where it can be effectively managed. The appointment of an Independent Financial Advisor and our partnership with RBC Brewin Dolphin are integral to our risk mitigation approach. RBC Brewin Dolphin are tasked with delivering net returns of 3% per annum.

The investment manager proposes a diversified strategic mix aligned with objectives and risk appetite. The FWG reviews ranges at the quarterly review meetings. As at November 2025 the strategic allocation followed RBC Brewin Dolphin's risk level 5 (which adopts the following high level allocations : 25% fixed income, 52.5% equity, 20% alternatives and 2.5% cash) This risk profile is reviewed periodically and adjusted dependent on market conditions.

Tolerance for Volatility:

While the Charity is willing to tolerate capital value volatility, the priority is to ensure that we meet our commitments through sustainable income or liquid capital assets.

15.3.1 Diversified Investment Portfolio:

Wide Range of Investments:

Our invested assets are strategically diversified across various asset classes, managers and securities. This ensures a well-rounded investment approach that aligns with the Charity's long-term sustainability.

Collaborative Portfolio Review:

RBC Brewin Dolphin, our Investment Manager, collaborates with the Finance Working Group to establish an appropriate asset allocation strategy that aligns with our overall investment objective. The Finance Working Group provides guidance to RBC Brewin Dolphin regarding cash-flow needs quarterly.

15.4 Leverage

Leverage:

The Charity does not employ leverage at the portfolio level.

Secured Loan Facility

The Charity operates a Lombard loan facility secured against the portfolio and intended to be used to finance deficits where market conditions are not favourable for disinvestment. The value of the Lombard loan facility is £500k, and no funds have been drawn from it as of the date of writing of this report.

15.5 Currency and Liquidity Management:

Base Currency and Non-Sterling Investments:

Our base currency for the investment portfolio is sterling. Depending on market conditions, non-sterling investments may be considered, with hedging permitted to manage currency risk.

Portfolio allocations are monitored focussing on three main aspects:

Portfolio tolerances +/- 7.5% around tactical asset allocation.

Portfolio concentration A single holding is restricted to no more than:
7.5% invested in anyone direct equity or corporate bond
10% in any gilt or non-UCITs pooled fund
12.5% in any investment trust
20% in any UCITs pooled fund
25% in a structured product
≥5%in weight of investments with a BRM of ≥50% in higher risk holdings
Max 20% exposure within a portfolio to one issuer

Portfolio risk Looks at overall portfolio risk as measured by the estimated tail loss. For RBC BD's risk level 5 this is set within a range of 5.9% to 12.9%

15.6 Liquidity and Grant Funding:

Adequate Liquidity:

To ensure operational flexibility and timely grant distribution, the Charity maintains sufficient liquidity by holding at least 25% of assets in investments that can be realised within three months. Additionally, a minimum of 4% of the portfolio is retained in cash or near-cash instruments to meet short-term cashflow requirements.

Preservation of Capital Value:

Considering potential capital value volatility, the Charity aims to retain one year's worth of budgeted grant making in liquid investments. Additionally, a minimum of 4% of the total investment portfolio will be kept in cash or near cash investments at all times.

15.7 Long-Term Focus:

Uninterrupted Existence and Long-Term Horizon:

The Charity is structured for continual existence, and our investments are managed to uphold our investment objective and ensure long-term sustainability. Our investment strategy adopts a decade-long horizon, with a focus on the next 10 years to achieve certainty and continuity.

15.8 Environmental, Social and Governance:

In assessing Environmental, Social and Governance (ESG) risks the following criteria should be taken into account: environmental responsibility, social responsibility, corporate responsibility and community impact.

16. Staff & Trustees:

a) Remuneration

The salaries of all staff members undergo an annual review and are typically increased in alignment with average earnings. Given the unique nature of the Charity's operations, the Trustees reference pay levels in other benevolent associations and similar-sized charities, taking into account industry experience. The remuneration benchmark corresponds to the midpoint of the salary range for comparable roles, with potential adjustments of up to 25% for additional responsibilities. In cases where recent recruitment efforts have proven challenging, a market adjustment may also be applied, ensuring that the maximum pay does not exceed the highest benchmarked salary for a similar role.

b) Trustees

Trustees claimed reimbursement of £203 for travel and accommodation expenses during the fiscal year 2024/2025 (in 2023/2024, £129 was disbursed for travel and accommodation expenses). These expenses were related to subsistence incurred while attending meetings in their official capacity. As allowed by the articles of association, the Trustees are covered by a qualifying third-party indemnity provision, as outlined by Section 234 of the Companies Act 2006. This provision was in effect throughout the previous financial year and continues to be in effect. The Charity procured and upheld Trustees' and Officers' liability insurance throughout the year, covering both the organisation and its Trustees.

17. Financial Health

The Council is confident that the organisation has adequate income streams and reserves to support its current and planned welfare activities without compromising its financial stability. The Council aims to utilise savings accounts in 2025/2026 to optimise cash funds, ensuring more resourceful financial management. By placing surplus funds in interest-bearing accounts, the Charity maximises returns on idle cash, enhancing overall financial flexibility while safeguarding liquidity for future initiatives.

17.1 Principal Funding Sources:

The primary avenues of funding encompass:

- Proceeds generated from functions and events orchestrated by the trading organisation and its branches (volunteer groups) nationwide.
- Voluntary contributions received from both companies and individuals, including collections at diverse events, legacies, and fundraising donations.
- Structured contributions through mechanisms such as powerLottery, payroll giving, and other workplace schemes.
- Revenue generated from investments.
- Income derived from training initiatives.

17.2 Reserves Policy:

The Council has implemented a strategy that emphasises maintaining an appropriate level of unrestricted reserves, equivalent to 24 months' worth of overall expenditure. As of 31 Mar 2025, the reserves held were close to the reserves target, being just 2.6% above the target. The strategy aims to enhance the Charity's operational capacity by utilising the existing reserves to support expansion initiatives.

17.3 Designated Funds:

Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally. The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated.

17.4 Auditors:

In accordance with the Companies Act 2006, it is proposed to re-appoint Auditors in the March 2026 Board Meeting.

Independent Auditors' Report to the Members of The Electrical Industries Charity Limited

Opinion

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (together 'the group') for the year ended 31 March 2025 which comprise the group Statement of Financial Activities, group and parent charitable company Balance Sheets, group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2025, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 46, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management.

The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charity SORP, Charities Act 2011 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;

- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

- assessing the risk of management override including identifying and testing journal entries;

- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of Our Report

This report is made solely to the charitable company's members and trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's [members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Martin Gurney FCA (Senior statutory auditor)

for and on behalf of
Haines Watts Swindon Limited, Statutory Auditor
Chartered Accountants
Old Station House
Station Approach
Swindon
Wiltshire
SN1 3DU

Haines Watts Swindon Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED GROUP STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025

INCOME	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2025 Total Funds £'000	2024 Total Funds £'000
Income from:					
Donations and legacies	2	648	-	648	450
Trading activities at Branches		216	-	216	234
Trading activities at Head Office	3	494	-	494	371
Trading activities from subsidiary	5	1,256	-	1,256	1,177
Investments	4	144	-	144	116
Other income		7	-	7	19
Total income		2,765		2,765	2,367
EXPENDITURE					
Raising funds	6				
Raising funds at Branches		84	-	84	101
Raising funds at Head Office		630	-	630	310
Raising funds by subsidiary		862	-	862	847
Charitable activities	6				
Support, advice and helpline		456	-	456	791
Financial assistance (grants)		251	-	251	270
Other charitable costs	6	74	-	74	108
Other Costs					
Other governance	6	106	-	106	88
Total expenditure		2,463	-	2,463	2,515
Net gains/(losses) on investments		22	-	22	286
NET INCOME / (EXPENDITURE)		324	-	324	138
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		324	-	324	138
RECONCILIATION OF FUNDS					
Total funds brought forward		4,685	-	4,685	4,547
TOTAL FUNDS CARRIED FORWARD	18	5,009	-	5,009	4,685

There are no other realised gains and losses other than those shown in the above Statement of Financial Activities.

All incoming resources and resources expended derive from continuing activities.
The notes on pages 60 to 63 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET AS AT 31 MARCH 2025
COMPANY NUMBER: 2726030

	Notes	2025 £'000 Group	2025 £'000 Charity	2024 £'000 Group	2024 £'000 Charity
FIXED ASSETS					
Tangible assets	10	16	16	20	20
Investments	11,12	4,298	4,298	4,276	4,276
Programme-related investments	13	25	25	58	58
		4,339	4,339	4,354	4,354
CURRENT ASSETS					
Debtors	14	534	478	288	406
Cash at bank and in hand		1,010	754	1,083	820
		1,544	1,232	1,371	1,226
CREDITORS: Amounts falling due within one year	15	(874)	(562)	(1,040)	(895)
NET CURRENT ASSETS		672	670	331	331
NET ASSETS		5,009	5,009	4,685	4,685
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	19	-	-	-	-
Unrestricted	18	5,009	5,009	4,685	4,685
TOTAL FUNDS		5,009	5,009	4,685	4,685

Approved and authorised for issue by the Members of Council on 25 November 2025 and signed on its behalf by:

President and Council Member

Vice President and Council Member

The notes on pages 60 to 63 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASH-FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

COMPANY NUMBER: 2726030

	Notes	2025 £'000	2024 £'000 *(as restated)*[1]
Cash flow from operating activities	20	(183)	271
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(5)	(9)
Receipts from sale of investments		29	27
Management fees paid		(29)	(29)
Interest received		16	2
Dividend income		99	87
Net cash flow from investing activities		110	78
Net increase/(decrease) in cash and cash equivalents		(73)	349
Cash and cash equivalents at start date 2024		1,083	734
Cash and cash equivalents at end date 2025		1,010	1,083
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,013	1,083
Overdraft		(3)	-
Cash and cash equivalents at end date 2025		1,010	1,083

[1] *The comparative balances have been restated to correct elimination of non-cash items and presentation of balances between operating and investing activities.*

THE ELECTRICAL INDUSTRIES CHARITY LIMITED NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

(a) Basis of accounting

The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 63 of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2001, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £'000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

There are no material uncertainties regarding the group's ability to continue as a going concern.

(b) Consolidation

The Electrical Industries Charity Trading Limited is a wholly owned subsidiary of the charitable company. Accordingly the results of the subsidiary are consolidated on a line by line basis into these financial statements. The charitable company has taken advantage of section 408 of the Companies Act 2006 to not publish its own Statement of Financial Activities.

(c) Branch Accounting

The financial statements include the assets and accumulated funds, and the income and expenditure of the branches and is accounted for centrally.

(d) Income and expenditure account

An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on page 64.

(e) Income

Income is accounted for on the following basis:

- Subscriptions and donations are accounted for when received.
- Investment income is accounted for on an accruals basis.
- Legacies are accrued if the Charity's legal entitlement can be confirmed and the sum can be quantified.
- Other incoming resources are accounted for when received.
- Restricted income and expenditure is treated as restricted within the terms of the agreement with the funder.

1. ACCOUNTING POLICIES (CONTINUED)

(f) Resources expended

Expenditure including irrecoverable VAT is charged to the Statement of Financial Activities on an accruals basis.

Charitable Activities

Expenditure on charitable activities comprises those costs directly attributable to the activities including grants, the administration of grants, the promotion of the charity's charitable services and the provision of advice and support. Included within charitable activities expenditure is an appropriate allocation of support costs (see below).

Governance

Governance costs include the costs of complying with the Companies Act, the Charities Act and meeting the information and compliance requirements of the Charity Commission. These costs include the preparation and audit of the annual report and financial statements. Governance costs also include the estimated cost of preparing the information required by the Trustees to manage the charity's affairs.

Support costs

Support costs comprise costs such as administration, finance, IT and general management which are necessary to the delivery of the activities of the charity but are not directly attributable to a given activity. Support costs are allocated as follows:

Governance	10%
Activities at branches	10%
Charitable activities	60%
Fundraising	10%
Other charitable costs	10%

Further details are given in note 6.

Grants

Grants expenditure includes the payment of monetary grants to beneficiaries and expenditure made in providing beneficiaries with goods and services. Grant expenditure is recognised once the award of a grant has been approved and communicated to the recipient on the basis that the charity is at that point morally obliged to pay the grant.

(g) Tangible assets

Fixed assets are recorded at cost. Depreciation is calculated at rates estimated to write off the cost of assets over their estimated useful lives. The annual rates in use are:

Computer equipment	– 25% straight line

(h) Donated assets

Donated assets are included in fixed assets at an estimate of their value to the charity at the date of receipt.

(i) Investments

Fixed Asset Investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activity

(j) Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

1. ACCOUNTING POLICIES (CONTINUED)

(k) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. DONATION INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Donations by:				
Appeals	-	20	20	29
Companies	-	284	284	245
Individuals	-	243	243	95
Gifts in kind	-	101	101	70
Legacies	-	-	-	11
	-	648	648	450

Of the 2025 income £nil related to restricted funds (2024: £nil)

3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Annual Ball (powerball)	-	30	30	25
Lottery income	-	291	291	309
Other functions	-	173	173	37
	-	494	494	449

Of the 2025 income £nil related to restricted funds (2024: £nil)

4. INVESTMENT INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Interest on deposits and bank accounts	-	16	16	2
Investment income	-	128	128	114
	-	144	144	116

Of the 2024 income £nil related to restricted funds (2023: £nil)

5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2025 £'000	2024 £'000
Turnover	1,256	1,177
Cost of sales and administration costs	(874)	(859)
Net profit / (loss)	382	318
Amount gift aided to the Charity	382	318
Retained by the subsidiary	-	-
Assets	(1,063)	1,040
Liabilities	(1,063)	(1,040)
Net assets / (liabilities)	-	-

The wholly owned trading subsidiary The Electrical Industries Trading Company Limited pays all its profits to the Charity under the gift aid scheme.

6. EXPENDITURE

	Direct staff costs £'000	Other direct costs £'000	Allocated support costs £'000	Total costs 2025 £'000	Total costs 2024 £'000
Fund raising:					
Fund raising by branches	-	68	16	84	101
Fund raising by Head Office	97	517	16	630	310
Fund raising by subsidiary	137	725	-	862	847
Charitable activities:					
Support, advice and help line services	306	54	96	456	791
Financial assistance (grants)	-	251	-	251	270
Other charitable costs	-	58	16	74	108
Governance and management costs	-	90	16	106	88
	540	1,763	160	2,463	2,515

(£100k (2024: £48k) of salary costs are included in allocated support costs)

Support costs were as follows:	2025 £'000	2024 £'000
Information technology	15	19
Premises and facilities	12	26
Accountancy and finance costs	31	29
Other costs	102	25
	160	99
Total expenditure for the year includes:		
Audit fees	17	13
Depreciation	8	7

7. STAFF COSTS AND NUMBERS

Total remuneration of employees was:	2025 £'000	2024 £'000
Salaries	632	686
Social security costs	67	71
Pension contributions	48	44
	747	801

One employee in 2025 received annual remuneration in the band of £90,000 - £99,999. (2024: one employee in the band of £80,000 - £89,999).

Included in salary costs is £nil (2024: £41k) of redundancy payments.

The average number of employees during the year based on full time equivalents was 12 (2024: 12) They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and helpline services	4	4
Fundraising	3	3
Business development	2	2
Finance and administration	1	1
Graphic designer	1	1
	12	12

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £48k (2024: £44k).

Key management remuneration

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £336,579 (2024: £406,788).

8. COUNCIL MEMBERS REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. £203 of trustee expenses were claimed by three trustees for council and sub-committee expenses in 2025. (2024: £129 paid to 1 trustee for reimbursed travel expenses). £100 lottery prize was paid to one trustee (2024: £250 was paid to one Trustee).

In addition, £15,163 was received in total from ten trustees for delegate and ticket fees, donations and raffle monies (2024: £5,936)

9. PARENT CHARITABLE COMPANY

The unconsolidated surplus of the parent charitable company for the year was £324k (2024: £138k).

10. TANGIBLE ASSETS

	Computer Equipment £'000	Total £'000
Cost or valuation		
At 1 April 2024	63	63
Additions	5	5
Disposals	(9)	(9)
At 31 March 2025	59	59
Depreciation		
At 1 April 2024	43	43
Charge for the year	8	8
Disposals	(8)	(8)
At 31 March 2025	43	43
Net Book Value		
At 31 March 2025	16	16
At 31 March 2024	20	20

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS - CHARITY

	2025 £'000	2024 £'000
Investments held		
Market value at 31 March 2024	4,276	3,990
Unrealised investment gains/(loss)	22	286
Cash (disinvested)/invested	-	-
Market value at 31 March 2025	4,298	4,276
Market value comprises		
Bonds	1,156	1,432
Equities	2,399	2,037
Alternative Assets	193	474
Cash	31	158
Other	519	175
Market value at 31 March 2025	4,298	4,276

12. INVESTMENTS – GROUP

	2025 £'000	2024 £'000
Investments – as above	4,298	4,276
Investment in subsidiary	-	-
	4,298	4,276

The charity holds 100% of the issued share capital of The Electrical Industries Trading Limited, a company registered in England and Wales (registration number 09237982). The trading subsidiary administers the annual Powerball Event along with other industry events.

13. PROGRAMME-RELATED INVESTMENTS – GROUP

Loans were made to beneficiaries at nil or bank base interest rates when the financial circumstances of the beneficiary and/or the purpose of the expenditure made a grant inappropriate.

	2025 £'000	2024 £'000
Opening balances at 1 April 2024	58	90
Advanced in year	-	-
Redeemed in year	(12)	(3)
Provision against recoverability	(21)	(29)
Closing balance at 31 March 2025	25	58

Included in loans to beneficiaries are loans of £52,251 on which no interest is charged (2024: £63,372). During the year interest rates in the range of 0.5% to 2.33% (2024: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,485 (2024: £36,464) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

14. DEBTORS

Amounts falling due within one year	Group 2025 £'000	Charity 2025 £'000	Group 2024 £'000	Charity 2024 £'000
Other debtors	431	45	180	19
Amount owed from group undertakings - Intercompany account	-	382	-	318
Prepayments and accrued income	103	51	108	69
	534	478	288	406

15. CREDITORS

The intercompany account is unsecured, interest free, has no fixed date of repayment and is repayable on demand.

Amounts falling due within one year	Group 2025 £'000	Charity 2025 £'000	Group 2024 £'000	Charity 2024 £'000
Trade creditors	48	21	51	9
Taxation and social security	78	48	96	114
Amount due to group undertakings	-	370	-	577
Accruals and deferred income	748	123	893	195
	874	562	1,040	895

Included in the above is deferred income at 31 March 2025 of £699,520 (2024: £853,407) for the group and £79,714 (2024: £162,517) for the charity, all of which will be released within the next accounting period.

An overdraft facility available with UBS was secured by a fixed charge over all assets held with them. This was closed in July 2024, and a new overdraft facility was set up with RBC in February 2025 which was secured by a fixed charge over all assets held with this.

The intercompany account is unsecured, interest free, has no fixed date of repayment and is repayable on demand.

16. FINANCIAL COMMITMENTS – group

Total future minimum lease payments under operating leases are as follows:	2025 £'000	2024 £'000
Not later than one year (land and buildings)	-	30
Later than one and not later than five years (other)	-	-
Later than one and not later than five years (other)	-	-
	-	30

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Tangible fixed assets	-	16	16	20
Investments	-	4,298	4,298	4,276
Programme-related investments	-	27	27	58
Current assets	-	1,544	1,544	1,371
Current liabilities	-	(874)	(874)	(1,040)
Net assets at 31 March 2025	-	5,009	5,009	4,685

18. FUNDS

	2024 £'000	Income £'000	Expenditure £'000	Transfers £'000	2025 £'000
General funds	4,645	2,787	(2,463)	40	5,009
Designated funds	40	-	-	(40)	-
	4,685	2,787	(2,463)	-	5,009

Income above includes £22k unrealised gain on investments.

19. FUNDS (continued)

Restricted Funds

Designated funds – represents funds that were set aside to meet the costs of a welfare grant to be funded in 2024/2025.

20. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £'000	2024 £'000 *(as restated)*[1]
Net surplus / (deficit) for year	324	138
Depreciation of tangible fixed assets	8	7
(Gains)/losses on investments	(22)	(286)
Beneficial loan provision	21	36
(Gains)/losses on sale of fixed assets	1	-
Investment income	(144)	(116)
Management fees paid	29	29
Movement in debtors	(234)	88
Movement in creditors	(166)	375
Net cash flow from operating activities	(183)	271

[1] *The comparative balances have been restated to correct elimination of non-cash items.*

21. CONTROLLING INTEREST AND RELATED PARTY TRANSACTIONS

The charity was under the control of the trustees throughout this and the previous period.

During the year, recharges were made to and from the subsidiary. All transactions were concluded at normal market conditions.

www.electricalcharity.org

AN INDUSTRY CHARITY FOR INDUSTRY PEOPLE

@electriccharity facebook.com/electricalcharity youtube/electricalcharity

linkedin.com/company/the-electrical-industries-charity instagram.com/electricalindustrieschargityuk

A Company Limited by Guarantee. Registered in England and Wales No. 2726030 | Registered with the Charity Commission No. 1012131 | Registered as a Charity in Scotland No. SC08811

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

England & Wales - Charity number 1012131

Accounts

electrical industries charity

2023-24 ANNUAL REVIEW & FINANCIAL STATEMENTS

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

A Company Limited by Guarantee. Registered in England and Wales No. 2726030. Registered with the Charity Commission No. 1012131. Registered as a Charity in Scotland No. SC08811.

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1. Message from the Managing Director

Dear Supporters and Partners,

As we unveil this year's annual review, I am excited to share the progress we've made together at the Electrical Industries Charity. Over the past year, we have experienced significant growth and have made a meaningful impact in our community. I want to take this opportunity to highlight our achievements and recognise your invaluable support.

Throughout the year, we expanded our programmes and initiatives to better meet the needs of those we serve. Your generosity enabled us to host several successful fundraising events, fostering a spirit of collaboration that has strengthened our community.

A stand-out moment was powerBall 2023, which not only met but exceeded our expectations. This event illustrated the remarkable unity of our industry and reinforced our shared mission to create positive change.

We remain focused on high-impact, sustainable interventions. Our collaborative projects are already producing significant results, thanks to the dedication of our partners and donors. Together, we are making a tangible difference in the lives of those we support.

As we look to the future, we are committed to enhancing our services and maximising the impact of every resource at our disposal. Your ongoing support will be essential as we navigate the challenges and opportunities that lie ahead.

Thank you for being an essential part of our journey. Together, we are creating lasting change, and I look forward to what we can accomplish in the coming year.

Warm regards,

Jess Vailima,
Managing Director

2. Message from the President

Dear Electrical Industries Charity Stakeholders,

As I share the achievements of the past year, it's a privilege to highlight the remarkable progress of the Electrical Industries Charity. This annual review allows us to reflect on the incredible work accomplished through our collective efforts, and I want to express my sincere appreciation for your steadfast support.

This year has been transformative for our charity. With your generosity, we have broadened our outreach and significantly impacted our community. From executing major fundraising initiatives to launching new programmes that address pressing needs, we have advanced our mission of fostering positive change.

One of our key successes was powerBall 2023, which not only surpassed our goals but also showcased the unity and strength of our industry. This initiative is a testament to the collaborative spirit and unwavering dedication of our community.

Our commitment to high-impact, sustainable interventions continue to guide us. We have rolled out collaborative initiatives that are already yielding positive outcomes, reflecting the dedication and resources provided by our partners and donors.

As we move forward, our focus remains on enhancing our services and ensuring that each resource is utilised effectively to maximise our impact. Your continued support is vital as we face future challenges and embrace new opportunities.

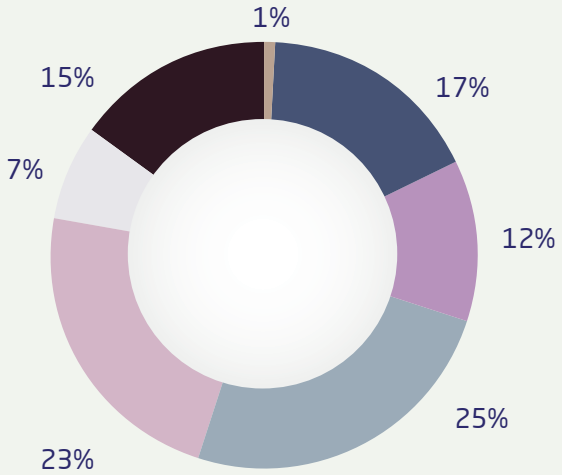
Thank you for being an integral part of our mission. Together, we are making a genuine difference, and I am eager to see what we can achieve in the year ahead.

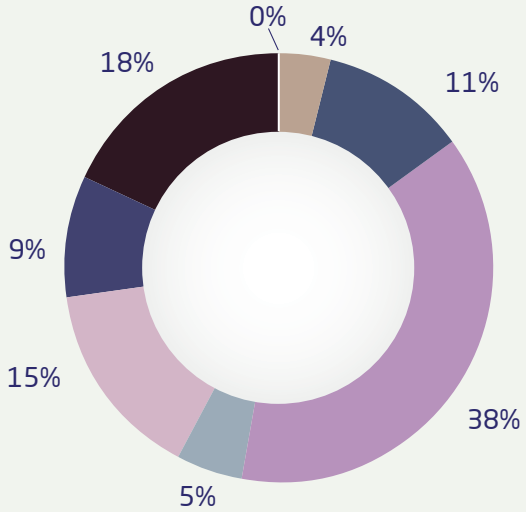
Warm regards,

Jeremy Saunders,
EIC President

3. 2023-2024 Snapshot

The summary financial information shows the income raised, the cost of fundraising and the amounts spent on our charitable activities. The information is taken from the full financial statements for 2023-24.





Where money came from		Income
Donations & legacies	17%	£ 449,626
Lottery proceeds	12%	£ 308,995
Regional committees events	25%	£ 668,854
powerBall	23%	£ 606,944
Fundraising at HO	7%	£ 197,447
Investment income	15%	£ 402,613
Other fundraising	1%	£ 19,246
Total		£2,653,725

How we spent the money		Expenditure
Direct financial assistance	11%	£ 269,936
Support, helpline, advice & info	38%	£ 957,598
Lottery prizes & administration	5%	£ 129,563
Regional committees events	15%	£ 378,498
powerBall	9%	£ 273,177
Other fundraising	18%	£ 454,170
Investment losses	0%	£ 0
Governance and management	4%	£ 88,578
Total		£2,515,519

12,113

consultations

Over

1 million

strong industry

Given back a significant

£1.228 million

to the sector

For every £1 donated, we have managed to give back an impressive £1.84!

£80,401

received for mental health training

Delivered virtual wellbeing sessions to 8,220 individuals

12 virtual wellbeing sessions cover 12 industry-specific topics

Mental health training remains steadfast. We have conducted training sessions throughout the industry reaching over

11,954

individuals

22,600

media mentions, social media interactions and website visits

We are excited to share our achievements with you.

Over the past year, we've conducted an impressive 12,113 consultations. This consistency demonstrates our commitment to delivering reliable services and making a meaningful impact in the lives of those we serve.

Our reach has been remarkable, with our programmes, training, and consultations benefiting many within our industry of over 1 million individuals. This outreach reflects our resilience and adaptability, ensuring that our impact remains significant.

Despite challenges, we have remained a driving force in the industry, giving back an impressive £1.228 million to the sector. This reinforces our commitment to supporting the very industries that enable us to fulfil our mission.

One of the stand-out aspects of our work is our financial efficiency. For every £1 donated, we have been able to return an impressive £1.84. This speaks to our careful stewardship of resources and our commitment to creating value beyond monetary measures.

Our investment in mental health awareness and support has been substantial, and we have received £80,401 for training and initiatives. As we navigate these challenging times, mental wellbeing remains a top priority, and we are proud to contribute to building a more resilient society.

In the digital space, our Virtual Wellbeing Presentations have been a great success. With 12 sessions covering various topics and reaching 8,220 individuals, we have effectively harnessed technology to spread awareness and knowledge during difficult times.

On the corporate front, our commitment to mental health training is unwavering. We have conducted sessions across the industry, reaching over 11,954 individuals. This initiative not only equips people with essential tools for mental wellbeing but also generates revenue, ensuring the sustainability of our mission.

Our efforts have gained significant recognition, with 22,600 media mentions, social media interactions, and website visits. This widespread attention confirms that our message resonates, amplifying our reach and impact.

Looking ahead, we are optimistic about the future. We are dedicated to returning to pre-pandemic funding levels, allowing us to continue our transformative work and build on the momentum we've achieved. We greatly appreciate your ongoing support in this journey.

4. Strategic Overview

4.1 Our mission

Our mission deserves nothing less than our utmost dedication. We will strive to develop and guide the lives of the people we support and the industries we serve.

4.2 Our vision

We aim to be the leading provider offering preventive and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. This vision will serve the industry for the next 100 years.

4.3 OUR VALUES

PEOPLE FOCUS

An industry charity for industry people, providing a helping hand to those in need.

SMART

Solutions that transform the lives of the people and businesses we support for the longer term.

SUSTAINABLE

A charity that can genuinely say every pound invested goes back to our industry.

GROWTH

An industry charity sized to cater for growth in the sector by increasing the number of people that we support year-on-year.

LEADERSHIP

A charity designed to support the industry with clear leadership and wellbeing programmes geared towards addressing industry issues.

TRANSPARENT & ACCESSIBLE

Trustworthy, truthful, and honest about all our activities. Dependable and available now and in the future.

4.4 Our Strategic Aims

COMMUNITY - WE ARE OVER 1M PEOPLE

1. Our employee and family stakeholders from entering the industry to end of life.
2. Our industry stakeholders from small to large.
3. Our influencers, and our ability to influence with our partners and the broader operating landscape.

APPROACH

- Strengthening our leadership position on industry-wide issues.
- Utilising technology platforms to deliver services regionally and nationally consistently.
- Using training to support the industry with education in relevant health topics important to our industry.
- Working to address our assistance as early as possible in the cycle of distress to crisis.
- Continuing to advocate for a framework that supports early assistance and mitigates risks for referring employers.

TACTICS - EARLY INTERVENTION - HEALTH AND WELLBEING

1. Providing clarity on the statistics that underpin specific issues within the industry.
2. The establishment of virtual awareness training through digital media has built on our earlier efforts to leverage technology in providing assistance.
3. Strong messages on commitment to outcomes with emphasis on 'Stories & Numbers'.

ASSISTING APPRENTICES TO STAY IN THE INDUSTRY

- Supporting their often-difficult transition from adolescent to young adult.
- Working collaboratively with apprentice training providers in reaching young people in need of our support.
- Delivering free mental health awareness training to every apprentice in the UK.

SUPPORTING THE WORKFORCE AND BUSINESSES THROUGH WELLBEING PROGRAMMES

- Improving their wellbeing at work and at home with practical programmes designed for small and large workforces.
- Working collaboratively with business and trade organisations to reach as many people as possible so they know where to turn in times of need.
- Becoming the key provider of support services to people in our industries.
- Promoting mental health awareness across businesses in our sector.

HELPING THOSE IN RETIREMENT

- Increasing their independence and improving their wellbeing.
- Supporting those providing full-time care.
- Being there for those who have worked in our industries when they need us.

SECURING SUPPORT FOR OUR WORK

- Sustaining and growing financial and products support.
- Building a strong and vibrant regional fundraising network.
- Developing effective communications that engage our supporters and raise awareness.
- Developing volunteers across the regions we operate in.
- Securing commitment in annual training budgets from business to deliver training for wellbeing.

5. By the Numbers: Insights

VOLUNTEERS

The Charity relies on the significant support and generosity of the regional committee members, council and working group volunteers to run regional fundraising events and support governance commitments.

STAFF NUMBERS

The Charity decreased FTE numbers to 12 for the 2023/24 financial period. This represented a decrease of 1 compared to the previous financial period, primarily due to changes in the structure of the Welfare Services team.

INVESTMENT DIVIDEND

The Charity's investment portfolio, which remains well diversified across various asset classes, saw investment gains of £402k including dividend income in 2023/24 (realised and unrealised), a significant improvement compared to the £98k loss in the previous year.

FINANCIAL GRANTS

Financial grants were restructured as the Charity adopted a new model centred on partnerships and collaboration, ensuring more effective resource management.

NET ASSETS

As of 31st March 2024, the net assets have increased to £4.685m, up from £4.547m in March 2023. This growth was driven by strong investment performance and an effective resourcing strategy. While income declined in 2023/24 following a bumper year in 2022/23 post-COVID, the impact was offset by reduced expenditure and solid returns from the investment portfolio.

6. Charitable Activities and Programmes

6.1 Charitable Activities Summary:

Insights Provided: Charitable Activities Summary

In 2023-24, we provided an impressive 12,113 instances of consultative support. This response was driven by the unprecedented challenges posed by rising mental health issues and the ongoing cost-of-living crisis. It reflects our commitment to raising awareness about the support available to colleagues in the electrical and energy sectors.

12,113

instances of consultative support

Industry Insights: Key Areas of Support

Mental Health Support: Mental health remains a critical concern, with many individuals seeking support for issues like stress, anxiety, depression, and more complex mental health challenges.

Complex Cases: A significant number of individuals are facing complex, multifaceted issues that require a combination of services, including financial, legal, housing, and mental health support.

Emergency Financial Support: There is a continued demand for emergency financial aid to help individuals and families facing unexpected crises or short-term financial hardship.

Financial Support: There is a growing demand for financial support as individuals and families face increasing economic pressures, highlighting the need for accessible resources to help manage financial challenges.

Debt/Bankruptcy: Financial instability, including overwhelming debt and bankruptcy, continues to be a significant concern, leading to increased requests for debt advice and financial restructuring.

Homelessness and Housing Support: Homelessness is an ongoing issue, with individuals seeking support for rent arrears, eviction prevention, emergency accommodation and pathways to secure, long-term accommodation.

Household Items: Requests for essential household items, such as furniture and appliances, have increased, reflecting the financial strain many households are facing.

Legal Advice: Legal issues, particularly related to employment, housing, and family matters, are a common area where individuals seek expert advice and guidance.

Funeral Costs: The rising costs of funerals are placing a substantial financial burden on families, prompting an increased demand for financial assistance and support during a challenging time.

Disability and Mobility Support: Many individuals face challenges related to mobility, requiring assistance with transportation options, mobility aids, and accessibility adaptations.

Medical Costs: Rising medical expenses, including costs for treatments, prescriptions and healthcare services, are leading more people to seek financial assistance for their physical and mental health needs.

Reskilling and CV Support: As the job market evolves, there has been a growing demand for reskilling opportunities and CV support to help individuals transition into new roles or re-enter the workforce.

Support Services: As an industry charity, our mission focuses on physical, financial, and emotional wellbeing. We understand the importance of a holistic approach and tailor our services to meet the unique needs of each individual in the energy and electrical sectors.

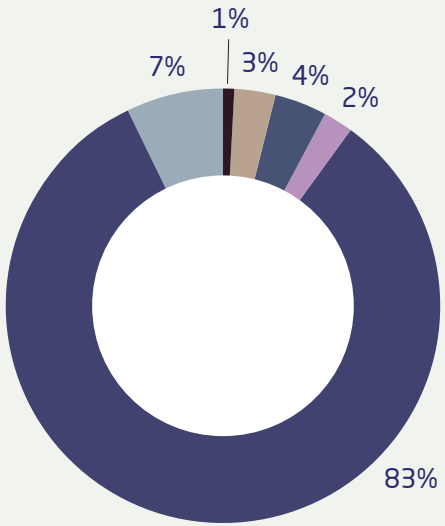
Our comprehensive range of offerings includes mental health support, bereavement counselling, emergency financial assistance, legal advice, and much more. These services are designed to provide a safety net for anyone currently or formerly in these industries, ensuring they receive the support needed to navigate challenges effectively.

6.2 Demographics:

As an industry-focused charity, it is increasingly crucial to not only provide assistance for individuals in the field concerning their physical and financial welfare but also address their emotional wellbeing. We understand that effective support requires a comprehensive approach, recognising that each individual has their distinct needs and circumstances.

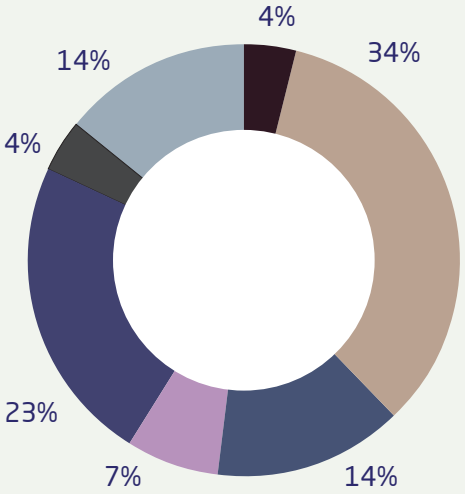
Our services are available to anyone that works or has worked in the energy and electrical industries. Therefore, we are currently providing a wide variety of key services with focused support to meet every individual's needs, such as:

- Bereavement support
- Psychiatric assessments
- Support for those suffering with a terminal illness
- Dyslexia support
- Complex case management support: assigned case worker to help get you back on your feet
- Clinical Occupational Therapist (OT) for those who do not have access to this through their workplace, who help to write and support with return-to-work plans after an extended absence from work
- CV support following redundancy and job loss
- Legal support and will services
- Holistic-based intervention
- Counselling and mental health support
- Financial assistance and grants
- Debt advice – how to manage debt and get ahead with professional advice and assistance
- Severe illness support with the establishment of a Lasting Power of Attorney



Eligibility

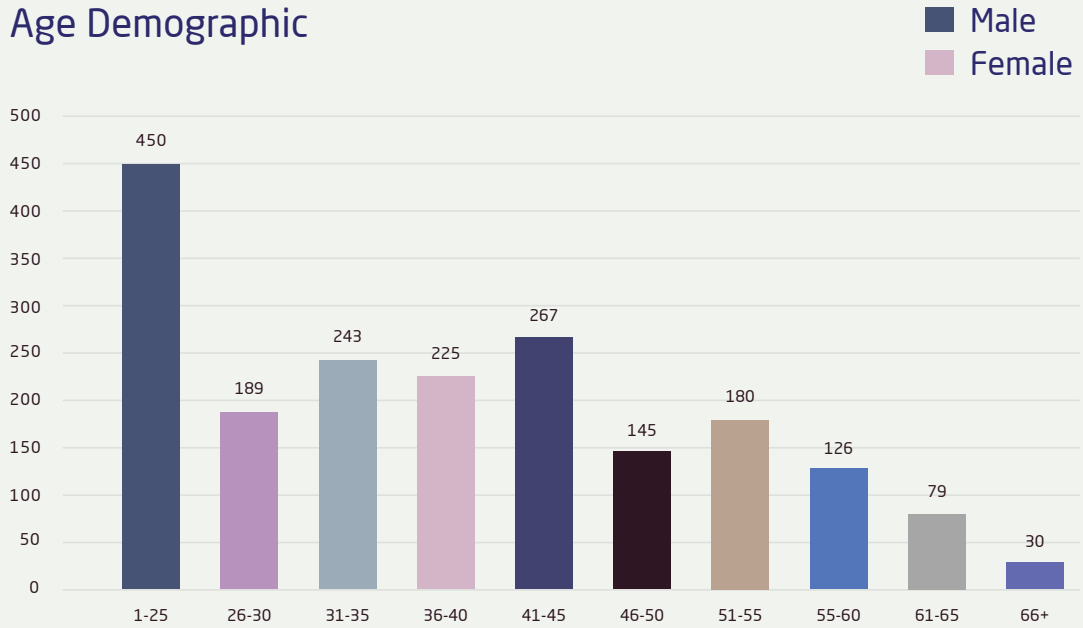
Deceased Partner	1%
Family Member	3%
Husband	4%
Partner	2%
Self	83%
NA	7%



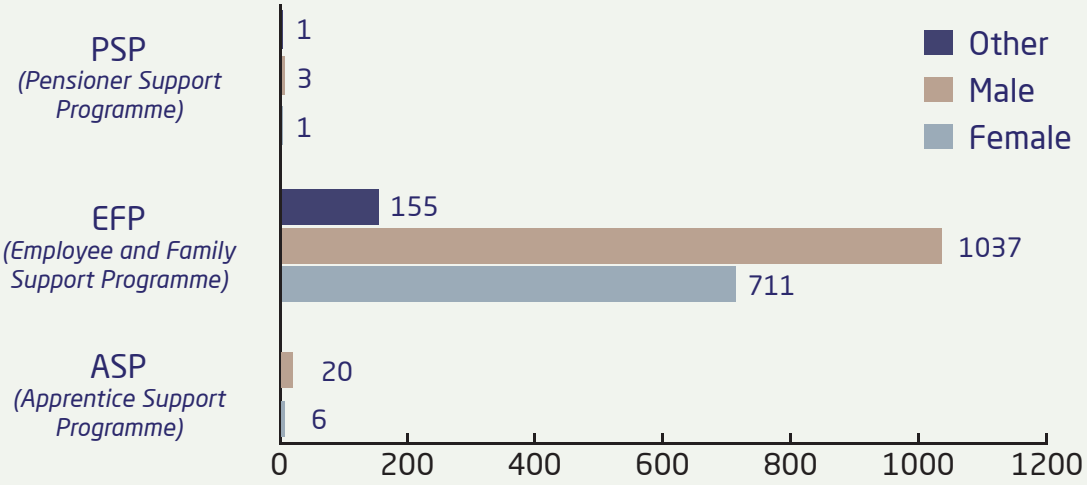
Marital Status

Divorced	4%
Married	34%
Partner	14%
Separated	7%
Single	23%
Widowed	4%
NA	14%

Age Demographic



Gender by Programme



7. Wellbeing presentations to the industry

Our mental health and wellbeing courses are designed to help organisations prioritise mental health and wellbeing in their future strategies.

As awareness grows, more people are recognising the need to care for their mental health, not just their physical health. Mental health issues can create significant challenges for individuals and families, but with the right tools to understand and manage these issues, we can provide crucial support to those in our industry who need it most.

We are committed to raising awareness and offering guidance to those struggling with mental health challenges. Through this work, we aim to offer a brighter future to those who may feel lost. Our health calendar is a valuable resource, offering information, statistics, and details on the services available to you, your family, colleagues, or employees.

Mental health concerns can arise from a variety of sources, including work-related stress, financial worries, and family pressures. In our industry, stress and depression are especially prevalent, yet the majority of people in the sector never talk about their depression with a loved one.

In 2023/2024, we heard from industry leaders and experts who shared their insights on a variety of topics. The line-up featured inspiring speakers, such as an inclusion specialist and a renowned health and wellbeing expert. In April, we welcomed psychologist and mental health expert Wendy Dignan, who specialises in treating anxiety, depression, stress, trauma, loss, and relationship issues.

She offered practical and inspiring methods for addressing confidence and mental health challenges in both the business world and everyday life.

In August, Christine Armstrong explored the new challenges to traditional business practices using world-class data, her own interviews, and a considerable amount of energy. Her focus included the six new models of work, the productivity paradox, communication overload, the challenges of boundaries and flexible work, burnout, and resilience.

She is also the author of 'The Mother of All Jobs: How to Have Children and a Career and Stay Sane(ish),' published by Bloomsbury, which draws on six years of interviews with working parents, employers, leadership experts, and carers.

You never know who might be silently struggling with mental health challenges. At the Electrical Industries Charity, we are here to ensure that no one in our industry must face these challenges alone.

Health Calendar

2023

Diversity and Inclusion

Looking After Our Apprentices

Addiction

Stress Awareness

Mental Health Month

Pride Month

Health and Wellbeing

Family and Relationships

Suicide Prevention

Women's Month

Men's Month

Coping with the Holidays

2024

Budgeting and Being Spend-Savvy

Co-dependency, Eating Disorders and the Power of Active Listening

Finding Your Feet

Navigating Family Law

Mental Health Awareness

Be PROUD of Who You Are – We See You

Exploring Neurodiversity

Building Resilience / Looking After Yourself

The Ripple Effect

Menopause Awareness

Life After Retirement

Managing Grief

2024 Health Calendar

Monthly topics and talks on issues that are important to you!

JANUARY
Financial Health

FEBRUARY
Looking After Our Apprentices

MARCH
Diversity and Inclusion

APRIL
Stress Awareness

MAY
Mental Health Month

JUNE
Pride Month

JULY
Neurodiversity

AUGUST
Health and Wellbeing

SEPTEMBER
Suicide Prevention

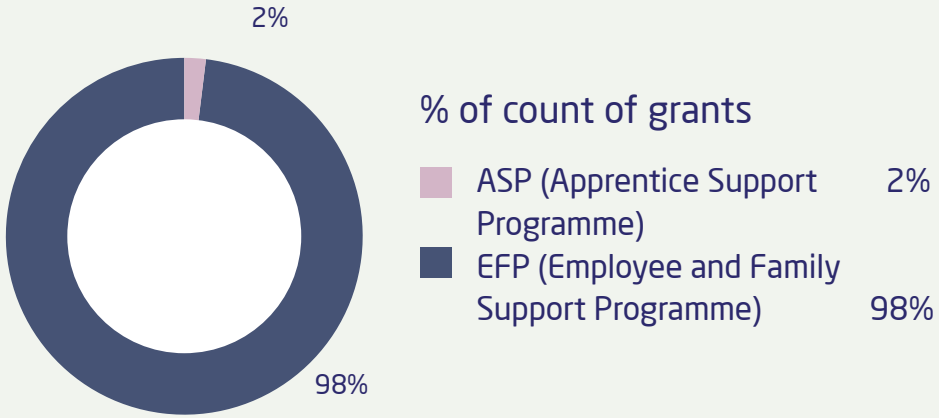
OCTOBER
Menopause

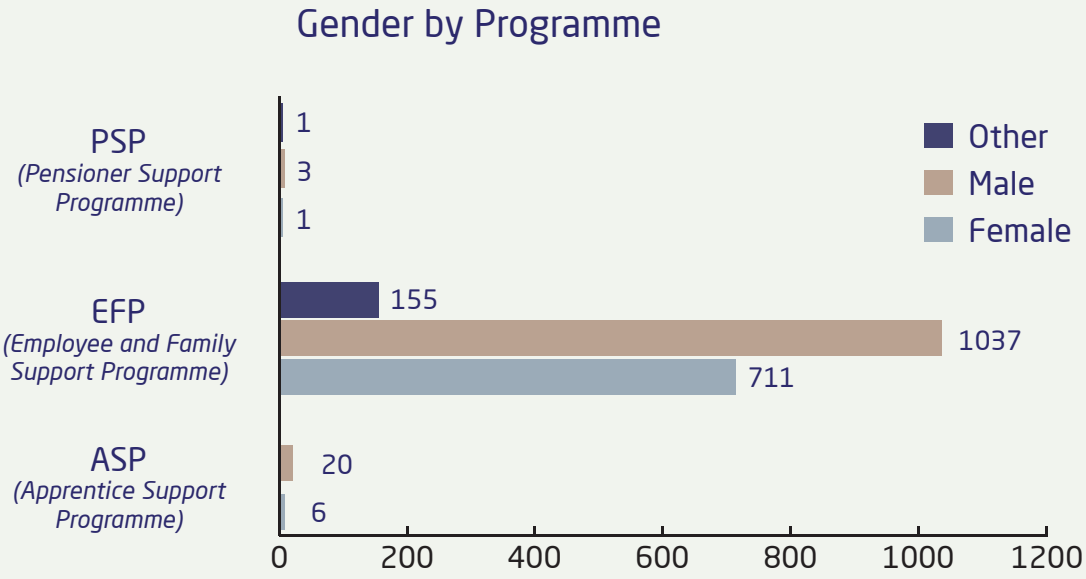
NOVEMBER
Men's Month

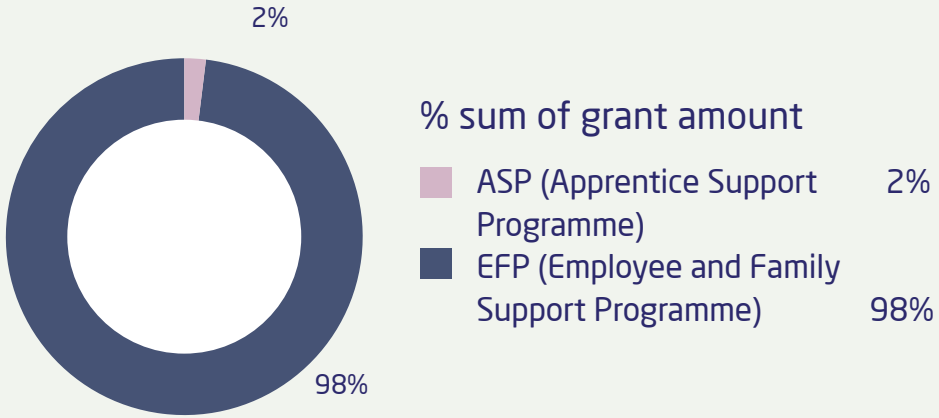
DECEMBER
Coping with the Holidays

9. Workplace Programmes

The Electrical Industries Charity is proud to offer comprehensive support to our stakeholders. To expand our reach within the working population, we've developed a suite of free and confidential programmes. These programmes are tailored to meet the specific needs of our industry, clearly communicate the benefits to users, and are designed for easy implementation and understanding in the workplace.







9.1 Apprentice Support Programme (ASP)

The ASP exists to support our apprentices and delivers a very similar range of services to those provided by our flagship Employee and Family Assistance Programme. The ASP is designed to meet the challenges that may be experienced when starting a new career.

With the correct support, any issues can be overcome, whether financial, emotional or physical. We offer tailored assistance to apprentices within the electrical and energy sectors who are struggling. We are proud to also offer support and guidance to employers who have apprentices.

9.2 Employee and Family Support Programme (EFP)

The EFP is our flagship programme, developed specifically for our active industry members. Staff productivity is a critical factor for any organisation.

It is also equally important to recognise the personal lives of employees.

When things go wrong, the EIC is here to help with a range of services that address issues ranging from family or relationship problems through to ill health and disability.

9.3 Pensioner Support Programme (PSP)

Retirement is traditionally the time when people stop working, but this doesn't mean that they stop living. Retirement is a new phase of life that can bring new opportunities but also new challenges.

For many, being retired means reduced income, meaning paying bills and unexpected expenses may become difficult to cover. It can also be a time of huge change and loneliness that is difficult to deal with. The PSP recognises the importance of community and family support networks, with the right level of support many issues, including financial, emotional, health and family factors can be managed sensitively and proactively.

9.4 Practical Participation Programme (PPP)

Volunteering is a sure-fire way to make you feel happier and give something back to our industry. You can help by organising an event, joining our regional committees, signing up to become a member of our board or taking on a fundraising activity. Whichever you choose to do you are volunteering and making a difference to our sector! We may also call on your specialist skills in terms of time, equipment and materials to help with specific projects that the EIC are supporting.

10. Case Studies

PPP Case Study 1: Collaboration with Another Charity

A 53-year-old male, a returning support recipient, reached out to the Electrical Industries Charity (EIC) through the Mobility Trust after experiencing significant mobility issues due to a medication change that resulted in weight gain. The client required a heavy-duty mobility scooter that could accommodate his new physical needs.

Through a collaborative effort between the Mobility Trust, Independence at Home and the EIC, he was awarded the mobility scooter he needed to maintain his independence. This case exemplifies the strength of cross-charity partnerships in addressing complex, multifaceted needs.

The EIC played a critical role in facilitating the process, from the initial assessment of the individual's requirements to coordinating with the relevant charities and ensuring he received timely support. Our team managed the logistics of the case, helping the beneficiary complete all necessary applications and providing ongoing assistance throughout the process. Thanks to the collaborative nature of this effort, he received the specialised equipment that greatly improved his quality of life, allowing him to regain mobility and independence.

PSP Case Study 2: Financial Support Due to Unexpected Injury

A 61-year-old male industry member, employed as a machine operator, found himself in financial distress after undergoing hip replacement surgery. The recovery period, combined with being placed on Statutory Sick Pay (SSP), resulted in severe financial hardship as his reduced income was insufficient to cover essential living expenses. He contacted the Electrical Industries Charity (EIC) during this difficult period, seeking assistance and guidance.

The EIC quickly assessed his situation and provided emergency financial aid to cover two months' worth of rent, ensuring he could focus on his recovery without the added stress of financial instability.

The EIC's timely intervention allowed the individual to recover without the looming threat of financial ruin. The EIC team maintained regular contact during his rehabilitation, offering emotional support in addition to the financial assistance. By bridging the financial gap during his recovery period, the EIC helped the individual maintain his housing and return to work with a stable foundation, exemplifying our commitment to providing tailored, people-centred support during times of unexpected crisis.

ASP Case Study 3:
Supporting an Apprentice Through Mental Health and Substance Abuse Challenges

A 20-year-old male apprentice was referred to the Electrical Industries Charity (EIC) by his training provider after experiencing severe mental health challenges, including suicidal ideation and substance abuse. These issues were jeopardising his apprenticeship and threatening to derail his future career. The EIC coordinated a multi-faceted support plan for the young client. We connected him with NHS mental health services and involved his family to create a network of support. Additionally, the EIC provided counselling sessions to help the individual address the underlying issues contributing to his substance abuse and mental health struggles.

The EIC also played a key role in advocating for the individual within his workplace, encouraging his employer to understand the gravity of his situation and offer additional support in the form of peer support. This collaborative approach helped the client stabilise his mental health, reduce his reliance on substances and retain his apprenticeship. By involving various stakeholders – family, healthcare providers and employers – the EIC was able to create a comprehensive support system that allowed the beneficiary to continue his training and work towards a brighter future.

EFP Case Study 4:
Collaboration for Practical Support

A 76-year-old retired female industry member found herself in a difficult situation after her cooker and oven broke down. Living on a fixed income, she had been unable to afford replacements and had gone several months without a functioning kitchen. Recognising her urgent need, she was referred to the Electrical Industries Charity (EIC) by a benevolent fund. After a thorough assessment of her circumstances, the EIC agreed to match funding with the benevolent fund to cover the cost of purchasing a new cooker and oven. This practical intervention allowed the beneficiary to regain the ability to cook meals, greatly improving her quality of life and ensuring her basic needs were met.

This case highlights the importance of collaborative efforts between charities in addressing essential day-to-day needs for vulnerable individuals. The EIC's role in the process involved not only coordinating the funding match but also ensuring that the installation of the new cooker was arranged in a timely manner. By working together with the benevolent fund, the EIC were able to address the beneficiary's needs effectively, demonstrating the value of collaboration in delivering practical and impactful support to those facing hardship.

11. Fundraising and Publicity

11.1 EIC Wellbeing Champion Businesses

To ensure our free and confidential services remain available to the industry, we rely on organisations to support our fundraising efforts by becoming EIC Champion Businesses.

As an EIC Champion, businesses receive monthly health presentations that highlight our health calendar, access to a wide range of online resources, and the same support available to the entire industry.

In return, we ask these businesses to implement three fundraising initiatives within their organisation to support both our sector and its dedicated charity.

The three initiatives include:

Charity Stand Down Hour: Each staff member donates one hour of their salary to EIC, with the donation facilitated entirely through payroll as a one-time, automatic annual deduction.

EIC Day: A company-wide fundraising event where employees aim to raise or donate £10 each. EIC Day can take various forms, such as trivia nights, dress-down days, bake sales, or fancy-dress days.

Workplace Lottery: Employees can easily register through an online portal to join the industry's lottery, with a payroll contact handling the deduction report. For as little as £1 per month, staff have the chance to win up to £500 in monthly prizes, with 30 cash rewards available. Additionally, participants are entered into two annual draws, where they can win £5,000, with a grand prize of £10,000 awarded once a year.

Since launching our Champions campaign three years ago, it has received strong support from the industry. In the coming year, we aim to expand our network of Champion Businesses to increase our visibility and sustain this crucial revenue stream for our support services.

11.2 powerLottery

The power of £1!

The Electrical Industries Charity's powerLottery generated a total gross income of £308,995, making it EIC's primary fundraising channel. This lottery plays a vital role in supporting apprentices, pensioners, employers, and their families during life's toughest moments.

To further expand our reach, we've introduced a workplace lottery. Companies interested in setting this up must meet the following requirements:

- A minimum of 150 employees
- An HR portal
- Integration of the HR portal with the payroll system for seamless monthly adjustments as lottery members join or update their details.

powerLottery continues to be the Charity's sole source of annuity funding. We aim to encourage major industry employers to adopt the workplace lottery model, helping them offer more free services to their employees through EIC's programmes.

We're challenging the over 1 million individuals working in our sector: give up just one cup of coffee per month and instead, sign up for powerLottery.

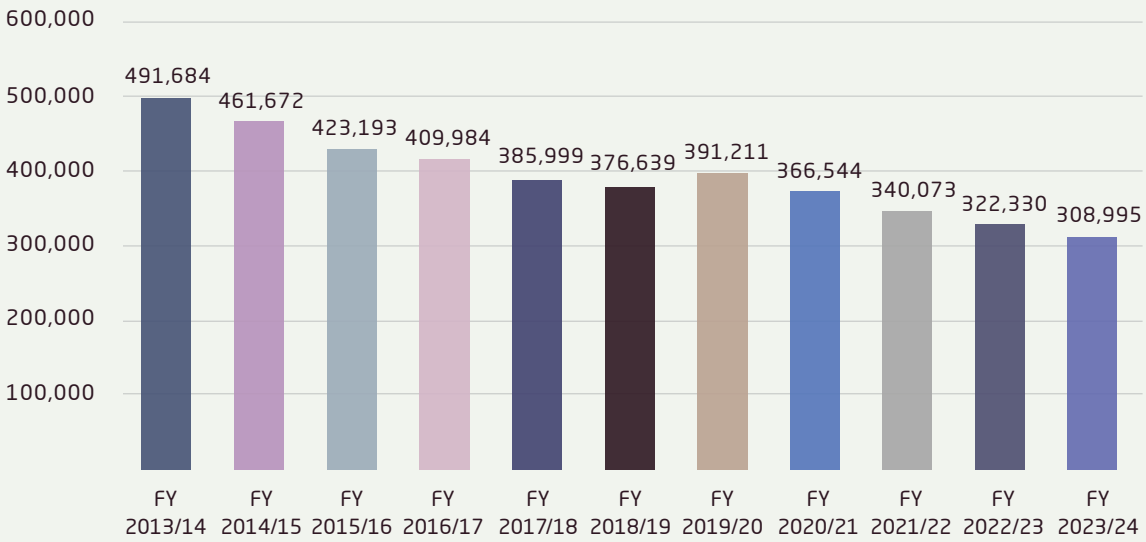
As one of our most important fundraising avenues, powerLottery is open to everyone. Participants have a chance to win a monthly cash prize of £500, while each £1 entry supports vital services for people in our industry who need assistance.

The lottery provides 12% of the Charity's annual income, which directly funds financial grants through our Employee Assistance Programme. This includes support for apprentices, pensioners, practical participation, and family and employee assistance.

These programmes are designed to support individuals in our industry through challenging times, providing a broad range of services, including legal assistance, counselling, financial aid, grants, carer support, debt advice, and mental health services.

Power Lottery

Lottery Income



EDA ELECTRICAL DISTRIBUTORS' ASSOCIATION

EDMUNDSON ELECTRICAL

ENGIE Ineo

e·on

:hager

Magnox

Mercer

nationalgrid

NIUK NEWBURY INVESTMENTS UK

R&B STAR ELECTRICAL WHOLESALERS EST 1960

RWE

SCOTTISHPOWER

Life Is On Schneider Electric

11.3 powerBall

On a dazzling evening at the prestigious Old Billingsgate in London, more than 600 dedicated supporters of the Electrical Industries Charity gathered for powerBall 2023, generating over £360,000.

The evening started with a drinks reception that exuded an air of elegance. Guests immersed themselves in the ambience, where a live violinist's melodies filled the air with serene vibes. Mirabella Ball dancers dazzled onlookers with their captivating performances, and magicians added an extra layer of mystique to the event.

The stage was set for what was to be a truly electrifying night and a grand display of generosity and unity.

As the dining room doors slid open, guests headed to their tables. There, they enjoyed an amazing three-course dinner. The room buzzed with conversation, laughter and the shared understanding that they were all part of something truly special.

As the coffee was poured, diners became audience members and were transported to the world of musical theatre. Theatreland took to the stage and performed classic songs from beloved shows such as Grease, The Greatest Showman and Wicked.

The talented cast's renditions of these iconic songs left the audience spellbound.

The live entertainment continued as Beats Deluxe took to the stage and had everyone on their feet, dancing the night away, bringing this unforgettable evening to a close.

powerBall 2023 generated £360,000 for the Electrical Industries Charity – a resounding success and a testament to the compassion and generosity of the electrical industry. It showcased the industry's commitment to giving back and supporting those in need.

powerBall not only raises an incredible amount of money, but it also brings the industry together in a way that transcends business and professional boundaries.

THEATRELAND
THEATRELAND

Beats Deluxe

11.4 Challenge for a Cause

Jurassic Coast

Eight dedicated professionals from the electrical industry took on the challenge of trekking 23 miles across England's iconic Jurassic Coast, all in support of the Electrical Industries Charity. Over two days, the team journeyed through breathtaking scenery, from the towering cliffs of Old Harry Rocks to the stunning natural formations of Durdle Door and Lulworth Cove.

With steep climbs and rugged terrain, the trek pushed everyone to their limits, but the camaraderie and stunning views made it all worthwhile. The participants camped overnight, adding to the adventure as they bonded over the experience. The event not only highlighted the incredible beauty of this UNESCO World Heritage Site but also helped raise much-needed funds for those in the electrical industries facing challenging circumstances. Through the hard work of our participants and the overwhelming support of donors, an impressive £5,546 was raised to provide vital assistance to those in the electrical industries. A huge thank you to everyone who took part and supported this fantastic cause!

Italian Lakes Cycle

Three passionate cyclists from the electrical industry embarked on an incredible journey across the stunning Italian Lakes in support of the Electrical Industries Charity. The group cycled between Venice and Milan, covering iconic sites such as the sparkling lakes of Garda, Como, and Iseo, as well as the historic city of Verona.

Each day brought new challenges, from flat plains to forested hills, culminating in a climb to the famous Madonna del Ghisallo chapel at 754m.

The riders embraced the scenic beauty of Lombardy's lakes and mountains, passing through charming terracotta-roofed villages and recharging with delicious Italian coffee and gelato along the way. Despite the tough climbs, the sense of accomplishment and stunning surroundings made it an unforgettable adventure, all while raising vital funds for those in the electrical industries who need support.

Thanks to the incredible efforts of all participants and the generosity of their supporters, the event raised an astounding total of £5,034 to help those in need within the electrical industries.

A heartfelt thank you to everyone involved for making this event such a success!

Pyrenees Freedom Trail

Six determined individuals from the electrical industry conquered the demanding Pyrenees Freedom Trail in support of the Electrical Industries Charity. Following one of the toughest WWII escape routes, the group retraced the harrowing journey that thousands of allied servicemen and Jewish refugees once took from France into Spain. Along the way, they encountered memorials and plaques commemorating the bravery of the local people who risked everything to save others.

The trek was as challenging as it was inspiring, with the group navigating steep, remote trails reaching heights of up to 2,500 metres. As they pushed through the rugged, breathtaking scenery, thoughts of the historical significance of the path fuelled their determination.

With the combined efforts of our participants and the backing of their sponsors, an incredible £10,029 was raised to make a real difference for those in the electrical community.

A huge thank you to the participants for their incredible efforts and for raising essential funds to support those in the electrical industries facing hardship.

London Marathon

A team of 10 dedicated individuals from the electrical industry laced up their running shoes to take on the iconic London Marathon in support of the Electrical Industries Charity.

Covering 26.2 miles through the heart of London, the runners pushed themselves through both mental and physical challenges, passing the city's most famous landmarks, from Tower Bridge to Buckingham Palace, as they joined thousands of others in this world-renowned race.

Each step was driven by their commitment to raising crucial funds for those in the electrical industries who need it most. The team's collective effort and spirit showcased the power of determination and community, making this marathon not just a personal achievement but a meaningful contribution to a great cause.

A huge congratulations and thank you to all 10 runners for their incredible dedication and inspiring performance! Thanks to the dedication of our amazing team and generous contributions from supporters, we raised a remarkable £17,470 to support the Electrical Industries Charity's important work.

11.5 Industry fundraising

Quarter 1

Chord Engineering Ltd

On behalf of the Electrical Industries Charity (EIC), we would like to sincerely thank everyone at Chord Engineering Ltd for the generous donation of £6,000 raised during the ECA Dinner Dance. Your kindness supports our mission to assist industry members in need, and we are truly grateful.

Certsure LLP

We would like to extend our heartfelt thanks to Certsure LLP for the £1,485 raised through the Best Companies b-Heard survey. Your contribution allows the EIC to provide vital services and support, and we couldn't do it without your help.

ECA Ltd

A huge thank you to ECA Ltd for your incredibly generous £11,380 charitable donation. Your support is invaluable in helping the Electrical Industries Charity offer continued assistance to those in the electrical industry facing hardship.

Edmundson Electrical

Thank you to Edmundson Electrical for your £1,421 donation raised through the Golf Event in Spain. Your generosity goes a long way in helping us support industry members when they need it the most.

CEF Ltd

On behalf of the EIC, we would like to express our thanks to CEF Ltd for the £870 raised during the EDA Sportsman's Dinner. Every donation helps us make a difference in the lives of those we serve.

AIB Electrical Wholesale Ltd

We extend our appreciation to AIB Electrical Wholesale Ltd for the £400 raised through the EDA Sportsman's Dinner. Your contribution helps us provide vital support to those in the electrical industry facing difficult times.

Stearn Electric Ltd

A special thank you to Stearn Electric Ltd for your £1,250 donation from the EDA Sportsman's Dinner in Scotland. Your support enables us to continue offering crucial assistance to those in need within our industry.

Edmundson Electrical Ltd

We would like to thank Edmundson Electrical Ltd for raising £1,503 during the North East Golf Day. Your generosity strengthens the work we do at the Electrical Industries Charity, and we truly appreciate your support.

ECA - Team Lead North

A heartfelt thank you to ECA - Team Lead North for the £1,250 raised during the ECA East Midlands Summer Ball. Your support allows us to continue providing assistance to industry professionals in need.

Fegime UK

We sincerely thank Fegime UK for their incredibly generous donation of £10,000 from The Twelve Electric Partnership. Your kindness and continued support are vital in helping us make a lasting impact in the lives of those we serve.

Schneider Electric

Thank you to Schneider Electric for your £1,000 contribution from the March for March campaign. Your support helps the Electrical Industries Charity provide essential services to industry members.

RWE Generation UK

We would like to extend our thanks to RWE Generation UK for their donation of £164 from the Pay It Forward Reward. Every contribution helps us make a difference in the lives of those in need.

Karen McAvoy Publishing

Our heartfelt thanks go to Karen McAvoy Publishing for their £5,000 donation from the Northern Ireland Electrical Awards. Your generosity enables us to continue offering vital support to those in the electrical industry facing hardship.

ECA

Thank you to ECA for your £6,785 donation from the ECA Industry Awards Dinner. Your generosity is critical to helping us provide much-needed assistance to industry professionals.

Quarter 2

Edmundson Electrical Eastern Region

A sincere thank you to Edmundson Electrical Eastern Region for raising £1,880 through the Eastern Regional Golf Day raffle and the 'Chip in the Boat' competition. Your support helps the EIC continue its mission of supporting those in need within the industry.

Legrand Electric Ltd

We would like to express our thanks to Legrand Electric Ltd for the £4,245 raised during CEF Live. Your generous support enables us to continue providing help and support to industry members.

CEMBRE Ltd

A big thank you to CEMBRE Ltd for their £2,908 donation raised during the Three Peaks Challenge. Your kindness supports our work in helping electrical industry professionals.

Prysmian Group

We appreciate the £240 donation from Prysmian Group raised during the London Fishing Day. Every contribution helps us offer the support and services needed by those in the electrical industry.

Certsure LLP

Our heartfelt thanks to Certsure LLP for the £4,076 raised during the Charity Bake Sale and Virtual Walk to Bali. Your generosity is making a real difference in helping us support those in need within the electrical industry.

CEF Ltd

We would like to extend our thanks to CEF Ltd for the £1,511 raised during the National Accounts Golf Event at the Belfry. Your donation will go a long way in helping us continue to provide essential support to industry members.

CEF Ltd

A special thank you to CEF Ltd for their £1,800 donation from Chester Race Day. Your generosity is greatly appreciated and helps the Electrical Industries Charity provide crucial assistance to industry members in need.

Triton Showers

We sincerely appreciate Triton Showers for their £1,000 contribution from Chester Race Day. Your support enables us to continue offering life-changing assistance to those in our industry.

WAGO Limited

A heartfelt thank you to WAGO Limited for the £303 raised during EIC Day 2023. Your generosity supports the Electrical Industries Charity's ongoing mission to provide essential services to industry professionals.

Edmundson Electrical Birmingham

Thank you to Edmundson Electrical Birmingham for their £550 donation from the Annual Branch Golf Day at the Shirley Golf Club. Your support ensures we can continue to help those in the electrical industry who need it most.

NCM Distributors (North) Ltd

We would like to extend our thanks to NCM Distributors (North) Ltd for their £500 donation from Chester Race Day. Your contribution allows us to continue providing essential support to industry professionals.

Stearn Electrical

A big thank you to Stearn Electrical for their £660 donation from the Stearn Golf Event. Your generosity enables us to provide much-needed support to individuals facing difficulties within the electrical industry.

Quarter 3

Labora

Our heartfelt thanks go to Labora for their £10,000 charitable donation. Your generosity and support are critical to helping us continue offering vital assistance to those in need within our industry.

CEF Ltd

Thank you to CEF Ltd for their £1,577 donation raised during the CEF Hereford Golf Day. Your contribution helps the Electrical Industries Charity provide essential support services to industry professionals facing hardship.

The IBA Buying Group

We sincerely appreciate The IBA Buying Group for their £1,160 donation from the IBA Trade Show. Your support is invaluable in helping us continue to offer much-needed assistance to those in the electrical industry.

Yesss Electrical Hastings

A big thank you to Yesss Electrical Hastings for their £1,000 raised during the Cookout. Your generosity enables us to continue providing support to industry members in need.

Aico Limited

We extend our heartfelt thanks to Aico Limited for their £325 donation from the Building a Safer & Sustainable Future Together Event. Your contribution helps us continue to make a positive impact in the electrical industry.

LEW Electrical Distributors

Thank you to LEW Electrical Distributors for their £1,000 donation to the powerBall Pledge 2023. Your support allows us to provide essential services to those who need our help within the industry.

Electric Center

Our sincere thanks to Electric Center for their £1,285 donation raised during the Eastern Regional Golf Day. Your generosity supports the Electrical Industries Charity's mission to assist industry professionals in times of need.

Rexel Limited

We would like to express our gratitude to Rexel Limited for their £4,000 contribution to the powerBall Pledge 2023. Your donation allows us to continue offering vital support to those in our industry facing hardship.

GLT Electrical

Thank you to GLT Electrical for their £200 donation to the powerBall Pledge 2023. Your support is essential in helping us continue providing services to industry members in need.

BEAMA Limited

We extend our sincere thanks to BEAMA Limited for their £580 donation from the BEAMA 2023 Annual Event and Lunch Proceeds. Your generosity helps the Electrical Industries Charity provide essential assistance to those in need.

Stearn Electric Ltd

A special thank you to Stearn Electric Ltd for their £5,074 donation from the EDA Scottish Function. Your continued support allows us to help more industry professionals in difficult circumstances.

Datateam Business Media Ltd

We would like to thank Datateam Business Media Ltd for their £670 donation raised during the Electrical Wholesaler Awards 2023. Your generosity enables us to continue offering vital support to those in the electrical industry.

TClarke Group

Thank you to TClarke Group for their £1,000 contribution to the powerBall Pledge 2023. Your support ensures we can continue to provide life-changing assistance to industry members in need.

BPX

We sincerely appreciate BPX for their £250 donation to the powerBall Pledge 2023. Your generosity is making a meaningful difference in helping us support those in the electrical industry.

EC Insurance Services Ltd

Our heartfelt thanks go to EC Insurance Services Ltd for their £1,000 donation to the powerBall Pledge 2023. Your support helps us offer crucial services to those facing challenges within our industry.

Unitech Services Ltd

We would like to express our thanks to Unitech Services Ltd for their £50 contribution to the powerBall Pledge 2023. Your donation helps us continue providing assistance to those in the electrical industry.

ECA Ltd

A special thank you to ECA Ltd for their generous £10,000 contribution to the powerBall Pledge 2023. Your continued support allows the Electrical Industries Charity to provide vital assistance to industry professionals in need.

East Midlands Regional Office

We sincerely appreciate the East Midlands Regional Office for their £2,170 donation raised during the Edmundson Electrical Midland Region Golf Day. Your contribution helps us continue offering essential services to those facing difficulties within our industry.

Quarter 4

ECA Oxford Electrical Engineers

Thank you to ECA Oxford Electrical Engineers for their £1,000 donation from the Annual Dinner Dance 2023. Your generosity enables us to provide much-needed support to industry professionals in times of need.

M.E.T.A

We extend our heartfelt thanks to M.E.T.A for their £1,000 donation raised during the Christmas Lunch 2022. Your support helps the Electrical Industries Charity continue its mission to offer assistance to those in the electrical industry.

HEASN Ltd

Our sincere thanks go to HEASN Ltd for their £3,868 contribution from the HEA Annual Conference 2023. Your generosity allows us to continue offering vital support to industry professionals facing hardship.

RWE Generation UK

A huge thank you to RWE Generation UK for their generous donation of £8,000. Your continued support is critical in helping the Electrical Industries Charity provide life-changing assistance to those in need within the industry.

Best Options

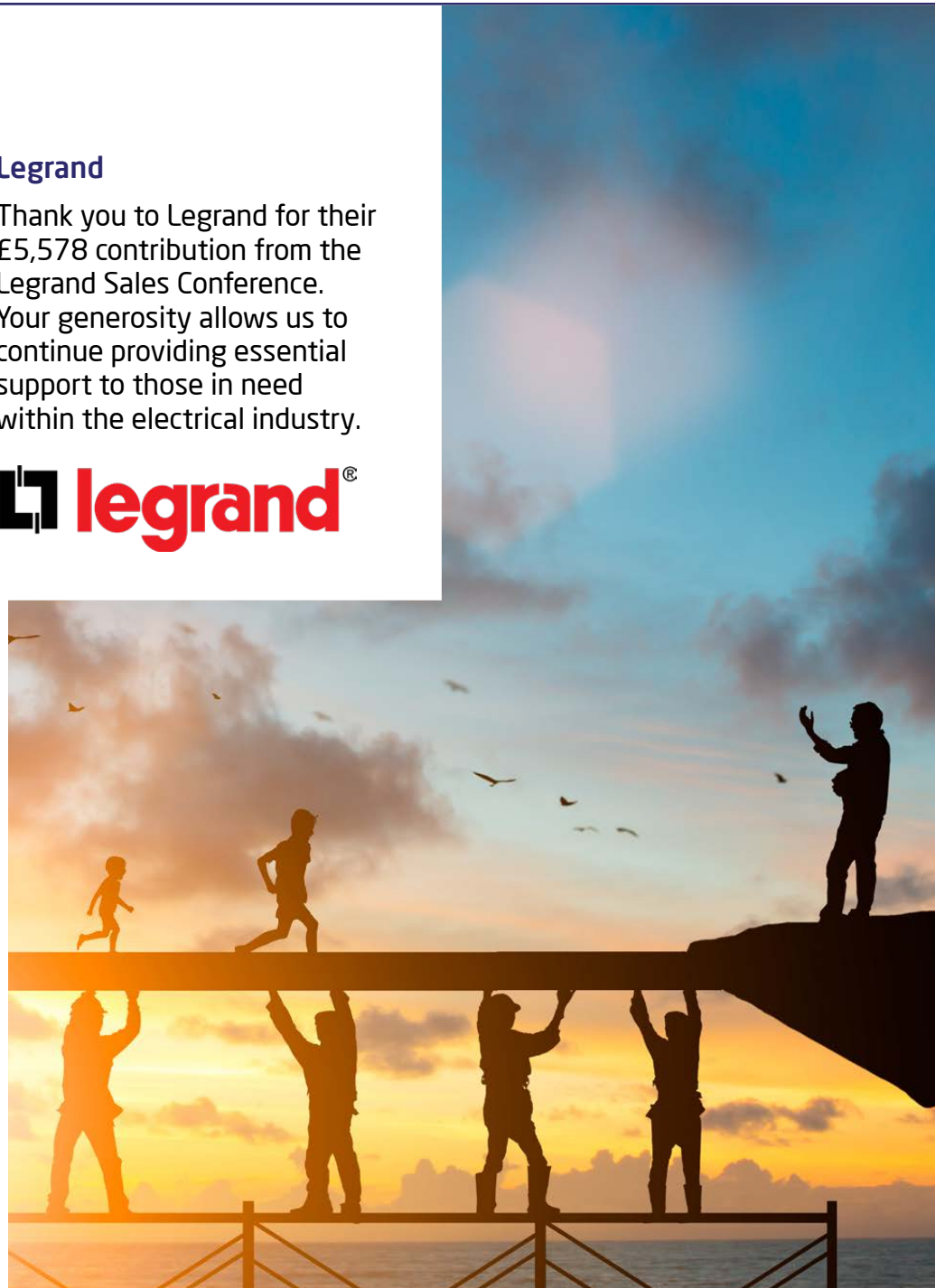
We would like to express our gratitude to Best Options for their £1,850 contribution to powerBall 2023. Your support enables us to continue offering essential services to industry members in need.

Aico Limited

Our heartfelt thanks to Aico Limited for their incredibly generous donation of £67,000 towards the Corporate Donation/ Educational Partnership/ Apprentice Training Sponsorship. Your support helps the Electrical Industries Charity make a lasting impact on the lives of those in the industry.

Legrand

Thank you to Legrand for their £5,578 contribution from the Legrand Sales Conference. Your generosity allows us to continue providing essential support to those in need within the electrical industry.



12. Our Social Media Awareness and Campaigning

#LMS #Training

Calling all Apprentices in the Electrical and Energy Industry. Your Mental Health matters and we want to make sure that you have the tools to promote mental well-being and smash the stigma. That's why you can get FREE training from the EIC. It doesn't matter what apprenticeship you're doing, as long as you work in the Electrical or Energy industry you can access this training.
Sign up here https://bit.ly/3EAoCsT

#awarenessdays

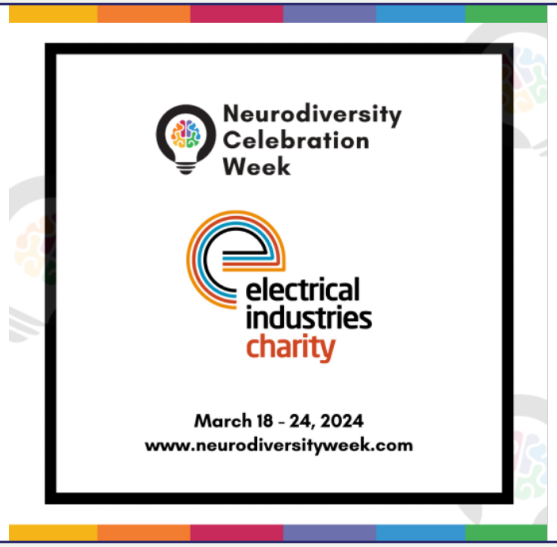
Time to Talk Day is a day to start a conversation about mental health. Talking about mental health isn't easy, but a conversation has the power to change lives. So, what can you do... Ask questions and listen: Asking questions can give the person space to express how they're feeling, what they're going through and it can help you to understand their experience better. Try to ask questions that are open and not leading or judgmental like "How does that affect you?" or "What does it feel like?" #timetotalkday #mentalhealth #EIC #charity

LGBT+ History Month
Embracing diversity in the electrical industry. This month, we stand in solidarity with the LGBT+ community. Let's continue to create an inclusive and accepting environment for everyone. Find out more here https://bit.ly/37taY8B
#LGBQT+ #InclusionMatters

Join the movement for a more inclusive world. This International Women's Day, dive into our article on what it truly means to encourage inclusion: https://bit.ly/3v5JHKH Let's celebrate diversity and empowerment not just today, but every day. #InspireInclusion #IWD2024 #DiversityMatters #EmpowerWomen

During March, the Electrical Industries Charity is stepping forward to offer those over age 55 to create a Will, free of charge. Free Wills Month is only possible through the support of the sponsoring charities. Each charity relies on gifts in Wills to fund their vital work and they hope that you will consider them in your Will after you have taken care of your loved ones, most people do. Leave a lasting impact by prioritising your loved one and contributing to the life-changing support provided by the EIC to our industry. If you would like to create or amend your Will, contact one of our team at support@electricalcharity.org or call 0800 652 1618

Embrace Diversity! All brains are beautiful and most importantly, unique! Join us to celebrate Neurodiversity Week. Did you know, around 15-20% of the population has a neurological difference? By embracing neurodiversity, we create a more inclusive environment where everyone can thrive. #NeurodiversityCelebrationWeek is all about embracing the fact that it's about recognising and respecting the unique ways in which we all think, process information and communicate. Whether it's Dyslexia, Dyspraxia, Dyscalculia, Autism, ADHD or any other neurodivergent trait, we celebrate the diversity of thinking styles within our community. Instead of focusing on deficits, let's focus on strengths and the value that different perspectives bring. Join us in celebrating Neurodiversity Week and let's spread the message that diversity in thought is something to be celebrated. Find out more here: https://bit.ly/3FmeMMa #DifferentThinkers #InclusionMatters



#PowerLottery

Well done to our lucky #PowerLottery winners from February. Could it be you next? You could be in with a chance of winning forty cash prizes every month and supporting people in need!

Sign up to play: https://bit.ly/3EMriVx
#ElectricalCharity #Fundraising

Have you heard about our powerLottery? It's more than just luck; it's a chance to make a difference! Every ticket purchased supports colleagues in need. Learn more about how you can join the power of giving. https://bit.ly/3EMriVx #powerLottery #CharitySupport #EIC

Join the Power Lottery and Light Up Lives! Are you ready to make a difference in our industry while having the chance to win big? Look no further than our #powerLottery! What's in it for you? A chance to win cash prizes every month. A chance to win £10,000. The joy of knowing you're contributing to the wellbeing of others in our industry. Why support the powerLottery? It's not just about winning - it's about giving back! How can you participate? It's as easy as flipping a switch! Sign up for the powerLottery and every month you'll be in the running to win. Ready to play your part? Find out more and sign up here – https://bit.ly/452b1FK Together, we can make a powerful impact. #ElectricalIndustry #powerLottery #MakeADifference

The excitement is building, and our dedicated cyclists are gearing up for an unforgettable journey around the breathtaking Italian Lakes! But we need YOUR support to make this event a success. Your donation can make a real impact on the lives of those in the electrical industry. DONATE NOW and be part of something incredible. Your generosity matters more than ever! https://bit.ly/3LF79Ug #CyclingForACause #DonateNow #ElectricalIndustriesCharity

Looking for a challenge in 2024? How about running one of the most iconic marathons in the world... If so, join our team and run the TCS London Marathon. The Electrical Industries Charity is calling on you to slip on your running shoes and help raise vital funds for those in the electrical and energy sector who need it most. Find out more and apply here: https://bit.ly/3NYI5Jm

Join us on a journey from London to Brighton for an unforgettable cycling adventure! Date: Sunday, 15 September 2024. Time: 09:00 Starting Point: Clapham Common, South London. Apply for a charity place today with the Electrical Industries Charity! Embark on a 55-mile ride through charming English countryside, picturesque villages, and towns like Mitcham, Banstead, and Haywards Heath. The highlight of the route is the challenging ascent of Ditchling Beacon, rewarding you with a breathtaking view at the summit of the South Downs.... Register here: https://bit.ly/48LXhAB #LondonToBrighton

Join us for an Informative Session on Gambling Addiction Presenter: Ross Hyslop. Date & Time: Wednesday, 6th December • 8:30am to 9:30am Topic: Gambling Addiction Are you or someone you know struggling with gambling addiction? We invite you to a special session led by Ross Hyslop, a dedicated counsellor with a passion for mental health. Ross specialises in addiction and the journey to recovery. He's here to help you understand and overcome the challenges you may be facing. Don't miss this opportunity to gain valuable insights and support. Sign up now to reserve your spot - https://bit.ly/3PboLYo #MentalHealthMatters #AddictionRecovery #Support #GamblingAddiction #CommunitySupport

Tomorrow morning we have Clive Branson joining us for our next #wellbeing talk. A former member of the Royal Air Force and The Ministry of Defence and an inspirational mental health advocate. Clive Branson lost his father to Parkinson's Disease and Dementia and has been diagnosed with Motor Neurone Disease and Stage Two Prostate Cancer. Clive has continually overcome adversity and is a true inspiration to all lucky enough to hear his personal story. There is still time to sign up... https://bit.ly/3PboLYo

There are so many ways in which you can get involved with the Electrical Industries Charity! While there are hundreds of different ideas, we've put together 15 of our best fundraising initiatives to give you some inspiration on how to raise funds for our sector colleagues. Take a look here: https://bit.ly/3svri8y #fundraising #charity #EIC

Last year we presented our virtual and face-to-face wellbeing presentatons to 5324 people. If you would like to learn more or sign up for one of our wellbeing talks, visit our website: https://bit.ly/45uLF3U #wellbeing #charity

delivered on **17 topics**
to **5,324 people**

Every contribution counts. Help us to continue empowering individuals and families within the electrical industry by making a donation today. Together, we can spark positive change. https://bit.ly/3Xhrwdp #DonateForACause #ElectricalIndustriesSupport #EIC

electrical industries charity

We're here to support you! Discover the wide range of services we offer to assist you, your family and colleagues during challenging times. Learn more here - https://bit.ly/3LzYktM #ElectricalIndustriescharity #EIC #charity

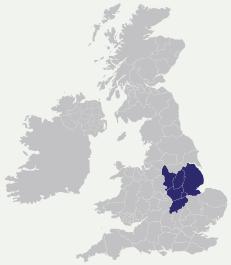
Get Support Now

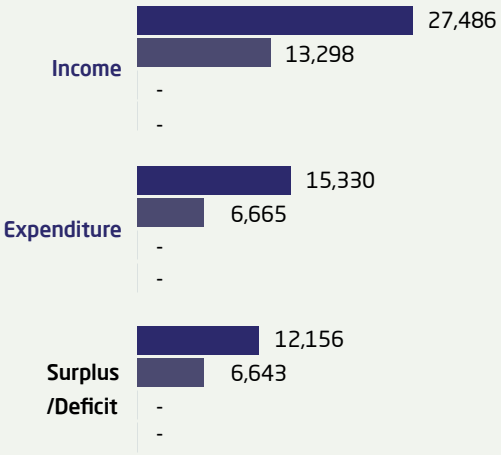
13. Regional Committee Fundraising Events

East Midlands Regional Committee

Simon Hildred (Chairperson) - KSR Lighting
Darren Misiak - Brook and Mayo Electrical Contractors
Josh Johnson - LEW Electrical Distributors
Vernon Parker - Charge Amps
Trevor McCabe

FY 2023/24
FY 2022/23
FY 2021/22
FY 2020/21 (COVID/ Lockdown)

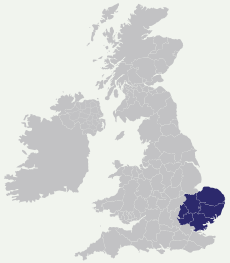


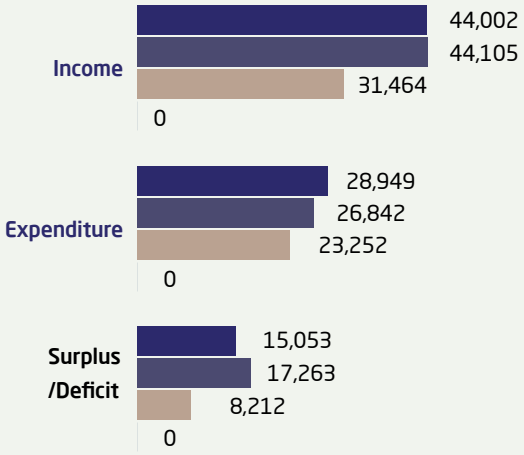


Eastern Regional Committee

Andie Morris (Chairperson) - Glen Dimplex
Martin Cordrey - ECA
Nigel Ford - Trilux
Ken Bird - CPS Building Services Ltd
Nicola Pearce - Stearn
Ben Wakeman - DPL Group
Sean Stuteley - Lark Technology
Darren Broadrib - Rexel
David Grimes - Edmundson Electrical
Trevor Sawyer - Aico

FY 2023/24
FY 2022/23
FY 2021/22
FY 2020/21 (COVID/ Lockdown)

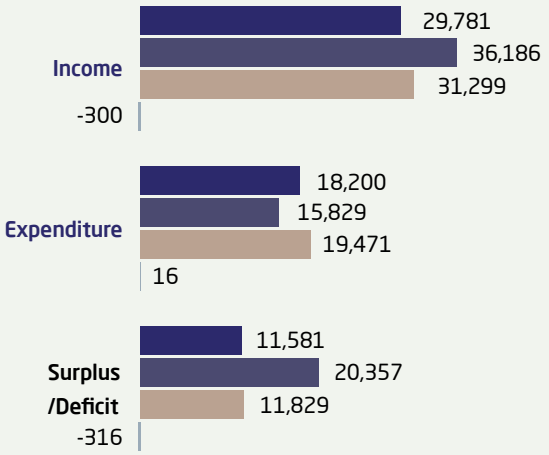




Edinburgh Regional Committee

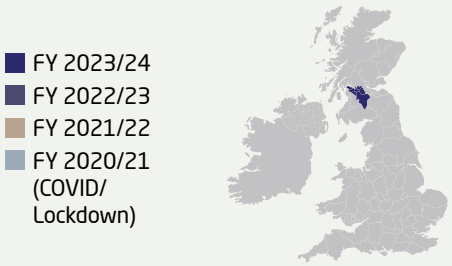
Derick Ramsay (Chair) - Zumtobel Group
Neil MacEachern - Schneider Electric
Alistair Maltman - Tofco CPP Ltd
Shaun Harrison - Scolmore
Kenneth Wilson - Rexel
Dave Richmond - Aico
Alan McLean - Rexel

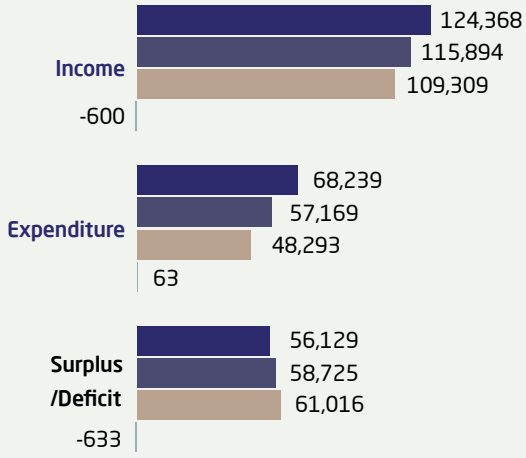
FY 2023/24
FY 2022/23
FY 2021/22
FY 2020/21 (COVID/ Lockdown)



Glasgow Regional Committee

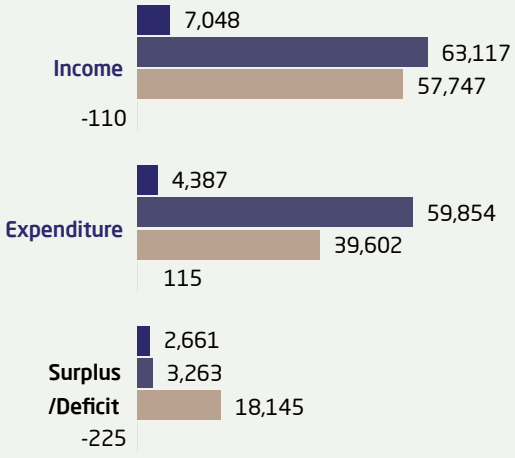
Isabel Smith (Chair) - Edmundson Electrical
Ken McQuaker (Secretary) - Rexel
Barry McInally - Schneider Electric
David MacDonald - MACD Electrical
Gregor Morrison - Aico
Sonja Mackinnon - Legrand





London Regional Committee

Lee Barry (Chairperson) - Rexel
David Fielder - Edmundson Electrical
Robin Tilling - City Electrical Factors
Rachel McMurray - Zumtobel Group
Mark Wood - Aico
Matt Callander - KSR Lighting
Tom Johnson - Rexel

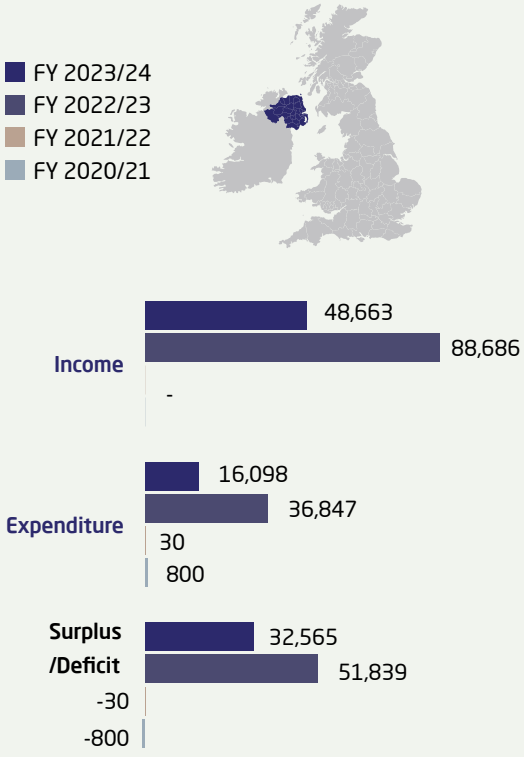


North West Regional Committee

Roger Taylor (Chairperson) - CEF
Andrew Moseley - CEF
Rachael McDermott - Rexel
Chris Loughlin - Hispec Electrical Products Ltd
Stephen Fletcher - ZG Lighting (UK) Limited
Jess Astley - Atkore
Dan White - CEF
Steve Trafford - Aico
Richard McCartney - Edmundson Electrical

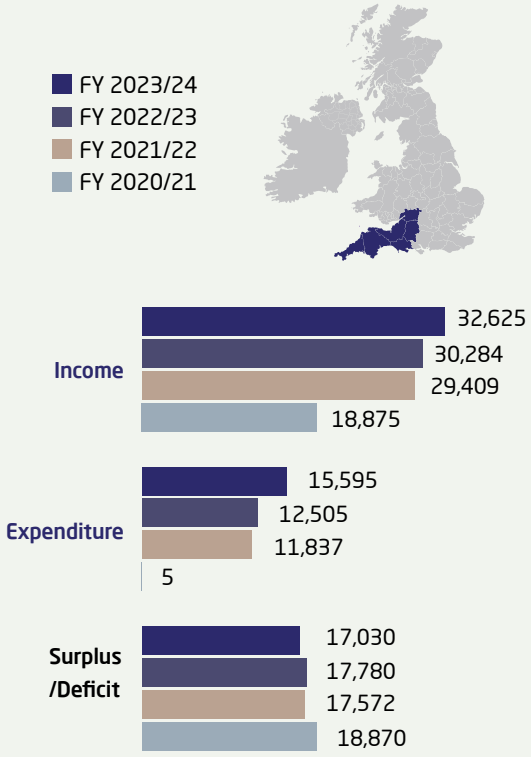
Northern Ireland Regional Committee

Karen McAvoy (Chair) - Ireland's Electrical Magazine
Jake Keyworth (Vice Chair) - Edmundson Electrical Greentech
Alfie Watterson - Electrical Contractors Association
Mervyn Knox - Hager Northern Ireland
Duncan Orr - Aico
Gareth Howes - Atkore
Tommy Barrett - City Electrical Factors



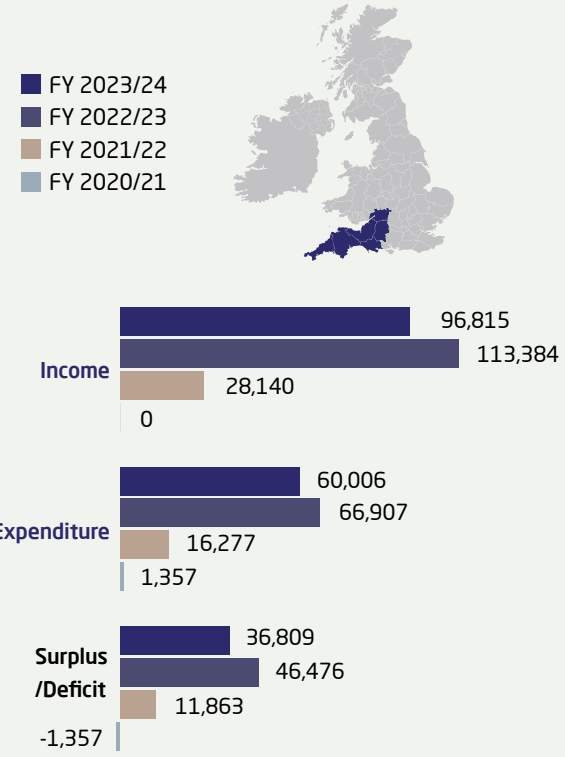
South West Regional Committee

Steve Vaslet (Chairperson) - EDF Energy
Dave Miller (Treasurer)
Steve Jerram - Schneider Electric
Tony Mills (Golf Chairperson)
Paul Meddings
Tony Vearncombe
Nicola Surman - Hager
Nick Francis - CEF
Rob Gillespie - EDF Energy
Steve Bulley - Aico
Mick Di Stazio - CEF
Natasha Williams - Rexel



Southern Regional Committee

Mark Mitchell (Chairperson) - R&B Star
Ian Lawson - Hispec Electrical Products Ltd
Kevin Rolfe - Legrand Electric
Adrian Coveney - Luceco
Neil Chapman - Timeguard
Ryan Rankin - Ansell Lighting
Paul Russell - Marshall Tufflex
Chris Tolfrey - LE Installations
Terri George - Ansell Lighting
Daren Pool - Triple Star Fire and Security
Paul Barrett - Aico

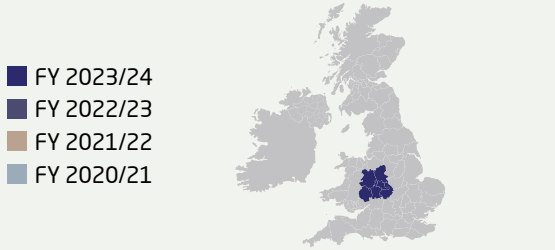


Tyne & Wear Regional Committee

Fred Dickinson (Chairperson) - CP Electronics
Fred Hood (Secretary) - McNally and Thompson
Stuart Dickinson - EES Group
Noel Plant - McVickers Electrical Contractors
Karl Snowdon - Park Electrical Distributors
Colin Bramley - City Electrical Factors

West Midlands Regional Committee

Adrian Parry (Chairperson) - Scolmore
Stewart Gregory
Belinda Colwell - Lumineux
Paul McHale
Robin Weaving - Edmundson Electrical
Simon Kasperowicz - Marshall Tufflex
Lee Austin - Legrand
Tracey Hazlewood - Hager
George Wilford-Brickwood - Schneider Electric
Justin Ames - Shropshire Electrical Supplies
Jaimala Parmar - WAGO
Craig Swift - Aico
Mike Burnard



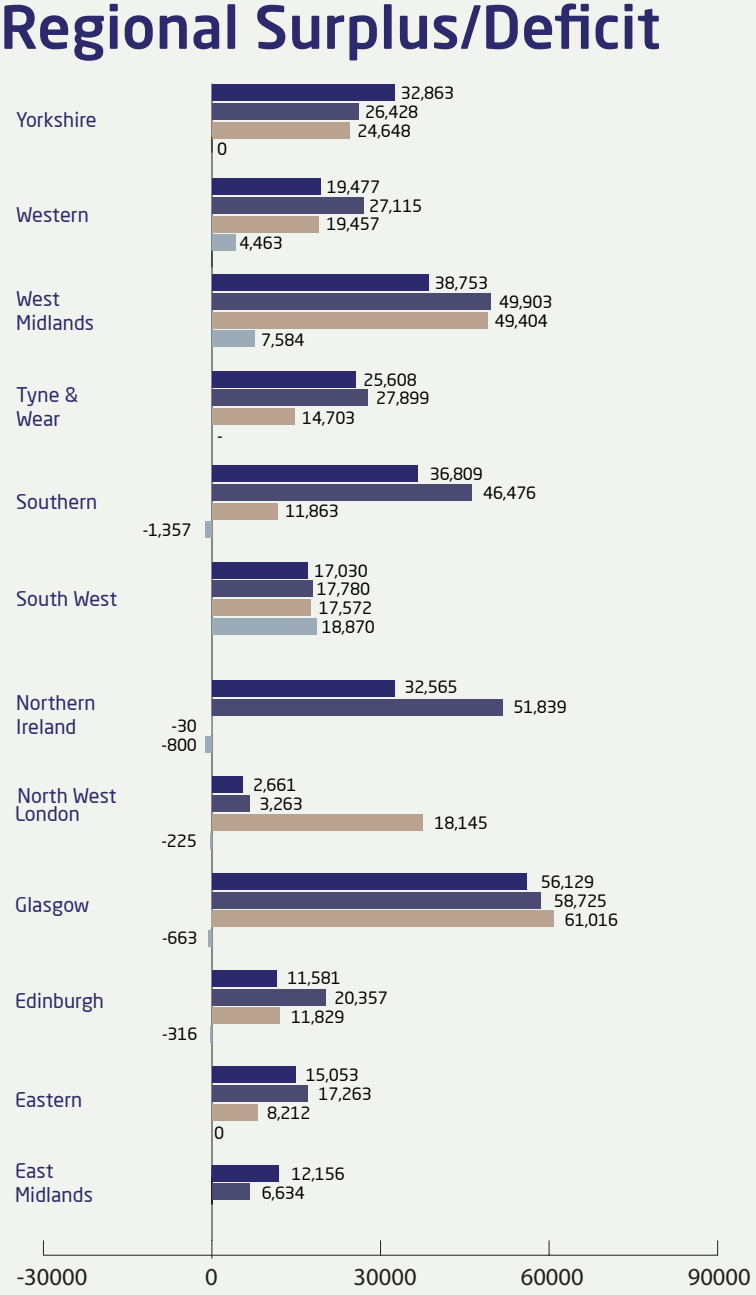
Western Regional Committee

Gary Hutchins (Chairperson) - City Electrical Factors
Steve Mace (Vice Chair) - HP Hewlett-Packard
Mick Brown - 3Line Electrical Wholesale
Joanna Mee - 3Phase Recruitment
Neil Crook - Dietzel-Univolt
Oliver Barlow - Aico
Dean Thomas - CEF

Yorkshire Regional Committee

Andy Roach (Chairperson) - Omexom
Eric Dyer - EWS Limited
Diane Bywell - Timeguard
Ian Dennon - Scolmore Group
Graham Coxon - Edmundson Electrical
Paul Hodgson - Edmundson Electrical
Mark Ginn - Hager
James Coss - City Electrical Factors
Angus Long - Skanwear
Victoria Steventon-Paterson - Skanwear
Neil Baldwin - CP Electronics
Matt Houston - Electric Center
Tony Teal - Aico

Regional Surplus/Deficit



14. Our PR & Media Partners

The Electrical Industries Charity is fortunate to have close ties with many industry organisations' PR and media departments, who generously provide opportunities to raise awareness of the Charity, Charity campaigns and fundraising initiatives. Our PR and media partners for 2023/24 included:

Building Services

BSEE
Building Engineer
CIBSE Journal
Energy in Buildings & Industry (EiBI)
Modern Building Services
The Energyst
Smart Buildings
Building Services News, Ireland

Electrical

Large contractors

Cable Talk (Scotland SELECT)
ECA Today
Electrical (Ireland)
Electrical Contracting News
Electrical Engineering
Electrical Review
Electrical Trade Magazine
Voltimum
ERT Magazine
JIB Newsletter
Engineering Update

Small contractors

Electrical Times
Professional Electrician
NICEIC – Connections Magazine
KMP – Ireland's Electrical Magazine

Apprentices

Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical News
Innovative Electrical Retailing
reNEWS
Voltimum
ECA Today
Process Engineering
Trimble
NAPIT Magazine
NIC EIC

Lighting

LEDs Magazine
RIBA Journal
Lighting
Lighting Industry Association
Architecture Today
Lux Magazine
ARC (Lighting in Architecture)
A1 Lighting
The Architectural Review
Architects Journal
Icon
Dezeen
Architect's Choice
RWE

15. Legal and Administrative Information

The Electrical Industries Charity Limited is a company limited by guarantee, registered in England and Wales (No. 2726030), and a registered charity with the Charity Commission for England and Wales (No. 1012131) and the Office of the Scottish Regulator (No. SC038811).

Patron

The patronage of The Electrical Industries Charity is currently under review due to the change in the Monarch.

Council

The governance of the Electrical Industries Charity is overseen by a Council, which convenes a minimum of four times annually. The President serves as the Chair of the Council, consisting of a maximum of 13 Members, including the President.

Members of Council

The Council is composed of the following Members, who serve as Trustees and Directors, and who held their positions during the specified period:

President and Chairman of the Council

Mr J Saunders

Vice President

Mr N Hooper
(RESIGNED 22 NOVEMBER 2023)

Ms A Chappell
(ELECTED NOVEMBER 2023)

Members of the Council

Mr A Reakes
(APPOINTED 6 JUNE 2023)

Mr A Roach
(APPOINTED 13 MAY 2024)

Mr A Sturgess
(APPOINTED 12 DECEMBER 2023)

Mr D Carey
(APPOINTED 20 FEBRUARY 2024)

Mr D Fielder
(APPOINTED 6 JUNE 2023)

Mr D Foreman
(RESIGNED 6 JUNE 2023)

Mr D Gardiner

Mr D MacDonald
(APPOINTED 6 JUNE 2023)

Mr D Pownall
(APPOINTED 6 JUNE 2023)

Mr G Fielder
(APPOINTED 19 AUGUST 2023; RESIGNED 20 FEBRUARY 2024)

Mr M Leek
(APPOINTED 6 JUNE 2023)

Mr P Elliott
(RESIGNED 6 JUNE 2023)

Mr S Gregory

Mr S Mackenzie
(RESIGNED 30 JUNE 2023)

Ms S McFall
(APPOINTED 6 JUNE 2023)

Managing Director & Company Secretary

Jess Vailima

Registered Office

Rotherwick House,
3 Thomas More St,
London,
E1W 1YZ

Bankers

National Westminster Bank plc
Commercial Banking Centre
2nd Floor,
County Gate 2,
Stacey's Street,
Maidstone,
Kent,
ME14 1ST

Our local branch is:

Tooting Branch
30 Tooting High Street,
London,
SW17 0RG

Finance

ExcluServ Limited
WeWork Moorgate,
1 Fore Street Avenue,
London,
EC2Y 9DT

Investment Managers

UBS AG
5 Broadgate,
London,
EC2M 2QS

Statutory Auditors

Haines Watts
Old Station House,
Station Approach,
Newport Street,
Swindon,
Wiltshire,
SN1 3DU

Solicitors

Burness Paull LLP
50 Lothian Road,
Festival Square,
Edinburgh,
EH3 9WJ

16. Structure, Governance and Management

16.1 The Role of Council

Council leads and controls the Electrical Industries Charity via the Managing Director to deliver the organisation's aims and objectives and to set strategic direction and policy so as to uphold its mission, vision and values.

16.1.1 Council Responsibilities

In directing the affairs of the Electrical Industries Charity, ensuring it is solvent, well run and delivering the outcomes for which it was founded, Council's strategic and leadership responsibilities (which cannot be delegated) are to:

- Ensure compliance with the objects, purposes and values of the Electrical Industries Charity and with its governing instrument (Memorandum and Articles of Association)
- Approve policies, plans and budgets to achieve those objectives and to monitor performance against them
- Ensure the solvency, financial strength and good performance of the organisation
- Ensure the Electrical Industries Charity complies with all relevant laws, regulations and requirements of its regulators (taking appropriate advice)
- Set and maintain a framework of delegation and internal control
- Agree or ratify all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise
- Approve financial statements for each financial year, which give a true and fair view of the position.

16.1.2 Council Members and their Statutory Responsibilities

The Council Members are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Operations Accepted Accounting Practice). Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity's SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards 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 charitable company will continue in business.

The Council Members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as Council Members are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Council Members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

16.1.3 Appointment to Council

All appointments to Council are subject to approval by Council. Names are put forward either to fill a vacancy on Council which arises during the year; as part of The Electrical Industries Charity's retirement processes (as set out in the Articles of Association); or to fill a skills gap in Council. Council considers those individuals whose skills and experience meet the needs of the organisation in the following (broad) areas:

- Governance
- Welfare
- Fundraising, marketing, business, and relationship development
- Finance, asset management, investments
- IT systems
- Stakeholders and branches
- Staff HR, health, and safety

A President may be appointed by Council for a period of three years or more. The President's role is to chair Council meetings, to provide leadership and focus on the Electrical Industries Charity's activities and to be the principal point of contact between Council and the Managing Director.

The President may be assisted by Vice President(s) in furtherance of the President's role externally, but not necessarily on Council.

16.1.4 Council Members' Training

Induction – a full pack of information relating to roles and responsibilities, strategic issues and reports on activities is given to new Council Members, together with one-to-one training and advice (usually by the Managing Director) as required.

Training can also be provided by:

- Formal sessions at Council as required
- Attending training sessions provided by third parties
- Informal advice and circulation of papers and reports.

16.2 Subgroups of Council

President's Group – To discuss and review proposals presented by the Managing Director and review and make recommendations to Council on specific issues.

The President's Group comprises the President, Vice Presidents, Immediate Past President, up to two Council Members and the Managing Director when required.

Welfare Audit Group – This subgroup provides independent assessment of the quality and effectiveness of the Electrical Industries Charity's welfare care programmes. The Welfare Audit Group met four times in 2023/24. Welfare Audit Group members during 2023/24: J. Ong (Chair), R. Jones, M. Dore, S. Mooney, D. Mouskovias, M. Small, A. Miller, and K. Rolfe.

Working Groups were set up during the year to provide specialist advice and support to the Managing Director and reports to the Council.

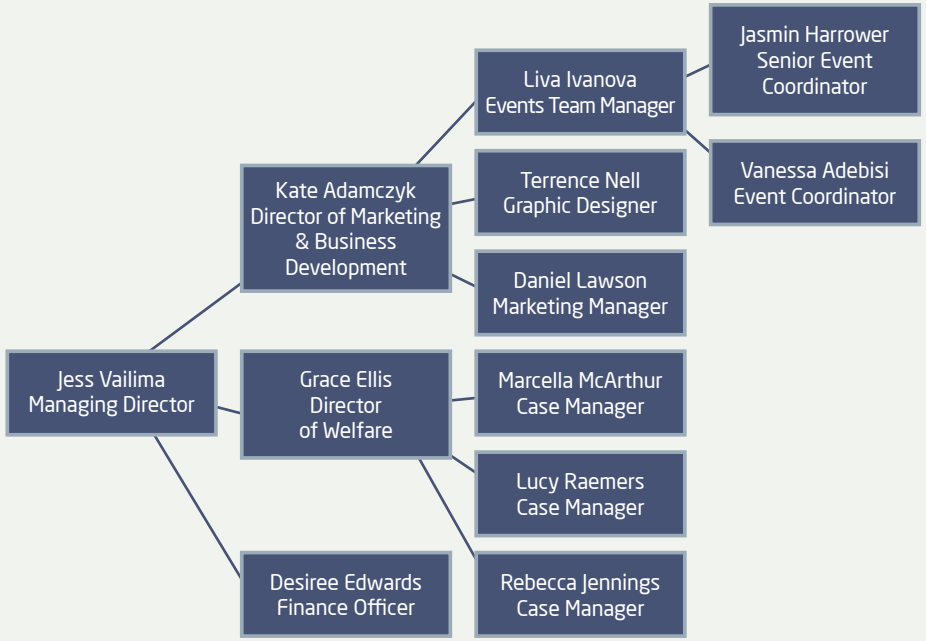
Finance, Business Planning, Investment, and IT – The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities including financial risk management. Its role includes Budgeting and Financial Performance, Internal Financial Control and Financial Risk Management, Financial Reporting and External Audit, Reserves and Investments, and IT Strategy. Members during 2023-2024 – Mr T. Foreman, Mr D. Gardiner and Mr T. Lambeth.

Fundraising Committee – The purpose of the Fundraising Committee is to derive strategies for maximising Charity presence within the industry, as well as develop, grow, and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 2023/2024. Members during 2023-2024 – E. Embleton, S. Gregory, N. Hooper, A. Moseley, A. Davies, R. Scott, and J. Saunders.

16.3 Management and Staff

The Managing Director, the senior staff member, reports to and is accountable to the Council. This role oversees all operational aspects of the Charity's activities and plays a key role in developing strategies and presenting recommendations to the Council for review and approval.

The Charity has departmental functions for charitable (welfare) services, fundraising, and marketing, employing a team of ten staff members. Financial processing and IT support are outsourced to ExcluServ and Babble, respectively. Additionally, the Finance and Office Administrator manages the relationship with ExcluServ, supports the Managing Director, and handles other office administration duties.

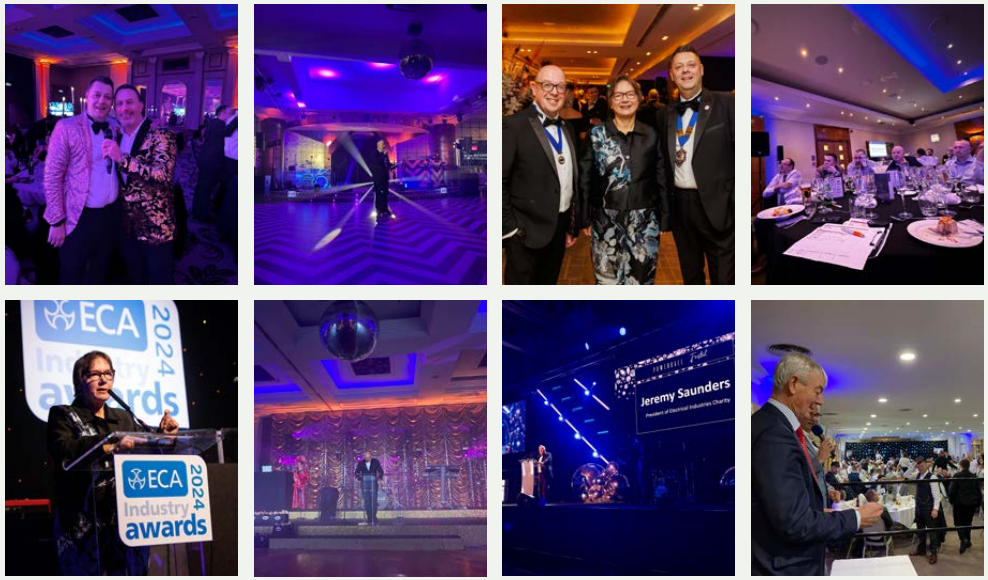


16.4 Accommodation and Facilities

The head office is based in London in Rotherwick House, 3 Thomas More St, London, E1W 1YZ. The building is with other industry trade associations.

16.5 Volunteers

The value of a dedicated volunteer base for the Electrical Industries Charity is immeasurable. All Council and subgroup Members are volunteers who invest substantial time and effort into the Charity's activities. Additionally, the Regional Committees across England, Scotland, and Northern Ireland comprise over 100 active volunteers who play a crucial role in raising funds and increasing awareness for the Charity.



17. Fundraising

17.1 Fundraising Approach

We use a range of fundraising methods to efficiently gather funds from multiple sources, increase awareness of our mission, and provide supporters with convenient ways to contribute. These methods include face-to-face engagement at industry events, email campaigns, online and press advertising, legacies, and corporate partnerships. Most individual contributions are facilitated through online platforms such as Enthuse and Just Giving.

17.2 Fundraising Standards

We are members of the Institute of Fundraising (IOF) and the Fundraising Regulator, and as such abide by the Code of Fundraising Practice as well as the rulebooks for event fundraising. We abide by the Fundraising Regulator's Fundraising Promise, and strive to ensure our fundraising is open, honest, legal, and respectful. We have moved to an 'opt-out' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity – or trading-company-run events.

17.3 Fundraising on Our Behalf

As an industry charity, we engage with our members to carry out fundraising on our behalf. This is done on a volunteer basis. They engage in our industry events by discussing ways in which they can support us, appropriately and proportionately. Every year, we work with 12 regional committees across the country to fulfil this objective. At any event run by the trading subsidiary or the Charity, our in-house fundraising team will be present and both the staff and regional committee members will speak to potential supporters in this way. As a result of these conversations, many are inspired to start individual challenge fundraising, generating significant income that we direct to supporting people in crisis in our industry. We require any regional committee working on our behalf to adhere to our fundraising standards. All regional committees are issued regional income and expenditure reports every quarter to ensure transparency with our members. We don't engage any professional fundraising organisations and don't intend to in the future. We work with a number of strategic corporate partners who support our work through financial and non-financial donations, as well as employee and customer fundraising.

We also receive one-off support from companies, particularly as part of challenge-for-a-cause appeals.

17.4 Monitoring of Fundraising Activities and Protecting People in Vulnerable Circumstances

We have policies in place, endorsed by our Board of Trustees, which govern our fundraising activities, whether they are carried out internally or through our regional committees.

We have regional reports in place to monitor our in-house teams and regional committee fundraisers, as well as the conversations they have on our behalf with both supporters and members of the industry. This includes thorough monitoring, regular interfacing with our fundraising staff and a policy for complaints and remedial actions. Our aim is to ensure that potential supporters feel informed, genuinely thanked, and inspired by their conversation, regardless of its outcome.

We are committed to ensuring that we always treat the industry sensitively and respectfully, taking special care to protect people who may find themselves in vulnerable circumstances. Our fundraisers trained in-house are aware of the signs of potential vulnerability in anyone they speak to on our behalf, as well as the steps we expect them to take on the rare occasions when they do have concerns. This approach has been developed in consultation with our specialist welfare staff, and is in line with the requirements of the Charities (Protection and Social Investment) Act 2016, the Mental Capacity Act 2005, as well as with the Institute of Fundraising's Treating Donors Fairly Guidance.

17.5 Complaints

We have a robust and well-established complaints procedure in place. In 2023-2024, we received no complaints from industry members regarding our fundraising activities. Additionally, we have no incidents to report concerning failures or breaches, including any complaints or violations referred to and upheld by either the ICO or the Fundraising Regulator.

18. Future Plans

Challenge 2025 outlines an ambitious yet achievable plan for our Charity to become the leading provider of preventive and high-impact solutions that genuinely meet the wellbeing needs of the electrical and energy industries. Serving as our strategic roadmap, Challenge 2025 reflects our commitment to continue the century-old ethos that has defined our work and dedication to the industry.

Our future strategy involves implementing new initiatives to diversify income streams, strengthen regional committees, promote diversity and inclusion in all events, streamline regional activities, and monetise the Learning Management System (LMS) platform. These plans are designed to be clear and purposeful, with a primary focus on effectively addressing the wellbeing needs of the electrical and energy sectors through preventive and impactful solutions.

Our Future Plans:

1. Future-Oriented Thinking: We recognise that addressing complex challenges is more effective when we decompose them into manageable components. The EIC excels in this area, and we plan to further strengthen this capability by adopting a more advanced approach to practical care-giving, key partnerships, and fully leveraging our strengths.

2. Innovative Funding Model: Our strategy remains focused on commercialising training through the LMS platform and offering bespoke training programmes tailored to industry trends, aiming to generate sustainable revenue.

3. Leveraging Technology: By harnessing technology, we will enhance our fundraising efforts through platforms for raffles, auctions, and individual fundraising initiatives. This strategy will also broaden our capabilities to include comprehensive event management and documentation. Additionally, we will extend these technological advancements to our welfare services, using integrated platforms to support eligibility assessments and collaboration opportunities.

4. Strengthening Impact through Advocacy and Collaboration: By advocating for our industry members in need, we work to influence policies and systems that directly benefit those we serve, ensuring their needs are addressed at the highest levels. Concurrently, through collaborative partnerships, we combine resources and expertise with other organisations to enhance our services and expand our reach. This dual approach of advocacy and collaboration enables us to create more comprehensive solutions and drive significant, positive change for our industry members and the communities we support.

5. Transforming through Educational Partnerships: Collaborative partnerships are central to our future plans. Within the EIC, our internal partners – such as electrical firms, fundraising groups, and committees – will build a strong network, playing a crucial role as industry agents. Externally, we will expand our partnerships to provide broad coverage across various issues and communities, enhancing our impact and reach.

6. Amplifying Growth and Impact: Our profile will gain momentum through our programmes, driving our growth trajectory. By leveraging our leadership position, we aim to deliver exceptional value and a "greater than" return to the industry.

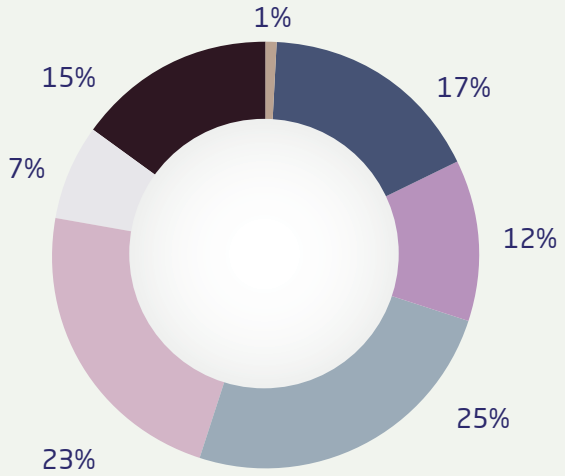
In summary, the Charity's upcoming strategy encompasses various initiatives, including diversifying income sources, promoting inclusivity, and leveraging technology. The current Challenge 2025 strategy aims to establish the Charity as a leading provider of impactful solutions while honouring its century-old dedication to the industry's wellbeing. By adopting innovative approaches and forging strategic partnerships, the Charity seeks to create a lasting impact on the electrical and energy sectors.

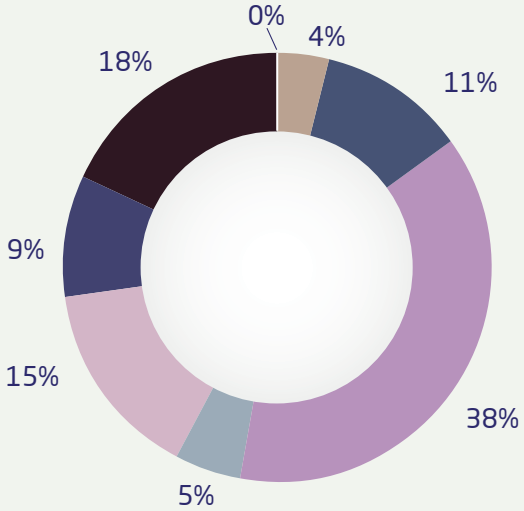
19. Trustees' Financial Review

19.1 Financial Position

The financial statements include the results of the trading subsidiary, Electrical Industries Trading Company Limited, as well as the subsidiary-administered powerBall and all regional industry events. Total income declined from £2.732m in 2022/23 to £2.654m in 2023/24, primarily due to the Council's decision to terminate commercial agreements in order to realign the Charity's strategy with its core mission. This move underscores a renewed focus on prioritising initiatives that directly support the Charity's purpose and long-term objectives.

The basis of allocation is disclosed in accounting policies note (e) on page 71. Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year.





Where money came from — Income

Donations & legacies	17%	£	449,626
Lottery proceeds	12%	£	308,995
Regional committees events	25%	£	668,854
powerBall	23%	£	606,944
Fundraising at HO	7%	£	197,447
Investment income	15%	£	402,613
Other fundraising	1%	£	19,246
Total			£2,653,725

**In 2020/21 accounts, unrealised gains were excluded from the pie charts. For consistency, unrealised gains/losses are excluded from this set of accounts too.*

How we spent the money — Expenditure

Direct financial assistance	11%	£	269,936
Support, helpline, advice & info	38%	£	957,598
Lottery prizes & administration	5%	£	129,563
Regional committees events	15%	£	378,498
powerBall	9%	£	273,177
Other fundraising	18%	£	454,170
Investment losses	0%	£	0
Governance and management	4%	£	88,578
Total			£2,515,519

19.2 Net Assets:

As of 31st March 2024, net assets rose to £4.685m, compared to £4.547m in March 2023.

This increase was largely due to strong investment performance and an effective resourcing strategy. Although income decreased in 2023/24 following a stand-out year in 2022/23 post-COVID, the decline was offset by lower expenditure and robust returns from the investment portfolio.

2023/24	**£4.685m**
2022/23	**£4.547m**
2021/22	**£4.774m**

20. Investment Strategy

20.1 Guiding Principles Shaping Our Investment Approach

Forward-Looking Mindset:

The Electrical Industries Charity, overseen by dedicated Trustees, aims to provide assistance to individuals within the electrical industries during times of need. Our financial goal is to nurture genuine value growth in our investment portfolio while generating a consistent and sustainable return. This approach enables us to address income gaps and uphold our commitment to maintain grant giving at 25% of total income or higher.

Inflation Measures and Investment Portfolio:

The Retail Price Index serves as the relevant benchmark for our expenditure. With an investment portfolio of around £4 million managed by UBS, our target is to allocate grants ranging between £300k and £400k per annum. The extent of grants may vary based on financial grant applications and investment performance.

Decision-Making Process and Collaboration:

The Trustees have delegated investment decision-making authority to the Finance Working Group (Committee) and engaged an Independent Investment Advisor for quarterly and biannual reviews alongside our investment manager. This collaborative approach ensures informed and strategic decisions aligned with our objectives.

20.1.1 Investment Objectives:

Optimal Financial Returns:

Our primary objective is to achieve the highest feasible financial return while maintaining an acceptable risk level.

Sustained Long-Term Growth:

The goal is to attain a return of 3% per annum over the long term after accounting for expenses. This approach is intended to at least preserve the real value of assets while funding annual expenses and grants.

Total Return Approach:

We adopt a total return approach, generating investment returns from both income and capital gains or losses. In instances where the total return falls short of the anticipated income shortfall, the Charity will withdraw cash from the investment to bridge the gap. Our main focus is on sustaining the real value of the Charity over the long term.

20.2 Risk Management:

Effective Risk Allocation:

Our risk management strategy aims to allocate risk where it can be effectively managed. The appointment of an Independent Financial Advisor and our partnership with UBS are integral to our risk mitigation approach. UBS is tasked with delivering net returns of 5% per annum.

Tolerance for Volatility:

While the Charity is willing to tolerate capital value volatility, the priority is to ensure that we meet our commitments through sustainable income or liquid capital assets.

20.2.1 Non-Utilisation of Leverage:

Absence of Leverage:

The Charity has opted not to incorporate leverage within our investment strategy. We remain committed to maintaining a prudent approach to risk management without employing leverage as part of our investment activities.

20.2.2 Diversified Investment Portfolio:

Wide Range of Investments:

Our invested assets are strategically diversified across various asset classes, managers, and securities. This ensures a well-rounded investment approach that aligns with the Charity's long-term sustainability.

Collaborative Portfolio Review:

UBS, our Investment Manager, collaborates with the Finance Working Group to establish an appropriate asset allocation strategy that aligns with our overall investment objective. The Finance Working Group provides guidance to UBS regarding cash-flow needs annually.

20.2.3 Currency and Liquidity Management:

Base Currency and Non-Sterling Investments:

Our base currency for the investment portfolio is sterling. Depending on market conditions, non-sterling investments may be considered, with hedging permitted to manage currency risk.

20.3 Liquidity and Grant Funding:

Adequate Liquidity:

To meet our grant distribution goals, we strive to maintain a minimum of 25% of assets in investments that can be realised within three months.

Preservation of Capital Value:

Considering potential capital value volatility, the Charity aims to retain one year's worth of budgeted grant making in liquid investments. Additionally, a minimum of 4% of the total investment portfolio will be kept in cash or near cash investments at all times.

20.4 Long-Term Focus:

Uninterrupted Existence and Long-Term Horizon:

The Charity is structured for perpetual existence, and our investments are managed to uphold our investment objective and ensure long-term sustainability. Our investment strategy adopts a decade-long horizon, with a focus on the next 10 years to achieve certainty and continuity.

20.5 Staff & Trustees:

The number of employees during the year whose gross pay and benefits fell within the following bands was:

Banding	Group 2023/2024 No.	Group 2022/2023 No.	Group 2021/2022
£10,001 - £20,000	1	1	0
£20,001 - £30,000	1	5	3
£30,001 - £40,000	3	5	7
£40,001 - £50,000	3	1	1
£50,001 - £60,000	2	0	0
£60,001 - £70,000	0	0	0
£70,001 - £80,000	1	0	0
£80,001 - £90,000	1	0	0
£90,001 - £100,000	0	0	0
£100,001 - £110,000	0	0	0
£110,001 - £120,000	0	0	0
£120,001 - £130,000	0	1	1

a) Remuneration

The salaries of all staff members undergo an annual review and are typically increased in alignment with average earnings. Given the unique nature of the Charity's operations, the Trustees reference pay levels in other benevolent associations and similar-sized charities, taking into account industry experience. The remuneration benchmark corresponds to the midpoint of the salary range for comparable roles, with potential adjustments of up to 25% for additional responsibilities. In cases where recent recruitment efforts have proven challenging, a market adjustment may also be applied, ensuring that the maximum pay does not exceed the highest benchmarked salary for a similar role.

b) Trustees

Trustees claimed reimbursement of £129 for travel and accommodation expenses during the fiscal year 2023/2024 (in 2022/2023, £221 was disbursed for Council and subcommittee expenses). These expenses were related to subsistence incurred while attending meetings in their official capacity. As allowed by the articles of association, the Trustees are covered by a qualifying third-party indemnity provision, as outlined by Section 234 of the Companies Act 2006. This provision was in effect throughout the previous financial year and continues to be in effect. The Charity procured and upheld Trustees' and Officers' liability insurance throughout the year, covering both the organisation and its Trustees.

21. Financial Health

The Council is confident that the organisation has adequate income streams and reserves to support its current and planned welfare activities without compromising its financial stability. The Council aims to utilise savings accounts in 2024/2025 to optimise cash funds, ensuring more resourceful financial management. By placing surplus funds in interest-bearing accounts, the Charity maximises returns on idle cash, enhancing overall financial flexibility while safeguarding liquidity for future initiatives.

21.1.1 Principal Funding Sources:

The primary avenues of funding encompass:

- Proceeds generated from functions and events orchestrated by the trading organisation and its branches (volunteer groups) nationwide.
- Voluntary contributions received from both companies and individuals, including collections at diverse events, legacies, and fundraising donations.
- Structured contributions through mechanisms such as powerLottery, payroll giving, and other workplace schemes.
- Revenue generated from investments.
- Income derived from training initiatives.

21.1.2 Reserves Policy:

The Council has implemented a strategy that emphasises maintaining an appropriate level of unrestricted reserves, equivalent to 24 months' worth of overall expenditure. Currently, the reserves exceed this benchmark. The strategy aims to enhance the Charity's operational capacity by utilising the existing reserves to support expansion initiatives. This approach is expected to achieve a desirable balance between reserves and turnover ratio within the next six years.

21.1.3 Designated Funds:

Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally. The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated.

21.2 Auditors:

In accordance with the Companies Act 2006, it is proposed to re-appoint Haines Watts at the 2025 Annual General Meeting.

Independent Auditors' Report to the Members of The Electrical Industries Charity Limited

Opinion

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2024 which comprise the group Statement of Financial Activities, group and parent charitable company Balance Sheets, group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable by law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2024, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 50, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the Charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charity SORP, Charities Act 2011 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of Trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;

- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

- assessing the risk of management override including identifying and testing journal entries;

- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of Our Report

This report is made solely to the charitable company's members and Trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and its Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and Trustees as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Susan Plumb (Senior Statutory Auditor)

for and on behalf of
Haines Watts, Statutory Auditor
Old Station House
Station Approach
Newport Street
Swindon
SN1 3DU

Haines Watts is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED GROUP STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

INCOME	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2024 Total Funds £'000	2023 Total Funds £'000
Income from:					
Donations and legacies	2	450	-	450	836
Trading activities at branches		234	-	234	244
Trading activities at Head Office	3	371	-	371	449
Trading activities from subsidiary	5	1,177	-	1,177	1,069
Investments	4	116	-	116	108
Other income		19	-	19	26
Total income		2,367	-	2,367	2,732
EXPENDITURE					
Raising funds	6				
Raising funds at branches		101	-	101	130
Raising funds at Head Office		310	-	310	427
Raising funds by subsidiary		847	-	847	911
Charitable activities	6				
Support, advice and helpline		636	155	791	601
Financial assistance (grants)		270	-	270	582
Other charitable costs	6	108	-	108	42
Other costs					
Other governance	6	88	-	88	60
Total expenditure		2,360	155	2,515	2,753
Net gains/(losses) on investments		286	-	286	(206)
NET INCOME / EXPENDITURE		293	(155)	138	(227)
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		293	(155)	138	(227)
RECONCILIATION OF FUNDS					
Total funds brought forward		4,392	155	4,547	4,774
TOTAL FUNDS CARRIED FORWARD	17	4,685	-	4,685	4,547

There are no other realised gains and losses other than those shown in the above Statement of Financial Activities.
All incoming resources and resources expended derive from continuing activities.
The notes on pages 71-77 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET AS AT 31 MARCH 2024
COMPANY NUMBER: 2726030

	Notes	2024 £'000 Group	2024 £'000 Charity	2023 £'000 Group	2023 £'000 Charity
FIXED ASSETS					
Tangible assets	10	20	20	18	18
Investments	11	4,276	4,276	3,990	3,990
Programme-related investments	12	58	58	90	90
		4,354	4,354	4,098	4,098
CURRENT ASSETS					
Debtors	13	288	406	380	315
Cash at bank and in hand		1,083	820	734	295
		1,371	1,226	1,114	610
CREDITORS: Amounts falling due within one year	14	(1,040)	(895)	(665)	(161)
NET CURRENT ASSETS		331	331	449	449
NET ASSETS		4,685	4,685	4,547	4,547
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	17	0	0	155	155
Unrestricted	17	4,685	4,685	4,392	4,392
TOTAL FUNDS		4,685	4,685	4,547	4,547

Approved and authorised for issue by the Members of Council on 11th November 2024 and signed on its behalf by:

President and Council Member

Vice President and Council Member

The notes on pages 71 to 77 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASH-FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

COMPANY NUMBER: 2726030

	Notes	2024 £'000	2023 £'000
Cash flow from operating activities	18	355	(70)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(9)	(10)
Payments to acquire investments		-	(200)
Receipts from programme-related investments		1	-
		-	
Net cash flow from investing activities		347	120
Cash flow from financing activities			
(Repayment) / receipt from overdraft facility		-	-
Interest paid		-	-
Interest received		2	1
Net cash flow from financing activities		2	1
Net increase in cash and cash equivalents		349	121
Cash and cash equivalents at start date 2023		734	613
Cash and cash equivalents at end date 2024		1,083	734
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,083	734
Overdraft		-	-
Cash and cash equivalents at end date 2024		1,083	734

THE ELECTRICAL INDUSTRIES CHARITY LIMITED NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

(a) Basis of accounting

The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The address of the registered office is given in the charity information on page 49 of these financial statements. The nature of the Charity's operations and principal activities are explained in the Trustees Report.

The Charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2001, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the Charity and rounded to the nearest £000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

There are no material uncertainties regarding the group's ability to continue as a going concern.

(b) Consolidation

The Electrical Industries Charity Trading Limited is a wholly owned subsidiary of the charitable company. Accordingly, the results of the subsidiary are consolidated on a line-by-line basis into these financial statements. The charitable company has taken advantage of section 408 of the Companies Act 2006 to not publish its own Statement of Financial Activities.

(c) Branch Accounting

The financial statements include the assets and accumulated funds, and the income and expenditure of the branches, and are accounted for centrally.

(d) Income and expenditure account

An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on page 68.

(e) Income

Income is accounted for on the following basis:

- Subscriptions and donations are accounted for when received.
- Investment income is accounted for on an accruals basis.
- Legacies are accrued if the Charity's legal entitlement can be confirmed and the sum can be quantified.
- Other incoming resources are accounted for when received.
- Restricted income and expenditure is treated as restricted within the terms of the agreement with the funder.

1. ACCOUNTING POLICIES (CONTINUED)

(f) Resources expended

Expenditure including irrecoverable VAT is charged to the Statement of Financial Activities on an accruals basis.

Charitable Activities

Expenditure on charitable activities comprises those costs directly attributable to the activities including grants, the administration of grants, the promotion of the Charity's charitable services and the provision of advice and support. Included within charitable activities expenditure is an appropriate allocation of support costs (see below).

Governance

Governance costs include the costs of complying with the Companies Act, the Charities Act and meeting the information and compliance requirements of the Charity Commission. These costs include the preparation and audit of the annual report and financial statements. Governance costs also include the estimated cost of preparing the information required by the Trustees to manage the Charity's affairs.

Support costs

Support costs comprise costs such as administration, finance, IT and general management which are necessary to the delivery of the activities of the Charity but are not directly attributable to a given activity. Support costs are allocated as follows:

Governance	10%
Activities at branches	10%
Charitable activities	60%
Fundraising	10%
Other charitable costs	10%

Further details are given in note 6.

Grants

Grants expenditure includes the payment of monetary grants to beneficiaries and expenditure made in providing beneficiaries with goods and services. Grant expenditure is recognised once the award of a grant has been approved and communicated to the recipient on the basis that the Charity is at that point morally obliged to pay the grant.

(g) Tangible assets

Fixed assets are recorded at cost. Depreciation is calculated at rates estimated to write off the cost of assets over their estimated useful lives. The annual rates in use are:

Computer equipment	– 25% straight line

(h) Donated assets

Donated assets are included in fixed assets at an estimate of their value to the Charity at the date of receipt.

(i) Investments

Fixed Asset Investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activity.

(j) Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

1. ACCOUNTING POLICIES (CONTINUED)

(k) Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. DONATION INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2024 £'000	2023 £'000
Donations by:				
Appeals	-	29	29	155
Companies	-	245	245	501
Individuals	-	96	95	174
Gifts in kind	-	70	70	4
Legacies	-	11	11	1
	-	450	450	836

Of the 2024 income £nil related to restricted funds (2023: £155k)

3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds £'000	Unrestricted Funds £'000	2024 £'000	2023 £'000
Annual Ball (powerball)	-	25	25	45
Lottery income	-	309	309	322
Other functions	-	37	37	82
	-	371	371	449

Of the 2024 income £nil related to restricted funds (2023: £nil)

4. INVESTMENT INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2024 £'000	2023 £'000
Interest on deposits and bank accounts	-	2	2	1
Investment income	-	114	114	107
	-	116	116	108

Of the 2024 income £nil related to restricted funds (2023: £nil)

5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2024 £'000	2023 £'000
Turnover	1,177	1,069
Cost of sales and administration costs	(859)	(920)
Net profit / (loss)	318	149
Amount gift aided to the Charity	318	149
Retained by the subsidiary	-	-
Assets	1,040	504
Liabilities	(1,040)	(504)
Net assets / (liabilities)	-	-

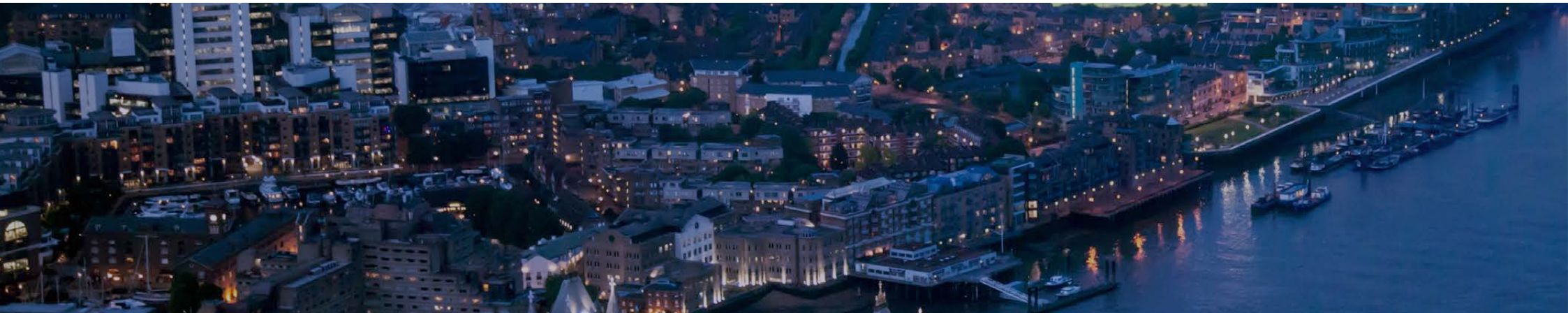
The wholly owned trading subsidiary The Electrical Industries Trading Company Limited pays all its profits to the Charity under the gift aid scheme.

6. EXPENDITURE

	Direct staff costs £'000	Other direct costs £'000	Allocated support costs £'000	Total costs 2024 £'000	Total costs 2023 £'000
Fund raising:					
Fund raising by branches	-	91	10	101	130
Fund raising by Head Office	79	221	10	310	427
Fund raising by subsidiary	173	674	-	847	911
Charitable activities:					
Support, advice and help line services	501	231	59	791	601
Financial assistance (grants)	-	270	-	270	582
Other charitable costs	0	98	10	108	42
Governance and management costs	-	78	10	88	60
	753	1,663	99	2,515	2,753

(£48k of salary costs are included in allocated support costs)

Support costs were as follows:	2024 £'000	2023 £'000
Information technology	19	25
Premises and facilities	26	32
Accountancy and finance costs	29	30
Other costs	25	32
	99	119
Total expenditure for the year includes:		
Audit fees	13	13
Depreciation	7	10



7. STAFF COSTS AND NUMBERS

Total remuneration of employees was:	2024 £'000	2023 £'000
Salaries	686	628
Social security costs	71	67
Pension contributions	44	46
	801	741

One employee in 2023/24 received annual remuneration in the band of £80,000 - £89,999 (2023 one employee in the band of £120,000 - £129,999).

Included in salary costs is £41k (2023 £5k) of redundancy payments.

The average number of employees during the year based on full time equivalents was 12 (2023: 13). They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and helpline services	4	5
Fundraising	3	4
Business development	2	1
Finance and administration	1	1
Graphic designer	1	1
	12	13

The Charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £44k (2023 £46k).

Key management remuneration

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the Charity. The total compensation paid to key management personnel for services provided to the Charity was £406,788 (2023: £170,339).

8. COUNCIL MEMBERS REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. £129 of Trustee expenses was claimed by 1 Trustee for travel in 2024. (2023 £221 paid to 2 Trustees for reimbursed travel expenses). £250 lottery prize was paid to 1 Trustee (2023 £0 was paid to trustees in lottery prizes).

In addition, £5,936 was received in total from 10 Trustees for delegate and ticket fees, lottery tickets, donations, and raffle monies (2023 £3,205).

9. PARENT CHARITABLE COMPANY

The unconsolidated surplus of the parent charitable company for the year was £138k (2023 deficit £227k).

10. TANGIBLE ASSETS

	Computer Equipment £'000	Total £'000
Cost or valuation		
At 1 April 2023	55	55
Additions	9	9
Disposals	(1)	(1)
At 31 March 2024	63	63
Depreciation		
At 1 April 2023	37	37
Charge for the year	7	7
Disposals	(1)	(1)
At 31 March 2024	43	43
Net Book Value		
At 31 March 2024	20	20
At 31 March 2023	18	18

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS - CHARITY

	2024 £'000	2023 £'000
Investments held		
Market value at 31 March 2022	3,990	4,396
Unrealised investment gains/(loss)	286	(206)
Cash (disinvested)/invested	-	(200)
Market value at 31 March 2024	4,276	3,990
Market value comprises		
Bonds	1,432	1,384
Equities	2,037	1,823
Alternative Assets	474	444
Cash	158	177
Other	175	162
At 31 March 2024	4,276	3,990

11. INVESTMENTS – GROUP

	2024 £'000	2023 £'000
Investments – as above	4,276	3,990
Investment in subsidiary	-	-
	4,276	3,990

The Charity holds 100% of the issued share capital of the Electrical Industries Trading Limited, a company registered in England and Wales (registration number 09237982). The trading subsidiary administers the annual powerBall Event along with other industry events.

12. PROGRAMME-RELATED INVESTMENTS – GROUP

Loans were made to beneficiaries at nil or bank base interest rates when the financial circumstances of the beneficiary and/or the purpose of the expenditure made a grant inappropriate.

	2024 £'000	2023 £'000
Opening balances at 1 April 2023	90	90
Advanced in year	-	2
Redeemed in year	(3)	(2)
Provision against recoverability	(29)	-
Closing balance at 31 March 2024	58	90

Included in loans to beneficiaries are loans of £63,372 on which no interest is charged (2023: £65,541). During the year, interest rates in the range of 0.5% to 2.33% (2023: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,464 (2023: £36,443) are secured by a charge on the borrowers' residential property. No programme-related investments were held by the subsidiary.

13. DEBTORS

Amounts falling due within one year	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
Other debtors	180	19	219	43
Amount owed from group undertakings - Intercompany account	-	318	-	217
Prepayments and accrued income	108	69	161	55
	288	406	380	315

14. CREDITORS

Amounts falling due within one year	Group 2024 £'000	Charity 2024 £'000	Group 2023 £'000	Charity 2023 £'000
Trade creditors	51	9	42	6
Taxation and social security	96	114	52	27
Amount due to group undertakings	-	577	-	-
Accruals and deferred income	893	195	571	128
	1,040	895	665	161

Included in the above is deferred income at 31 March 2024 of £853,407 (2023 £516,307) for the group and £162,517 (2023 £78,303) for the Charity, all of which will be released within the next accounting period.

An overdraft facility available with UBS is secured by a fixed charge over all assets held with them.

15. FINANCIAL COMMITMENTS – group

Total future minimum lease payments under operating leases are as follows:	2024 £'000	2023 £'000
Not later than one year (land and buildings)	30	30
Later than one and not later than five years (other)	-	-
Later than one and not later than five years (other)	-	-
	30	30

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £'000	Unrestricted Funds £'000	2024 £'000	2023 £'000
Tangible fixed assets	-	20	20	18
Investments	-	4,276	4,276	3,990
Programme-related investments	-	58	58	90
Current assets	0	1,371	1,371	1,114
Current liabilities	-	(1,040)	(1,040)	(665)
	0	4,685	4,685	4,547

17. FUNDS

	2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	2024 £'000
General funds	4,547	2,653	(2,515)	(40)	4,645
Designated funds	-	-	-	40	40
	4,547	2,653	(2,515)	-	4,685

	1 April 2023 £'000	Income £'000	Expenditure £'000	Transfers £'000	31 March 2024 £'000
Mental health training	155	-	(155)	-	0
	155	-	(155)	-	0

Mental health training – At the 2022 PowerBall event, the Charity raised money in support of training every apprentice in the UK with mental health awareness.

Designated funds – represents funds set aside to meet the costs of a welfare grant to be funded in 2024/2025.

18. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £'000	2023 £'000
Net surplus / (deficit) for year	138	(227)
Depreciation of tangible fixed assets	7	10
(Gains)/losses on investments	(286)	206
Beneficial loan provision	29	-
Movement in debtors	92	220
Movement in creditors	375	(279)
Net cash flow from operating activities	355	(70)

19. CONTROLLING INTEREST AND RELATED PARTY TRANSACTIONS

The Charity was under the control of the Trustees throughout this and the previous period.

During the year, recharges were made to and from the trading subsidiary. All transactions were concluded at normal market conditions.

www.electricalcharity.org

AN INDUSTRY CHARITY FOR INDUSTRY PEOPLE

@electriccharity facebook.com/electricalcharity youtube/electricalcharity

A Company Limited by Guarantee. Registered in England and Wales No. 2726030 | Registered with the Charity Commission No. 1012131 | Registered as a Charity in Scotland No. SC08811

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

England & Wales - Charity number 1012131

Accounts

electrical industries charity

2022-23 ANNUAL REVIEW & FINANCIAL STATEMENTS

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

A Company Limited by Guarantee. Registered in England and Wales No. 2726030. Registered with the Charity Commission No. 1012131. Registered as a Charity in Scotland No. SC08811.

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1. Message from the Managing Director

Dear Stakeholders,

I am honoured to share with you the journey and accomplishments of the Electrical Industries Charity (EIC) over the past year. As we reflect on our progress, it's important to recognise the remarkable strides we have made since our transition in February 2023. I want to extend my heartfelt appreciation to our outgoing CEO, Tessa Ogle, for her exceptional leadership and stewardship during her tenure. Her dedication and vision have played an instrumental role in shaping the direction and impact of EIC.

In the pursuit of our mission to support the wellbeing of individuals within the electrical and energy industries, we have witnessed exceptional achievements. One significant milestone has been our annual powerBall event, which remains our flagship fundraising initiative. Last year, we embarked on an innovative approach, inviting participants to support the development of our Learning Management System (LMS) system. The response was overwhelming, and we are proud to share that this initiative raised the highest amount ever in our 104-year history. This success is a testament to the unity and commitment of our industry community.

Our dedication to challenge events also shone brightly this year, highlighted by our cycling trip to Vegas. This event not only captured the adventurous spirit of our industry but also raised the most significant amount a challenge event has ever achieved.

From conquering the mountains of Peru to reach Machu Picchu, our industry exhibited unwavering determination and camaraderie. In total, we held 35 events across the country, showcasing the resilience and vitality of our sector.

Work-related stress remains a pertinent issue in our industry, and we are resolute in our commitment to addressing it. Through tailored initiatives in training and support, we continue to stand by our community, fostering a culture of wellbeing and unity. Our industry is a dynamic one, and the challenges we face are met with equal determination and innovation.

As we look ahead, our commitment to the wellbeing of individuals within the electrical and energy industries remains unwavering. With the support of our industry partners, dedicated team, and passionate community, we will continue to forge a path of positive change, prioritising the wellbeing of all. Thank you for your continued trust and support. Together, we are creating a brighter future for our industry.

Warm regards,

Jess Vailima,
Managing Director

2. Message from the President

Dear Esteemed Supporters,

As I address you as the new President of the Electrical Industries Charity (EIC), I am humbled by the privilege to serve a charity that has demonstrated unwavering commitment to the betterment of our industry. I became the President of the EIC in November 2022, amidst the vibrant energy of the powerBall event, a testament to the resilience and unity that defines our industry community.

First and foremost, I would like to extend my heartfelt gratitude to our outgoing President, Stewart Gregory, who has led with dedication and vision during his three-year term extended due to the challenges posed by the COVID-19 pandemic. Stewart's stewardship has had a profound impact on the EIC's mission, and I am truly inspired by his dedication to our cause.

Stewart's term saw us navigate uncharted waters, with challenges ranging from industry colleagues' physical and mental health struggles to financial hardships and homelessness. His leadership has paved the way for innovative solutions and compassionate responses, reflecting the core values of our charity. The empathy and professionalism demonstrated by the EIC in handling each case is a testament to the values that drive us forward.

During Stewart's tenure, we faced the challenges of a cost-of-living crisis, which undoubtedly impacted event attendance.

Nevertheless, the unwavering support of the industry rallied us through these trials. A notable example is the powerBall event, where the generosity of our industry colleagues reached unparalleled heights.

The backing for our groundbreaking initiative, StandTogether, dedicated to providing comprehensive free mental health awareness training to every apprentice in the UK electrical and energy industry, highlighted our community's togetherness. Recognising the pressing need to address the distressing rates of suicide within our sector, we have forged a potent campaign aimed at arming apprentices with knowledge and resources for promoting mental wellbeing and averting tragedy. Join us in unity as we stand together to cultivate a supportive and mentally resilient industry that holds the wellbeing of every apprentice in high regard.

The event's pledges resulted in record-breaking contributions. This accomplishment underscores the potency of collective action and harmony within our community.

Our commitment to challenge events also remains a cornerstone of our efforts.
The remarkable success of the cycling trip to Vegas, in which I, as President, also participated, stands as a testament to the spirit of adventure and camaraderie that define our industry. This year's Challenge for a Cause saw participants conquering the American terrain, raising over £165,000. The overwhelming support from industry peers showcases the depth of compassion that runs through our sector.

As we move forward, the challenges presented by COVID-19 continue to shape our landscape.

New ways of working have introduced novel stresses to individuals, highlighting the importance of addressing mental health concerns. The EIC remains a beacon of support, dedicated to standing by our community through thick and thin. Stewart's tenure has demonstrated that our industry's heart is undeniably generous, and our commitment to one another unwavering.

The year ahead holds new opportunities for us to innovate, fundraise, and advocate for the wellbeing of individuals within our sector. I am excited to work alongside our dedicated team, industry partners, and volunteers to navigate these challenges with unity and determination. Your continued support remains instrumental in our journey, and I extend my heartfelt gratitude to each one of you.

In the spirit of our industry's resilience, let us march forward together, embracing the future with hope and solidarity.

Warm regards,

Jeremy Saunders,
EIC President

3. Tribute to our Queen and Patron of the Charity

In this sombre moment, as the sun sets on an era adorned with the grace of the Queen's patronage, we gather not just to bid farewell, but to etch her memory into the foundation of our shared journey. Since the dawn of her reign in 1952, Her Majesty's unwavering support has been the cornerstone upon which our charity has stood, weathering the tides of time with resilience and hope.

Today, we find ourselves facing a poignant transition. The future beckons with uncertainty as we stand without another Patron to fill the void left by our late Queen. Yet, as we navigate this uncharted path, let us remember that even in her absence, her legacy illuminates the way forward.

The Queen's patronage wasn't merely a title or a ceremonial gesture; it was a testament to her genuine commitment, her compassionate heart that beat in tandem with ours. While we may not yet have another to assume the mantle, we carry with us the memories of her warmth, her grace, and her profound impact on the lives touched by our charity's endeavours.

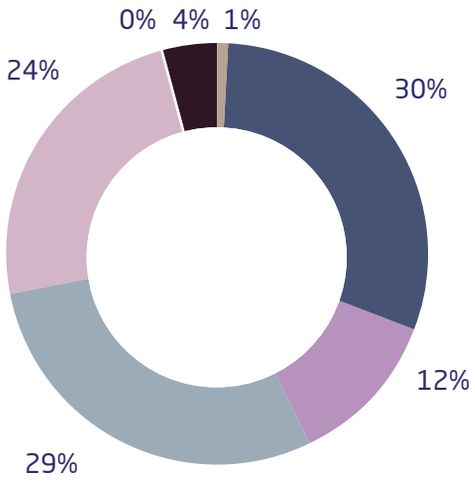
As we continue our journey, we do so with an unwavering dedication to the causes that ignited Her Majesty's passion. The powerBall event, a shimmering tapestry woven with threads of purpose, will persist as a tribute to her vision. The mental health initiatives she championed will remain a beacon of hope for those navigating the labyrinthine corridors of their minds.

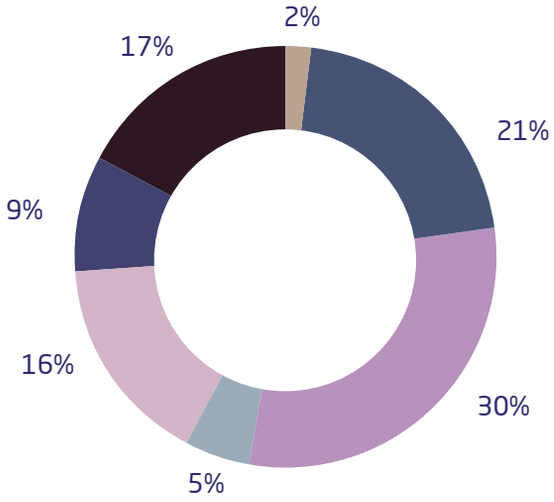
Though the road ahead may be uncertain, we stand united in gratitude for the support we have received from our late Queen. As we remember her, let us also look forward with hope, knowing that the seeds she sowed will continue to flourish, nourishing the lives of countless souls. And as we move onward, her legacy will continue to shine as a guiding star, reminding us that even in the absence of her physical presence, her spirit will forever be intertwined with the fabric of our charity's mission.

In reverence and remembrance, let us honour the Queen who reigned not just on a throne, but in the hearts of those she touched.

4. 2022-2023 Snapshot

The summary financial information shows the income raised, the cost of fundraising and the amounts spent on our charitable activities. The information is taken from the full financial statements for 2022-23.





Where money came from		Income
Donations & legacies	30%	£824,010
Lottery proceeds	12%	£322,330
Regional committees events	29%	£785,358
powerBall	24%	£666,341
Fundraising at HO	0%	0
Realised investment income	4%	£108,158
Other fundraising	1%	£26,137
Total		£2,732,334

How we spent the money		Expenditure
Direct financial assistance	21%	£581,771
Support, helpline, advice & info	30%	£809,640
Lottery prizes & administration	5%	£137,561
Regional committees events	16%	£444,532
powerBall	9%	£255,792
Other fundraising	17%	£463,094
Governance and management	2%	£60,362
Total		£2,752,753

**In 2021/22 accounts, unrealised gains were excluded from the pie charts. For consistency, unrealised gains/losses are excluded from this set of accounts too.*

18,727

consultations

Over

1 million

strong industry

Given back a significant

£1.39 million

to the sector

For every £1 donated, we have managed to give back an impressive £1.64!

£537,340+

invested in Mental Health Awareness and First Aid Training

Delivered 6,891 individuals virtual wellbeing sessions

12 virtual wellbeing sessions cover 12 industry-specific topics

Mental health training remains steadfast. We have conducted training sessions throughout the industry reaching over

5,000

individuals

22,490

media mentions, social media interactions and website visits

It is with immense pride that we share our achievements with you.

Over the past year, we have conducted an impressive 18,727 consultations, maintaining the same level as the previous year. This accomplishment speaks volumes about our determination to deliver our services consistently and make a meaningful difference in the lives of those we serve.

Our reach has been nothing short of remarkable, with our programmes, training and consultations touching the lives of many in our over 1 million strong industry. This outreach exemplifies our resilience and ability to adapt to changing circumstances, ensuring that our impact remains profound.

Despite the challenges, we have continued to be a driving force in the industry. We have given back a significant £1.39 million to the sector reinforcing our commitment to supporting the very industries that enable us to carry out our mission.

One of the most remarkable aspects of our work is our financial efficiency.
For every £1 donated, we have managed to give back an impressive £1.64!

This speaks to our careful stewardship of resources and our determination to create value that goes far beyond monetary measures.

Our investment in mental health awareness and support has been substantial, with over £537,340 invested in mental health training and mental health support.

As we navigate these challenging times, mental wellbeing remains a critical priority, and we are proud to contribute to building a more mentally resilient society.

In the digital realm, our Virtual Wellbeing Presentations have been a resounding success. With 12 sessions covering 12 topics and reaching 6,891 individuals, we have harnessed technology to continue spreading awareness and knowledge even in the midst of adversity.

On the corporate front, our commitment to mental health training remains steadfast. We have conducted training sessions throughout the industry reaching over 5,000 individuals. This initiative not only equips individuals with the tools they need for mental wellbeing but also generates revenue, ensuring the sustainability of our mission.

Our efforts have gained significant attention, with an impressive 22,490 media mentions, social media interactions, and website visits. This widespread recognition affirms that our message is resonating, amplifying our reach and impact.

As we look ahead, we are optimistic about the future. We are committed to returning to funding levels that existed before the pandemic, enabling us to continue our transformative work and build on the momentum we have achieved. We deeply appreciate your continued support in this journey.

5. Strategic Overview

5.1 Our mission

Our mission deserves nothing less than our utmost dedication. We will strive to develop and guide the lives of the people we support and the industries we serve.

5.2 Our vision

We aim to be the leading provider offering preventive and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. This vision will serve the industry for the next 100 years.

5.3 OUR VALUES

PEOPLE FOCUS

An industry charity for industry people, providing a helping hand to those in need.

SMART

Solutions that transform the lives of the people and businesses we support for the longer term.

SUSTAINABLE

A charity that can genuinely say every pound invested goes back to our industry.

GROWTH

An industry charity sized to cater for growth in the sector by increasing the number of people that we support year-on-year.

LEADERSHIP

A charity designed to support the industry with clear leadership and wellbeing programmes geared towards addressing industry issues.

TRANSPARENT & ACCESSIBLE

Trustworthy, truthful, and honest about all our activities. Dependable and available now and in the future.

5.4 Our Strategic Aims

COMMUNITY - WE ARE OVER 1M PEOPLE

1. Our employee and family stakeholders from entering the industry to end of life.
2. Our industry stakeholders from small to large.
3. Our influencers, and our ability to influence with our partners and the broader operating landscape.

APPROACH

Strengthening our leadership position on industry-wide issues.

Utilising technology platforms to deliver services regionally and nationally consistently.

Using training to support the industry with education in relevant health topics important to our industry.

Working to address our assistance as early as possible in the cycle of distress to crisis.

Continuing to advocate for a framework that supports early assistance and ameliorates risk to referring employers.

TACTICS - EARLY INTERVENTION - HEALTH AND WELLBEING

1. Providing clarity on the statistics that underpin specific issues within the industry.
2. The introduction of virtual awareness training through digital media (having already made the step-change to utilise technology in the provision of assistance).
3. Strong messages on commitment to outcomes with emphasis on 'Stories & Numbers'.

ASSISTING APPRENTICES TO STAY IN THE INDUSTRY

- Supporting their often-difficult transition from adolescent to young adult.
- Providing appropriate support when they are caring for family members due to death, illness, and incapacity.
- Working collaboratively with apprentice training providers in reaching young people in need of our support.
- Delivering mental health awareness training to every apprentice in the UK.

SUPPORTING THE WORKFORCE AND BUSINESSES THROUGH WELLBEING PROGRAMMES

- Improving their wellbeing at work and at home with practical programmes designed for small and large workforces.
- Working collaboratively with business and trade organisations in reaching as many people as possible so they know where to turn in times of need.
- Becoming the key provider of support services to people in our industries.
- Promoting mental health awareness across businesses in our sector.

HELPING THOSE IN RETIREMENT

- Increasing their independence and improving their wellbeing.
- Supporting those providing full-time care.
- Being there for those who have worked in our industries when they need us.

SECURING SUPPORT FOR OUR WORK

- Sustaining and growing financial and products support.
- Building a strong and vibrant regional fundraising network.
- Developing effective communications that engage our supporters and raise awareness.
- Developing volunteers across the regions we operate in.
- Securing commitment in annual training budgets from business to deliver secure LMS training for wellbeing.
- Driving alternative income streams in the manufacturing and wholesale sectors.
- Securing a model for funding with associations such as an option for a 10% membership fee to go to the Charity.

6. Numbers Page Comments

VOLUNTEERS

The Charity relies on the significant support and generosity of the regional committee members, council and working group volunteers to run regional fundraising events and support governance commitments.

STAFF NUMBERS

The Charity increased FTE numbers to 13.2 for the 2022/23 financial period. This was up 1.2 on the previous financial period and is a result of leadership transition period and maternity cover.

INVESTMENT INCOME

The Charity's investment portfolio, which remains well diversified across asset classes, outperformed the income yield last financial year (2023: £107k, 2022: £95k).

FINANCIAL GRANTS

Financial grants changed due to the increase of income from events and fundraising activities.

NET ASSETS

Net assets amounted to £4.547m as of 31st March 2023, which is down on last year due to uncertainty in UK markets and refocusing of the asset allocations in the portfolio to take advantage of the US market. It is also due to increased charitable spending as outlined in the financial statements.

7. Achievements During 2022-23

One of the standout achievements in the past financial year was the significant increase in corporate donations received by the Charity.

This accomplishment reflects not only our dedication to our mission but also the strong partnerships we have fostered within the corporate sector.

Throughout the year, we were able to secure substantial support from various corporations, resulting in the most corporate donations ever received by the Charity in a single financial year. These donations were instrumental in enabling us to further our initiatives and make a tangible impact on the lives of individuals within the industry.

The growing recognition of our cause and the trust that corporations have placed in us is a testament to the hard work and dedication of our team. The funds raised through these corporate donations will be directed towards initiatives that promote the wellbeing, growth, and development of individuals in the electrical and energy sectors.

As we continue our journey, we are committed to nurturing and expanding our corporate partnerships, ensuring that together we can create positive change and make a lasting difference.

The success achieved in the past year serves as a strong foundation for our ongoing efforts and reinforces our belief in the power of collaboration for a brighter future.

Summary of Financial Year Milestones and Charity Achievements:

Most Successful Year in Challenge Events: The past financial year marked a significant achievement as the Charity witnessed unparalleled success in its challenge events. Our dedication to raising funds and creating awareness led to exceptional outcomes across various events.

Cycling Expedition: Grand Canyon to Las Vegas: Among the remarkable challenge events was the cycling expedition that covered the breathtaking distance between the Grand Canyon and Las Vegas. With the participation of 17 individuals, this event showcased our commitment to pushing boundaries and making a positive impact.

Hiking the Inka Trail to Machu Picchu: An exceptional achievement was the successful completion of the Inka Trail hike, culminating at the majestic Machu Picchu in Peru. As our team hiked through the mountains and explored the ancient trail, we showcased our unwavering dedication to both personal growth and our charitable endeavours.

Standtogether Campaign at powerBall: Our engagement in the Standtogether campaign at powerBall truly highlighted the unity and compassion within our community. This campaign, which raised £155,000 in pledges, was a testament to our commitment to supporting the training of apprentices across the industry. By rallying together, we demonstrated our shared vision for a brighter future for all.

Accessible Mental Health Training for Apprentices: An important milestone was the development of a Learning Management System (LMS) to provide mental health training for apprentices. This initiative reflects our dedication to nurturing the mental wellbeing of the industry's future leaders.

Unprecedented Fundraising at Industry Events: Our presence and efforts at industry events led to remarkable generosity from attendees and sponsors, resulting in the highest amount raised at such gatherings. These funds will be instrumental in furthering our mission and supporting our initiatives.

In conclusion, the financial year was a testament to our commitment to making a positive impact through various avenues.

From challenging expeditions to supporting broader campaigns and initiatives, our accomplishments reflect the dedication of our team and the unwavering support of our community. As we move forward, we are excited to build upon these successes and continue our journey of positive change.

8. Charitable Activities and Programmes

8.1 Charitable Activities Summary:

Insights Provided: Charitable Activities Summary

In 2022/2023, we delivered an impressive 18,727 instances of consultative support. This can be attributed to the unprecedented challenges presented by the increase in mental ill health and the rising cost-of-living crisis. It is a testament to our efforts in raising awareness about the support available to colleagues in the electrical and energy sectors.

18,727

instances of consultative support

Industry Insights:

Disturbing rise in suicides: This year, we sadly encountered 7 deaths by suicide, which is why mental health awareness is an important focus for our industry.

Stress as a primary concern:
Stress, whether work-related or personal, emerged as the top reason why individuals sought support.

Surge in cancer-related illnesses:
There was a notable 5.72% increase in cancer cases, highlighting the growing impact of this illness.

Neurodiversity challenges: ADHD emerged as the most prevalent diagnosis across the industry. The extensive NHS wait times for assessments, stretching up to two years, underscore the need for timely assistance.

Lengthy wait times for psychiatric support:
Individuals seeking psychiatric support post attempting suicide faced wait times exceeding a year across the UK, with Northern Ireland grappling with an 18-month delay.

Mental health support and diagnosis: A significant 48% of cases requesting mental health support had never been seen or diagnosed by a psychiatrist. This trend remained consistent with previous years.

Substance abuse trends: Powdered cocaine remained the most commonly used drug within the industry.

Rise in addiction and mental health cases:
The Charity saw 6% of cases with addiction and mental ill health.

Challenges in alcohol addiction support:
Community detox options for alcohol addiction posed a significant challenge, with wait lists ranging from 1.5 to 5 years.

Apprentices' struggles:
Financial difficulties and mental health issues due to financial distress were the leading concerns prompting apprentices to seek support.

Prevalence of mental health cases: Approximately 1 in 2 of the cases dealt with by the Charity encompassed mental health issues, mirroring the previous year.

Seasonal trends in relationship breakdowns: The highest number of relationship breakdowns occurred in January following a strained Christmas and New Year period. Notably, June saw the highest numbers of advice requests on initiating divorce, (45%).

Financial difficulties and mental health: Financial difficulties were present in 42% of mental health cases.

Support services: As an industry charity, our mission encompasses both physical and financial wellbeing, as well as emotional wellbeing. We recognise the holistic nature of intervention and tailor our services to meet the unique needs of each individual within the energy and electrical industries.

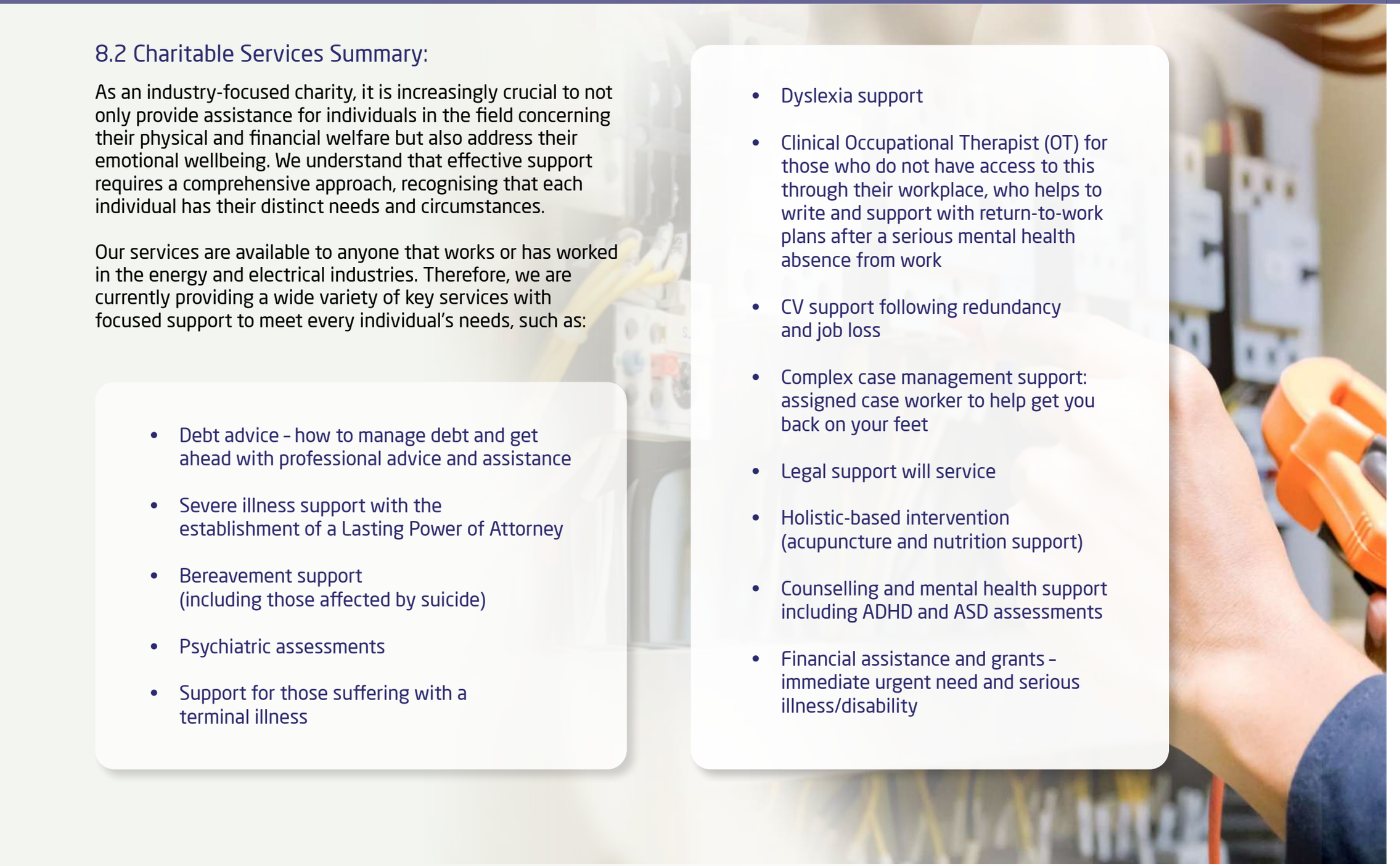
Our comprehensive range of services includes mental health support, bereavement counselling, emergency financial support, legal advice and much more. These services are aimed at providing a safety net for anyone who works or has worked in these sectors, ensuring that they receive the necessary support to navigate challenges effectively.

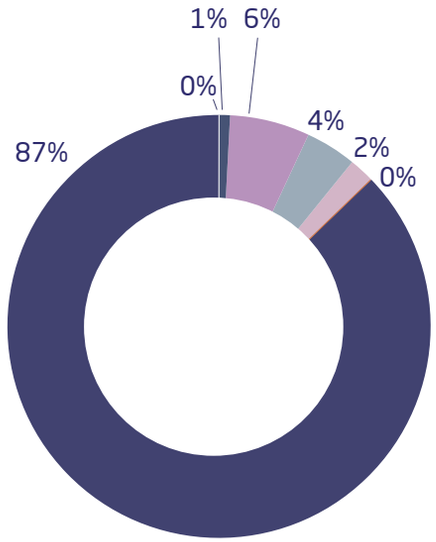
8.2 Charitable Services Summary:

As an industry-focused charity, it is increasingly crucial to not only provide assistance for individuals in the field concerning their physical and financial welfare but also address their emotional wellbeing. We understand that effective support requires a comprehensive approach, recognising that each individual has their distinct needs and circumstances.

Our services are available to anyone that works or has worked in the energy and electrical industries. Therefore, we are currently providing a wide variety of key services with focused support to meet every individual's needs, such as:

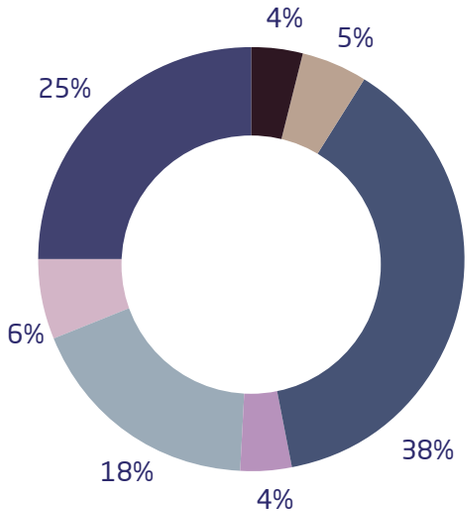
- Debt advice – how to manage debt and get ahead with professional advice and assistance
- Severe illness support with the establishment of a Lasting Power of Attorney
- Bereavement support (including those affected by suicide)
- Psychiatric assessments
- Support for those suffering with a terminal illness
- Dyslexia support
- Clinical Occupational Therapist (OT) for those who do not have access to this through their workplace, who helps to write and support with return-to-work plans after a serious mental health absence from work
- CV support following redundancy and job loss
- Complex case management support: assigned case worker to help get you back on your feet
- Legal support will service
- Holistic-based intervention (acupuncture and nutrition support)
- Counselling and mental health support including ADHD and ASD assessments
- Financial assistance and grants – immediate urgent need and serious illness/disability





Eligibility

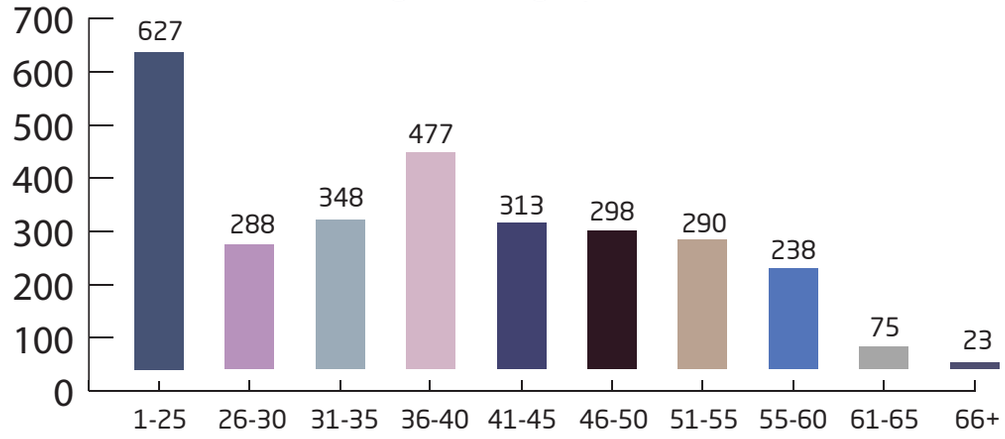
Deceased Partner	0%
Dependant	1%
Family Member	6%
Husband	4%
Partner	2%
Self	87%
Wife	0%



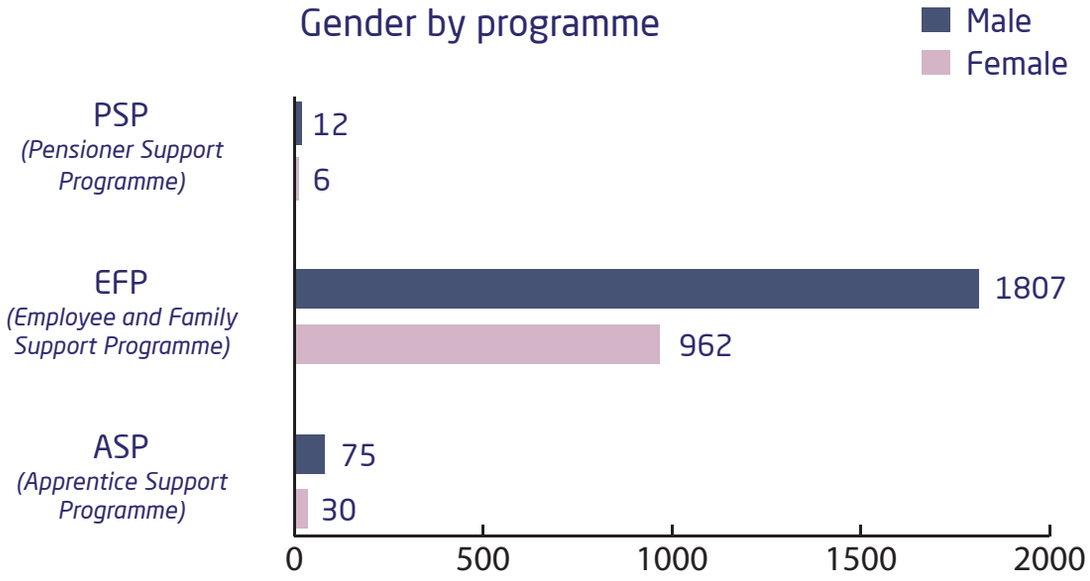
Marital Status

Divorced	5%
Married	38%
N/A	4%
Partner	18%
Seperated	6%
Single	25%
Widowed	4%

Age demographic



Gender by programme



9. Health and wellbeing presentations to the industry

Our mental health and wellbeing courses are aimed at helping organisations put mental health and wellbeing at the heart of their future strategy.

Now more than ever, people are starting to understand the importance of looking after their mental health, not just their physical health. Health issues can cause a significant number of stresses and strains on individuals and families. By having the tools to understand and manage mental health problems, we can support people in our industry that need our help.

We're working to raise awareness and provide guidance to those that struggle with their mental health. By doing this, we can provide a brighter future ahead for those that can't see the light. Our health calendar is a great tool to provide you with information, stats, and guidance on the services we can provide to you, a family member, a colleague, or an employee.

Mental health issues can occur for many reasons, from stresses at work and financial worries to family-related stress. In our sector, stress and depression are among the most common matters to deal with, but 95% of people in the industry never discuss feeling depressed with a significant other.

Throughout 2022/2023, we heard from industry experts about their experience with a range of topics. In 2022, we had an exciting line-up of expert speakers, including an equality and belonging consultant and a highly sought-after health and wellbeing expert and public speaker. In January we heard from Colin MacLachlan, a military veteran who served in the SAS for 18 years.

Colin focused on the importance of mental resilience and emotional health in leadership and left attendees empowered by arming them with a toolbox of skills for overcoming adversity in both their professional and personal lives.

In February, to coincide with addiction and mental health month in which we focused on these co-occurring disorders, popular psychotherapist Daniel Fryer spoke about letting unhealthy anxieties go and valuing healthier thought patterns so we can lead healthier and happier lives.

In March we discussed the importance of sleep to benefit our lifestyles and heard from Dr Neil Stanley, sleep expert and founder of EIC partner service Sleepstation.

You never know who around you is suffering from the effects of health problems and who needs support to help them get back on their feet. The Electrical Industries Charity is here to help because if you work or have worked in our industry, you will never be alone.

Health Calendar

2022

Help Someone Stay Warm this Winter

Co-occurring Disorders:
Addiction & Mental Health

Nutrition and Health

Understanding Autism

Mental Health Month

It's OK to Be You

Relationships

Healthy Heart, Happy Body

Save a Life

Women's Month

Men's Month

Financial Wellbeing

2023

Diversity and Inclusion

Look After Our Apprentices

Addiction

Stress Awareness

Mental Health Month

Pride Month

Health and Wellbeing

Family and Relationships

Suicide Prevention

Women's Month

Men's Month

Coping with the Holidays

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
Diversity & Inclusion	Looking after our Apprentices	Addiction & Disorders	Stress Awareness	Mental Health Month	PRIDE Month

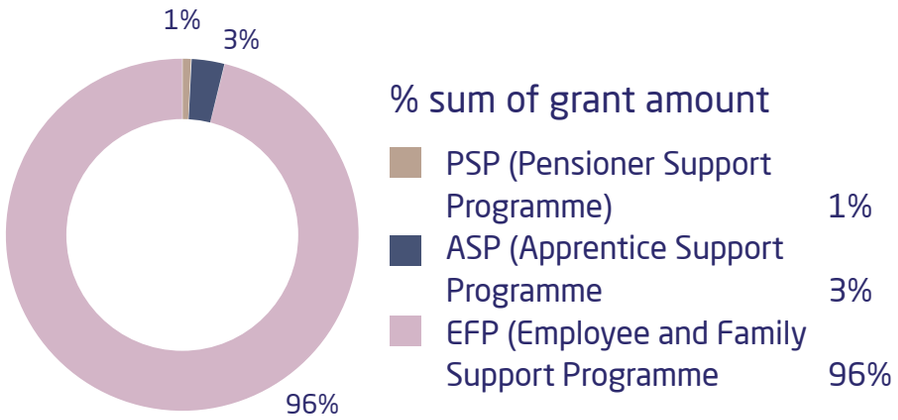
JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Health & Wellbeing	Family & Relationships	Suicide Prevention	Women's Month	Men's Month	Coping with the Holidays

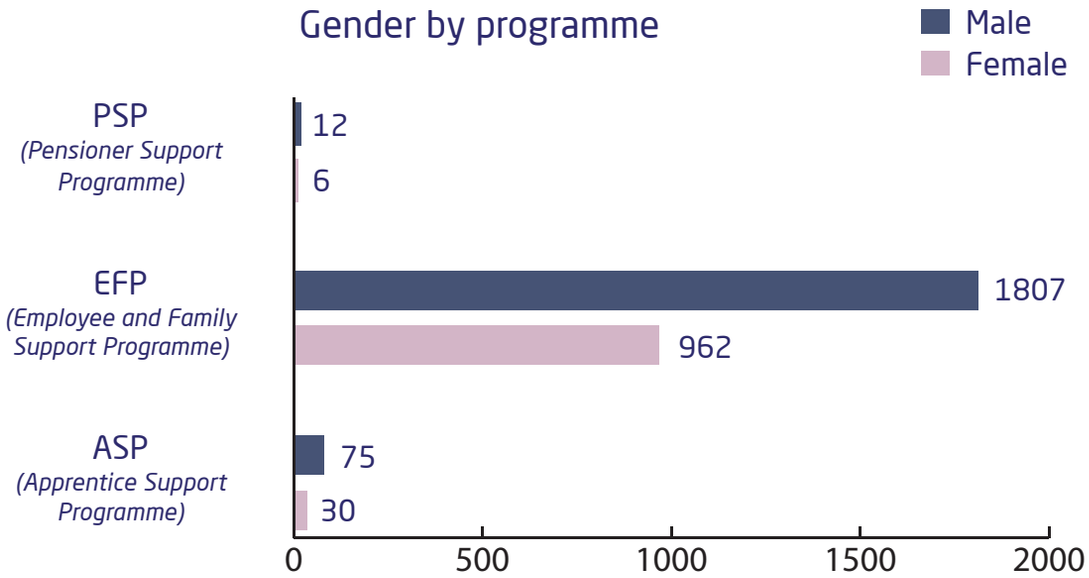
Health Calendar 2023

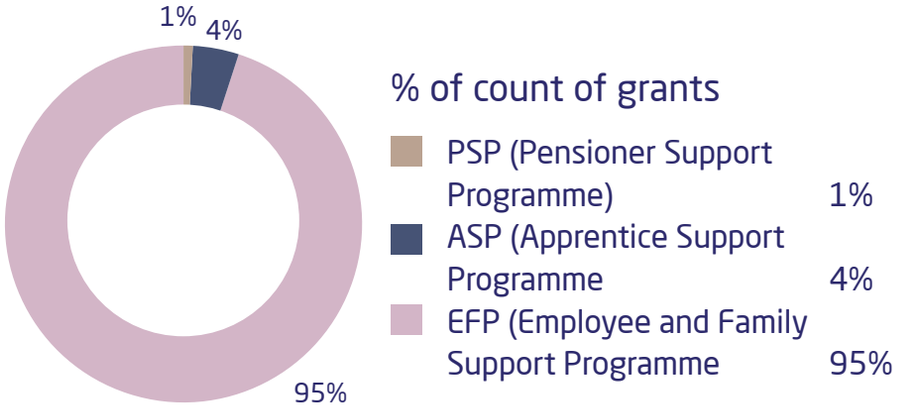
Monthly topics and talks on issues that are important to you!

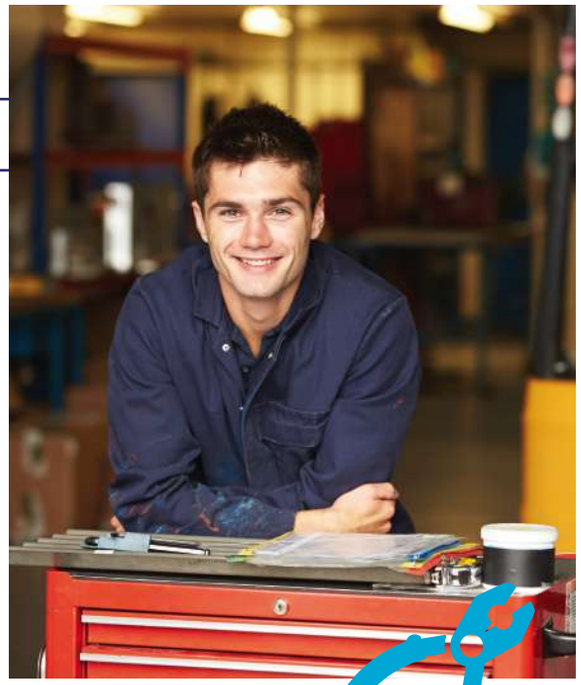
11. Workplace Programmes

The Electrical Industries Charity is proud to be a full-service support provider to our stakeholders. To extend our outreach to the working population we have packaged our free and confidential services in a suite of programmes. These are designed to comprehensively serve our market demographic, clearly outline the benefits for users, and be easily understood and adopted within the workplace.









9.1.1 Apprentice Support Programme

The **ASP** delivers financial grants and practical assistance to apprentices and their families.

An apprentice going through a rough patch at home that puts their work performance at risk needs support to allow progression, and to achieve a lifetime of productive, satisfying work.

Supporting the industry through education is a key focus for the Electrical Industries Charity, and the launch of the Apprentice Support Programme is designed to help young people deal with some of the key challenges that affect them as they embark on their career.

ASP

9.1.2 Employee and Family Support Programme (**EFP**)

The **Employee and Family Support Programme (EFP)** is our flagship programme, developed specifically for the working heartland of our industry. It is designed to make an immediate and sustainable positive impact on your business and your people.

Staff productivity is an important factor for any organisation, but equally as important is recognising that the personal life of employees is central to their wellbeing. When things go wrong the Electrical Industries Charity is here to help with a range of services which address issues such as family or relationship problems through to debt advice, ill health and disability.

EFP

9.1.3 Pensioner Support Programme (**PSP**)

For many people, being retired means a reduced income, which can leave individuals struggling to pay household bills, unsecured debts, or both. Any unexpected expenses, such as replacing a broken appliance, may become difficult to cover.

Businesses adopting the **PSP** can reach out to their retired colleagues in need, often providing a vital community connection that can be lost in retirement.

The Charity can provide a hand-up with financial grants and assistance services. To achieve the best outcomes for our PSP clients we work seamlessly with a broad range of professional charitable and service providers across the community, health, welfare, legal, financial and psychology spectrum.

PSP

9.1.4 Practical Participation Programme (**PPP**)

Our invaluable stakeholders within the electrical and energy industries are perfectly placed to support this initiative.

When handing out financial grants to people in need of building rectification or modification to assist with disability access, we often require practical assistance in terms of building materials, engineering and installation skills and equipment to support the upgrades. Another way our industry can support the Charity is to participate in our **Practical Support Programme**, which allows individuals and companies to provide services and materials on a voluntary basis and as a result dramatically reduce the cost of these projects.

The Practical Participation Programme harnesses your specialist skills in terms of time, equipment and materials – providing practical help where it is needed most.

You will work alongside the EIC (and our leading charity partners) in solving or contributing to solutions, for those in desperate need of your help. Once you have registered as a PPP partner we will approach you on an as-needed basis to ask for your assistance.

PPP

12. Case Studies

PPP Case Study 1: A Helping Hand for a Family in Crisis

Amidst the excitement of renovating their new house, Chloe and her husband Kevin, a dedicated self-employed electrician, faced an unexpected challenge. Their joy turned to worry when their baby daughter was diagnosed with cystic fibrosis at just eight weeks old. The renovation project they had undertaken revealed a hidden problem – significant damp that posed a serious threat to their baby's health.

As medical professionals advised them to stay away from the damp environment, Chloe and her husband found themselves in a tight spot. Their pleas for support from the council, insurance company, and mortgage provider fell on deaf ears. Exhausting their savings on the renovation, they were left with a home that was unsafe for their precious child.

In their time of need, they turned to our charity, seeking assistance to damp-proof their house and create a safe haven for their baby. Recognising the urgency of the situation, we joined hands with Lighthouse Club and Rainy Day Trust to raise the funds necessary to rectify the damp issue.

Through a collective effort, we not only provided financial aid but also extended a caring hand to this family. The collaborative spirit of our charity network ensured that Chloe, her husband, and their baby girl could return to a safe and comfortable home environment. Their story is a testament to the transformative power of support and solidarity during challenging times.

PSP Case Study 2: Navigating Loss and Finding Support

Life took an unexpected turn for Margaret, a pensioner, when her husband passed away suddenly. Grieving and grappling with the loss, she faced the daunting prospect of arranging a funeral on her own. Her husband, a former Air Force member and electrical engineer, had left behind a legacy of service and commitment.

In her moment of need, our charity stepped in, connecting with SSAFA, an organisation that supports armed forces personnel and their families. SSAFA generously covered a significant portion of the funeral expenses, alleviating a significant burden for Margaret.

However, financial concerns persisted as the couple had accumulated debt over time. Recognising the importance of holistic support, we signposted Margaret to Turn2us and StepChange, organisations specialising in financial advice and debt management.

In addition to financial assistance, we offered ongoing bereavement support, recognising that the journey through loss is a complex one. Through collaboration and compassionate guidance, we helped Margaret navigate through this challenging chapter and laid the groundwork for her future wellbeing.

ASP Case Study 3:
Overcoming Struggles and Shaping a New Path

For a young apprentice, life took a downward spiral when the allure of partying led to a cocaine addiction. His commitment to his work as an apprentice suffered, raising concerns among his colleagues and managers.

A crucial turning point came when he experienced a close call with a severe injury while under the influence. Recognising the need for change, he reached out to his family and supervisor, acknowledging his struggle and seeking help.

Looking for a fresh start, he engaged in local support resources, but faced disappointment due to feeling misunderstood. In his pursuit of personalised assistance, he approached our charity, expressing the need for one-on-one guidance. We connected him with Ross Hyslop, a specialist with expertise in providing individualised support.

Through dedicated sessions and the unwavering support of the Charity, the apprentice embarked on a transformative journey. His determination to overcome his challenges, combined with the guidance he received, led to remarkable progress. He emerged stronger, empowered, and with a renewed mindset, showcasing the potential for personal growth even in the face of adversity.

EFP Case Study 4:
Finding Balance and Reclaiming Wellness

Sarah, an employee with diagnosed ADHD, found herself grappling with excessive drinking, smoking, and challenges in mood regulation. As her personal struggles began to affect her marriage and overall wellbeing, she recognised the need for intervention.

Seeking a path towards improvement, she reached out to our charity for support. Recognising the interconnected nature of her challenges, we connected her with Ross Hyslop, a specialist in personal development and emotional wellbeing.

Through counselling sessions, Sarah embarked on a journey of self-discovery and growth. She learned strategies to manage her ADHD, gained tools to overcome mood regulation difficulties, and found ways to address the strain on her marriage. In addition, we provided her with valuable resources, signposting her to organisations like Turn2us and StepChange for financial advice.

Sarah's story showcases the profound impact of personalised support and dedicated guidance. Through her commitment to her wellbeing and the resources provided by our charity, she found the strength to transform her challenges into stepping stones towards a healthier and more balanced life.

13. Fundraising and Publicity

13.1 EIC Wellbeing Champion Businesses

To maintain the availability of our free and confidential services to the industry, we rely on organisations to help promote our fundraising initiatives across the sector by becoming an EIC Champion Business. As an EIC Champion Business, they receive monthly health presentations from EIC discussing our health calendar and have access to a wealth of materials online, as well as the same support our entire industry is entitled to. To become an EIC Champion Business, we ask them to implement three fundraising initiatives into their organisation to support our industry and our industry's charity.

The three fundraising initiatives are the Charity Stand Down Hour, which operates on the principle of each staff member donating just one hour of their salary to EIC. This is facilitated completely through the company payroll and will be automatically deducted as a one-off donation annually.

EIC Day is a fundraising day that can be implemented throughout the business, with the aim of each employee fundraising or donating just £10 to EIC. EIC Day can take various forms, such as a trivia night, a dress-down day, a bake sale, or a fancy-dress day.

Our industry has a lottery that funds the health and wellbeing services of the electrical industry. To implement the workplace lottery, staff are given access to a portal to register, and a payroll contact receives a deduction report for the monthly payroll. For as little as £1 per month, staff could win up to £1,000 a month with 40 cash prizes plus a mega prize draw of £10,000 to be won twice a year in June and December.

We launched our Champions campaign two years ago, and it has been well received by the industry. For the coming year, we will focus on growing our business champions to ensure we remain visible to the industry and maintain the new revenue stream for our support services.

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13.2 powerLottery

The power of £1!

The Electrical Industries Charity's powerLottery generated total gross proceeds of £322,330. powerLottery stands as EIC's primary fundraising channel, playing a pivotal role in providing support to apprentices, pensioners, employers, and their families during their most challenging moments.

In addition to powerLottery, we have introduced a workplace lottery. Companies seeking to set up the payroll process must meet the outlined requirements:

A minimum of 150 employees/staff members

Implementation of an HR portal

The HR portal is integrated with their payroll system, allowing for monthly administration adjustments to accommodate changes in powerLottery members or their details.

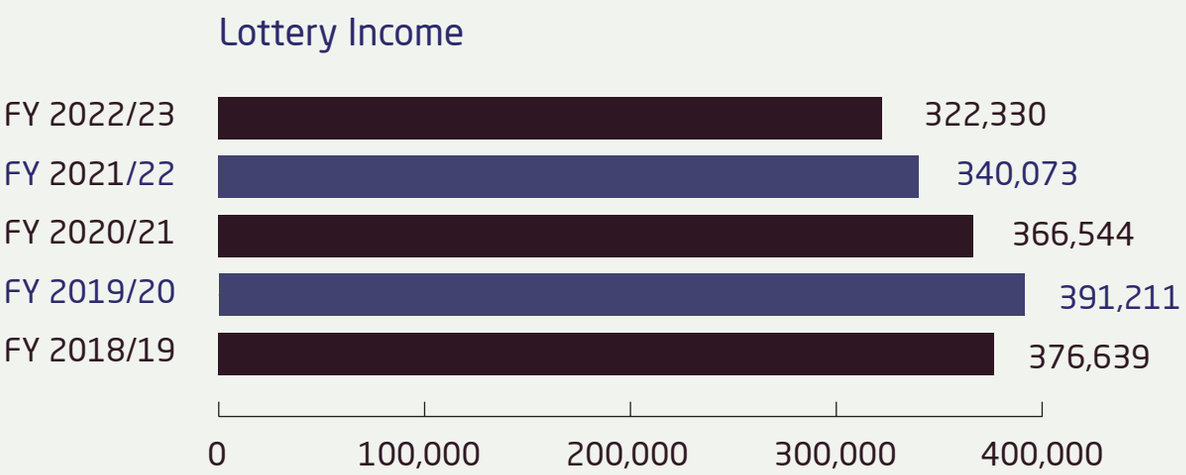
The powerLottery remains the sole source of annuity funding for the Charity. Our ongoing goal is to encourage prominent industry companies to adopt the workplace lottery model, enabling them to extend the range of free-of-charge services available to their employees through the Charity's offerings.

The Electrical Industries Charity is issuing a challenge to the 1.3 million individuals employed in our sector: commit to forgoing just one cup of coffee each month and redirect the funds towards signing up for powerLottery instead.

As one of the Charity's leading fundraising avenue, powerLottery is open to everyone and presents participants with the opportunity to win a monthly cash prize of £1,000. By enrolling in this endeavour, you are also contributing to a worthy cause, as every £1 spent on powerLottery goes towards providing a helping hand to individuals within our industry during their times of necessity.

The Lottery draws constitute 12% of the Charity's yearly income, which is directly allocated to financial grants through the Charity's Employee Assistance Programme. This encompasses the Apprentice, Pensioner, Practical Participation, and Family and Employee Support Programmes.

These programmes have been designed to offer a helping hand to individuals within our industry during their moments of need. They encompass a comprehensive array of services, including legal support, counselling, financial aid, grants, carer support, debt guidance, as well as apprentice scholarships and bursaries.



13.3 powerBall

In November, we witnessed the grand return of the spectacular powerBall 2022! We bid farewell to our familiar venue at The Hilton and stepped into the historic and majestic setting of Old Billingsgate Market. This year's event was larger, more impressive, and more prestigious than ever before, setting new records in fundraising! What an extraordinary night it turned out to be!

The sight of over 700 industry comrades revelling in the evening and dancing the night away was truly remarkable. The theme for this year's event was an enchanted garden, featuring an abundance of blossom trees, flower walls, mesmerising butterfly stilt walkers, an enthralling fire dance show, and captivating performances by the MC and live band. The evening exuded charm and allure, leaving us eagerly anticipating the next year's gathering.

A heartfelt thank you goes out to all those who sponsored, supported, and attended the event. Your contributions are the driving force behind our ability to raise crucial funds to aid those within the industry facing challenging circumstances.

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CEF YOUR ELECTRICAL EXPERTS
EDMUNDSON ELECTRICAL
REXEL a world of energy
Life Is On Schneider Electric
WAGO

The Significance of powerBall:
This year, the Electrical Industries Charity appealed for financial pledges to support our vision of providing mental health awareness training to every apprentice in the UK. This initiative aims to train apprentices and graduates annually for the next five years.

Our outgoing CEO, Tessa Ogle, personally attended many inquests this year, revealing a concerning increase in the rate of suicides within our sector, particularly among our apprentices. As an industry, we possess the means to assist these young individuals as they enter our sector, offering the necessary mental health support. However, many are unaware of such resources or find it difficult to seek help.

The phenomenal fundraising efforts at this year's powerBall exceeded expectations, amassing over double the amount raised in the previous year. This achievement is nothing short of remarkable, and we are genuinely thrilled with the unwavering support we received from each and every one of you.

13.4 Challenge for a Cause

Champions of Challenge: Conquering the Inca Trail to Machu Picchu

A remarkable group of daring adventurers embraced the opportunity of a lifetime as they embarked on the incredible journey of trekking the Inca Trail in Peru, ultimately ascending to the majestic heights of Machu Picchu. This undertaking proved to be an emotionally charged, physically demanding, and awe-inspiring expedition for the team, navigating through challenging conditions and grappling with the effects of high altitude that left them in a somewhat fuzzy-headed state.

Amidst these trials and tribulations, the support and encouragement poured in from all corners. The fundraising efforts displayed an exceptional level of dedication, with numerous companies, families, and friends from across the industry coming together to contribute to this monumental endeavour.

Embracing Challenges: From Inca Trail to Everest Basecamp

Our heartfelt gratitude extends to our very own Tessa Ogle, outgoing CEO of the Charity. Tessa fearlessly took on her final challenge, demonstrating incredible determination and leading groups of industry companions through a staggering total of 17 challenges. Her unwavering commitment and leadership have served as a constant source of inspiration to us all. We salute you for your remarkable efforts!

13.5 Industry fundraising

Quarter 1

Thanks to ECA Newcastle for supporting our sector colleagues in need

Thanks to ECA Newcastle for their donation to support sector colleagues in need. ECA are huge supporters of the Charity, and we could not continue to offer our services to the industry without them. Thank you, ECA Newcastle!

IBA makes a difference with donation

Thanks to IBA for coordinating activities to fundraise for sector colleagues in need. The team have been getting up to all sorts of fundraising fun to raise as much money as they can for the EIC welfare team. Together they raised an incredible total – a huge thanks for your support.

Thank you to WAGO

WAGO are huge supporters of the Charity and over the festive period held a Christmas raffle in support of EIC and our industry colleagues in need. We would like to thank them for their donation of over £1,100 to support industry colleagues, and for their continued support of the Charity.

Thanks to RWE for continuing to support sector colleagues

RWE have always supported the Electrical Industries Charity in a big way, and with their ongoing assistance we have been able to help more industry mates in need than ever before. To keep their superstar fundraiser flags flying, RWE have donated over £900 to help ensure that our industry continues to be the best it can be. Thank you to everyone at RWE for their ongoing support.

Thank you to Certsure for their fundraising efforts

Certsure have started the year off with a bang by donating over £5,000 to the Charity to ensure we continue to help those in our industry who need it most. Thank you, Certsure, for your ongoing support of EIC and unwavering dedication to our industry.

Thank you to the EDA

A huge thank you to Electrical Distributors' Association (EDA) for their continued support to the Electrical Industries Charity, and congratulations on yet another successful EDA Annual Awards Dinner. Each year the EDA host their flagship event for the Electrical Distributors' Association, with 500 guests attending. The event brings together wholesalers from EDA businesses and their guests, including representatives from EDA-affiliated members. Guests eagerly arrived at Park Lane's impressive InterContinental hotel for a night of dinner, dancing, and drinks!

The EDA kindly organise a raffle in aid of EIC. This year the EDA Annual Dinner raised £8,180 for the Electrical Industries Charity, with Stewart Gregory, EIC President receiving the cheque from Margaret Fitzsimons, CEO of the Electrical Distributors Association.

Once again, thank you to all for digging deep for the raffle on behalf of the Electrical Industries Charity.

EDA ELECTRICAL DISTRIBUTORS ASSOCIATION
AFFILIATED MANUFACTURER

AWEBB Donation

A huge thank you to AWEBB for their extremely generous donation of £13,500. The company's annual gala dinner was a tremendous success and a fantastic opportunity to celebrate among colleagues all while raising money for a worthy cause. The majority of the money raised resulted from the generosity of their members and suppliers, and AWEBB have also kindly donated the money raised during their gala dinner raffle! Out of 85 members, each and every one has donated £100, and a further 92 suppliers have also donated the same amount.

An incredible effort from members, suppliers, and AWEBB for raising such a large amount of money for the Electrical Industries Charity. Thank you for considering us as your industry charity; your help is crucial to us.

AWEBB

National Grid give back to the industry

On behalf of the Electrical Industries Charity (EIC), we would like to sincerely thank everyone at National Grid, for the generous donation of £2,658.95. It is with help from yourself and others that we can offer industry members complete support and assistance. Put simply, we couldn't do it without you.

The generosity you have shown not only has a significant financial bearing but also demonstrates kindness and compassion. We thank you very much for your contribution, from all at EIC and all those people who will benefit from your kindness going forward.

nationalgrid

Quarter 2

Rexel Connect

Rexel hosted a fabulous event on the Silver Sturgeon yacht on London's river Thames! Raising a whopping £5,000 for the industry. To everyone that donated, your generosity is incredible. We at EIC, can't thank you enough. It's going to make a significant difference to those in the industry that need our help.

WAGO - National 3 Peaks Challenge

Our event partners WAGO are an enormous support to the Charity. Thank you for your donation of £439.10! They've pulled together a brave team to tackle the National 3 Peaks! Good luck to you all; we can't wait to hear all about it!

Niglon - CA Partner 1 year anniversary

We want to say a huge thank you to Niglon for donating £50,000 through being part of our Commercial Agreement (CA) Programme. Happy 1 year anniversary!

Your donation and generosity will make a tremendous difference to the Charity and to people in our industry that are going through challenging times.

Thanks to Edmundson Electrical Ltd North East Region

A great big thank you from the Electrical Industries Charity to Edmunson Electrical Ltd North East region and East Midlands region for their donations of £975 and £1,898. Your efforts are so well received, thank you!

Thank you to EDA

We were delighted to receive a whopping donation of £9,068 from Electrical Distributors Association (EDA). We want to thank you for this amazing contribution to the Charity and to the industry. Your generosity will help so many people in the sector who need our help. Thank you!

Quarter 3

CEF

An amazing £100,000 was raised at CEF's Supplier Partner Event in November. A massive thanks to CEF and all the partners that helped contribute to this incredible number: Aico, Jaylow, DeWalt, Schneider, Scolmore, WAGO, Collingwood, Legrand, Premier, Atkore, Bell Lighting, Glen Dimplex, Marshall Tufflex, Thorn Lighting, Electrium, Rointe, Hager, SWA, Integral LED, JCC, Ledvance, Saxby Lighting, Steinel, Batt Cables, Contactum, DETA, Lewden, ML Accessories, Aurora, LED ROBUS and CK Tools

CEF Shrewsbury - Golf Day

Organised by Steven Blackhurst, Account Manager at CEF Shrewsbury, they held a golf day at Hawkstone Park in November. It was a great day had by all who attended, despite the soggy weather, and they raised an amazing £1,000! Thank you so much.

Schneider Snowdon

Schneider Electric took on Snowdon with our very own Rachel Morgan, Events & Marketing Co-Ordinator. Thank you for your amazing efforts, raising £2,077 - we're looking forward to seeing you at our next Challenge for a Cause!

In October, we were so lucky to attend the BEAMA annual lunch. It was a fantastic day and we're so grateful that they raised a super £1,605! These funds will make a vital difference to those that need support across our industry.

Thank you!

Electrical Wholesaler Awards 2022

After a hiatus from COVID-19, Datateam Business Media hosted the annual Electrical Wholesaler Awards at the Chelsea Harbour Hotel in October. It was an amazing event celebrating companies across the industry with some well-deserved winners and nominees. Thank you so much for raising £850!

WAGO World Food Day 2022

Our event partners WAGO are always a great support to us. Thank you for celebrating World Food Day and raising £790 for the industry!

Edmundson Electrical - £60,000 donation

A huge thank you to Edmundson Electrical for an incredible donation of £60,000! Wow! Your donation and generosity will make a tremendous difference to the Charity and to people in our industry that are going through challenging times. Edmundson Electrical are always such great supporters of the Charity, and we are so grateful.

Scott Broughton - Hispec

In September, Scott Broughton held a 5-a-side football tournament in aid of EIC! Thank you so much for your fundraising efforts, it means so much to us and will help lots of people in the industry who are in need. Scott raised a whopping £300! Thank you!

HEA

The yearly HEA Conference and Exhibition took place on 27th October 2022 and we were lucky enough to be invited to the evening celebrations. As well as celebrating people in the industry with an awards ceremony, they also raised the brilliant amount of £3,346.56 for the Electrical Industries Charity.
Thank you!

Quarter 4

Gower Consulting

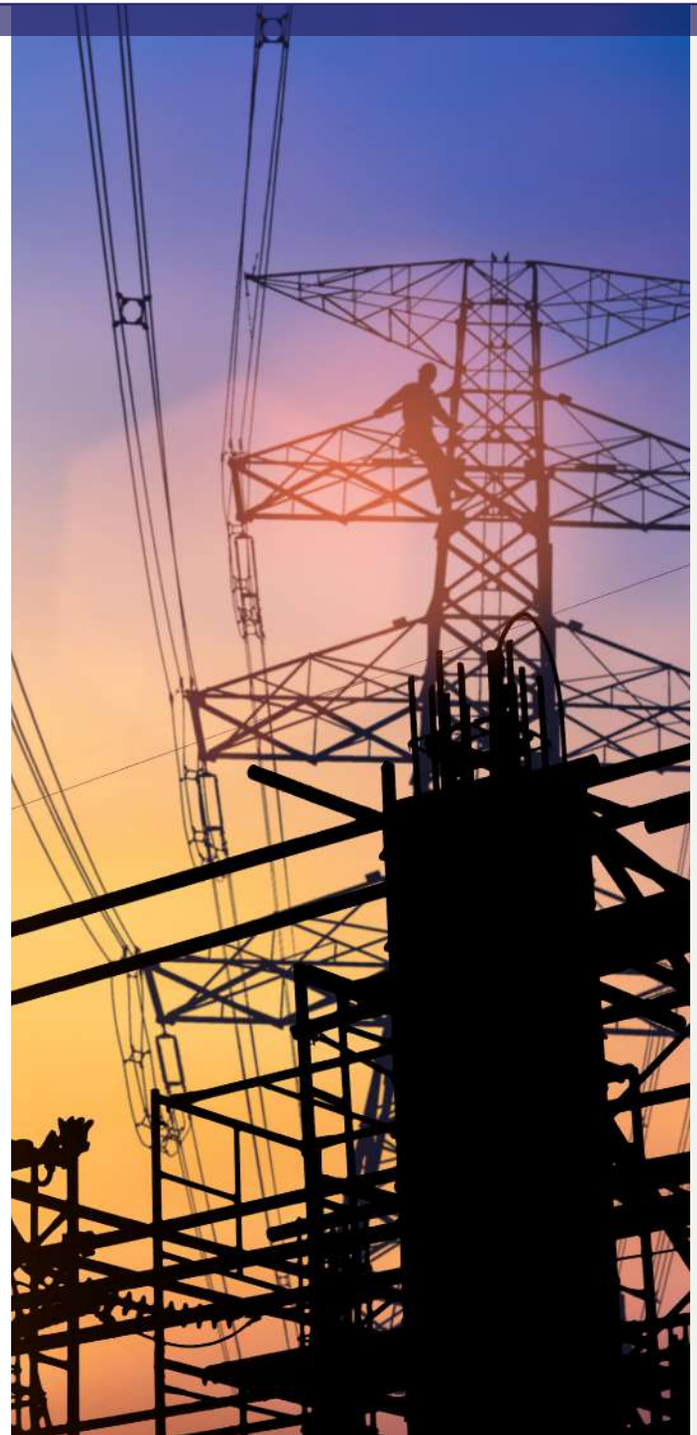
Neville Leary and colleagues enjoyed a great time at the rugby and raised £352.20 for their industry charity, thank you!

Rexel

Rexel enjoyed a great day at their Cheltenham races and placed their bets on some winning horses. They decided to donate their winnings of £230 to the EIC and we are really grateful.

Thank you to EDA

2023 saw Twelve Electric celebrating their 87th Year. They are made up of four contractors, four wholesalers and four manufacturers. They have always supported the EIC and this year outdid themselves, with a huge donation of £15,000!



14. Our Social Media Awareness and Campaigning

#CharityStandDownHour

It is believed that one can scroll through a week's worth of Facebook feed in one hour.

One hour of your salary could provide valuable support to our industry – make it count!

https://bit.ly/2RYfjLW #ElectricalCharity #CharityStandDownHour

With #charitystanddownhour you can make a difference to our industry by donating just one hour of your pay.

https://bit.ly/2RYfjLW #ElectricalCharity

#PowertomakeaDifference

Electrical Industry needs your help! Start your fundraising journey today and make a difference to fellow industry members' lives!

https://bit.ly/33lAu38
#PowertomakeaDifference #ElectricalCharity

At Uhuru Peak summit there is a wooden box with an achievement book that all climbers who have achieved the summit have signed; are you going to add your name to the list with EIC?

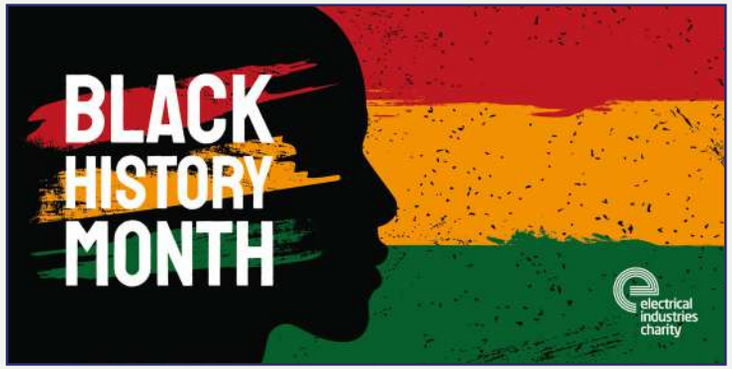
Sign up here: https://bit.ly/3wPQS5h #challengeforacause #powertomakeadifference

#BlackHistoryMonth

It's important to remember the forgotten people who have helped to shape the UK.

As we continue to celebrate #BlackHistoryMonth we look at the importance of celebrating all humans.

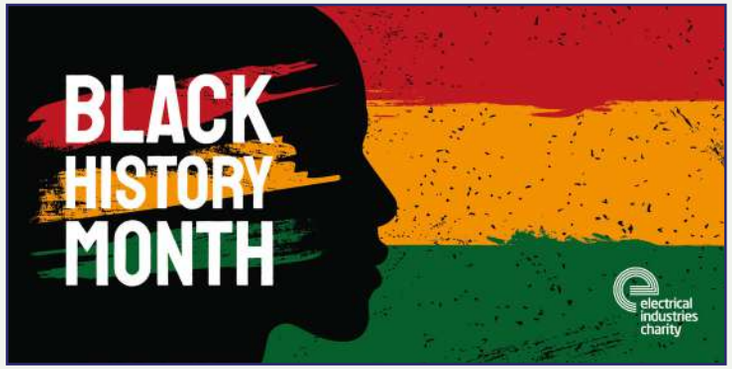
Find out more here: https://bit.ly/3wzPjek
#ElectricalCharity



Courage is contagious and this month we celebrate #BlackHistoryMonth.

Learn more: https://bit.ly/3wzPjek

#ElectricalCharity #BlackHistoryMonth2022



#PowerLottery

Well done to our lucky #PowerLottery winners from February. Could it be you next? You could be in with a chance of winning 40 cash prizes every month and supporting people in need!

Sign up to play: https://bit.ly/3EMriVx #ElectricalCharity #Fundraising

Help those within our sector who need it the most and help yourself win £1,000 with the #powerLottery. It's as simple as signing up! https://bit.ly/3jhocLj #ElectricalCharity

Are you in it to win it? Play the powerLottery and see how £1 can win you much more. https://bit.ly/3jhocLj #ElectricalCharity #powerLottery

Have you signed up yet? Our Jurassic Coast #ChallengeForACause Trek has a brand-new date of 12th - 14th May 2023! Stretching 95 miles between Old Harry Rocks in Dorset, to Orcombe Point in East Devon, the Jurassic Coast is England's first Natural World Heritage Site. Don't miss your chance to take part and raise vital money for our industry! #ElectricalCharity #Fundraising #Trek

Sign up: https://bit.ly/3F7Im8n

Travel through a piece of history and raise funds for your industry charity. Sign up today and experience a trip like no other: https://bit.ly/3zNQOVs #challengeforacause #ElectricalCharity

They did it!!! An incredible team of 11 who decided to do something amazing for Electrical Industries Charity. 36km of the Jurassic Coast walk....we had injuries, very steep hills but most of all lots of laughing and working as a team. Thank you to each and everyone of you!!! Your fundraising will make a massive difference to your colleagues in the industry. Thanks to Eland Cables for being our headline sponsor!
#challengeforacause #teamworkmakesthedreamwork #charityfundraiser

#CostofLiving

Worried about how far your money will go this winter? Here are some key pointers on how to ensure that you are keeping warm and fed as we enter the colder months. Please remember that help is always available. Find out more: https://bit.ly/3VD91jh

#CostofLiving #ElectricalCharity #EnergyCrisis

Are you worried about the #cost-of-living crisis? With inflation at an all-time high and little talk of a resolution any time soon, we're looking at trends that are affecting our industry and how you can look after your mental health. Read more: https://bit.ly/3h6UGMT

#CostofLiving #ElectricalCharity #EnergyCrisis

Worried about how far your money will go this winter? Here are some key pointers on how to ensure that you are keeping warm and fed as we enter the colder months. Please remember that help is always available. Find out more: https://bit.ly/3VD91jh
#CostofLiving #ElectricalCharity #EnergyCrisis

#Fundraising
We've got a burning question for you... have you signed up for the #FireWalk yet?!
It's not too late! There are still a few spots left to join us for a 90-minute motivational mind-over-matter talk before testing yourself and walking five meters over flaming embers!
Sign up: https://bit.ly/3Yi1vew Rexel UK Ltd #ElectricalCharity #Fundraising

Last month, Brook and Mayo Limited hosted a dinner at DoubleTree by Hilton Lincoln in aid of supporting EIC. They raised an incredible amount of over £5,500 with more than 200 people in attendance!! Wow, thank you so much for your support, and a special thank you to Darren Misiak who organised the event.
Brook and Mayo Limited are always great supporters of the Charity and your kind contributions will make such a difference to those in the industry who are in need. Thank you!
#ElectricalCharity #Fundraising

Feeling festive? Spread the Christmas cheer and help the people in our industry in need. Why not host a fundraising event or sell some festive goodies to help raise some vital funds. Get involved: https://bit.ly/3BfkXQ2 #Fundraising #ElectricalCharity

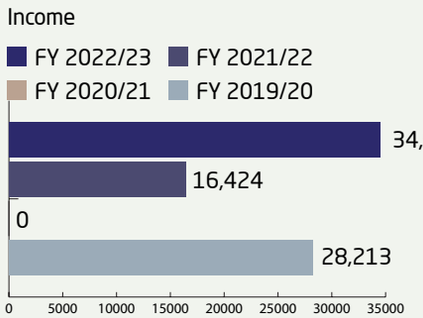
#HealthCalendar
It's here! Our brand-new Health Calendar and Wellbeing Talks for 2023, with a great new look! Every month, we explore the topics that are prevalent in our industry. Alongside this, we'll be hosting virtual, monthly Wellbeing Talks with inspiring and educational speakers. This month, we're looking at diversity and inclusion in our industry with @GinaBuckney - Reserve your slot here: https://bit.ly/3PboLYo #ElectricalCharity #WellbeingTalks #HealthCalendar #Inclusion #Diversity

This month, we're focusing on 'Looking after our apprentices'. If we nurture our young people now, it will protect them in the future. Suicide rates are at the highest in young people and if you work in our industry you're 2.7x more likely to attempt suicide than any other. Find out more: https://bit.ly/3Ri5k0P #ElectricalCharity #Apprentices #MentalHealth #SuicidePrevention #HealthCalendar

15. Regional Committee Fundraising Events

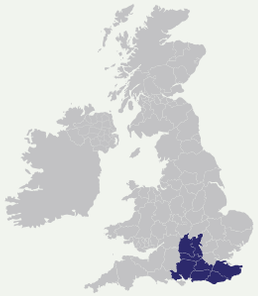
Eastern Regional Committee

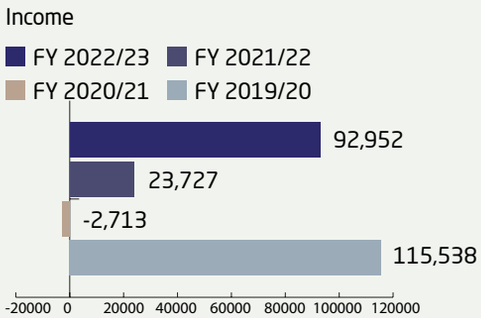
Andie Morris (Chair) – Glen Dimplex
Martin Cordrey – ECA
Dave Cowan – Schneider Electric
Nigel Ford – Trilux
Ken Bird – CPS Building Services Ltd
Nicola Pearce – Stearn
Ben Wakeman – DPL Group
Sean Stuteley – Lark Technology
Darren Broadrib – Rexel
David Grimes – Edmundson Electrical
Trever Sawyer – Aico



Southern Regional Committee

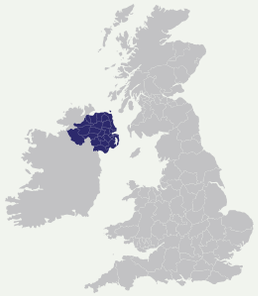
Mark Mitchell (Chair) – R&B Star
Jo Stimson
Ian Lawson – Hispec Electrical Products Ltd
Kevin Rolfe – Legrand Electric
Adrian Coveney – Luceco
Neil Chapman – Timeguard
Paul Russell – Schneider Electric
Chris Tolfrey – LE Installations
Terri George – Ansell Lighting
Daren Pool – Triple Star Fire and Security
Paul Barrett – Aico

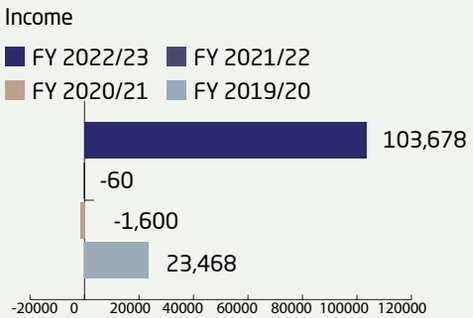




Northern Ireland Regional Committee

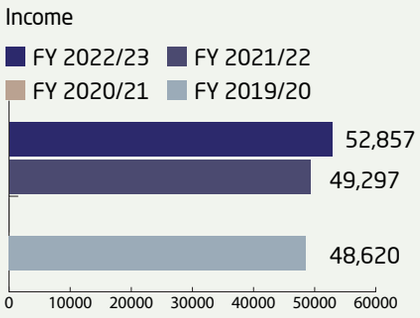
Karen McAvoy (Chair) – Ireland's Electrical Magazine
Jake Keyworth (Vice Chair) – Edmundson Electrical Greentech
Alfie Watterson – Electrical Contractors Association
Mervyn Knox – Hager Northern Ireland
Duncan Orr – Aico
Gareth Howes – Atkore
Tommy Barrett – City Electrical Factors





Yorkshire Regional Committee

Andy Roach (Chair) – Omexom
Eric Dyer – EWS Limited
Diane Bywell – Timeguard
Ian Dennon – Scolmore Group
Graham Coxon – Edmundson Electrical
Paul Hodgson – Edmundson Electrical
Mark Ginn – Hager
James Coss – City Electrical Factors
Angus Long – Skanwear
Victoria Steventon – Paterson – Skanwear
Neil Baldwin – CP Electronics
Matt Houston – Electric Center
Tony Teal – Aico



Tyne & Wear Regional Committee

Fred Dickinson (Chair) – CP Electronics
Fred Hood (Secretary) – McNally and Thompson
Stuart Dickinson
Noel Plant – Company Listed as McVivkers Electrical Contractors
Karl Snowdon – Park Electrical Distributors Ltd
Colin Bramley – City Electrical Factors

Edinburgh Regional Committee

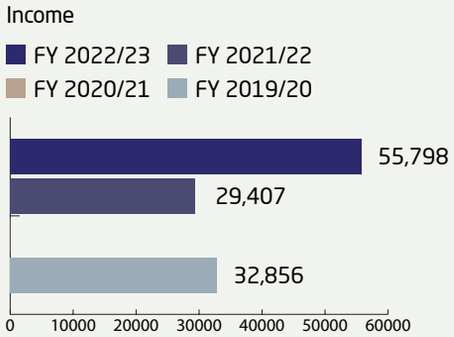
Derick Ramsay (Chair) – Zumtobel Group
Neil MacEachern – Schneider Electric
Alistair Maltman – Tofco CPP Ltd
Shaun Harrison – Scolmore
Kenneth Wilson – Rexel
Dave Richmond – Aico
Alan McLean – Rexel

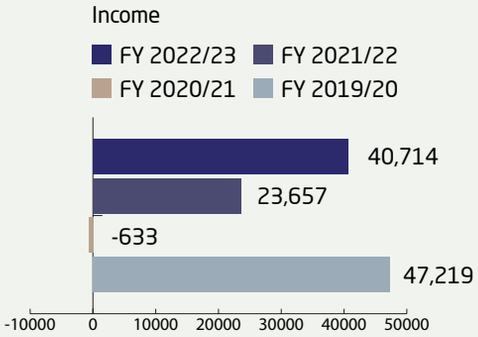
Glasgow Regional Committee

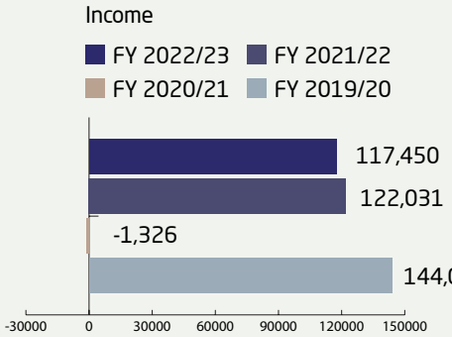
Isabel Smith (Chair) – Edmundson Electrical
Ken McQuaker (Secretary) – Rexel
Barry McInally – Schneider Electric
David MacDonald – MACD Electrical
Gregor Morrison – Aico
Sonja Mackinnon – Legrand

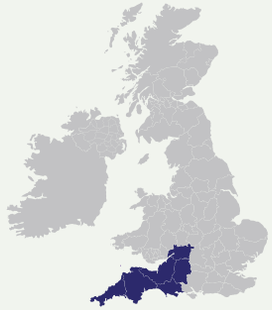
South West Regional Committee

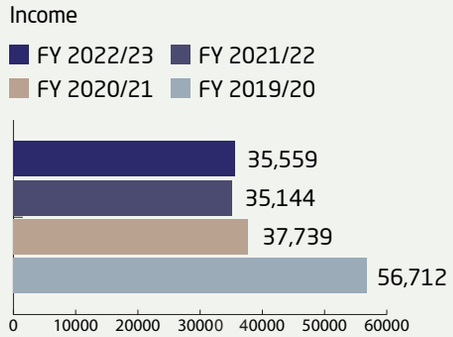
Steve Vaslet (Chair) – EDF Energy
Dave Chalk (Secretary)
Dave Miller (Treasurer)
Roy Christie (Vice Chair)
Steve Jerram – Schneider Electric
Tony Mills (Golf Chair)
Paul Meddings
Tony Vearncombe
Nicola Surman – Hager
Nick Francis – CEF
Rob Gillespie – EDF Energy
Chris Poole – Trinity Pro
Steve Bulley – Aico





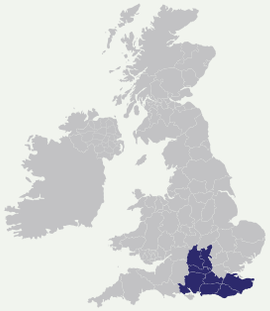


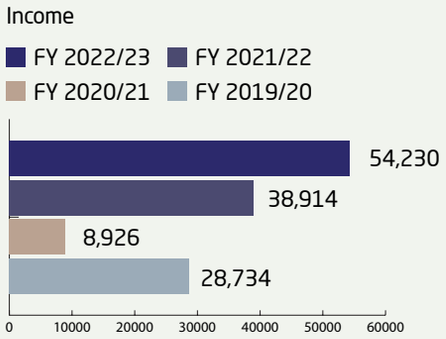




Western Regional Committee

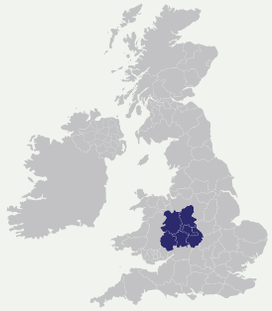
Gary Hutchins (Chair) - City Electrical Factors
Steve Mace (Vice Chair) - HP Hewlett-Packard
Mick Brown - 3Line Electrical Wholesale
Joanna Mee - 3Phase Recruitment
Neil Crook - CPN Cudis Ltd
Oliver Barlow - Aico

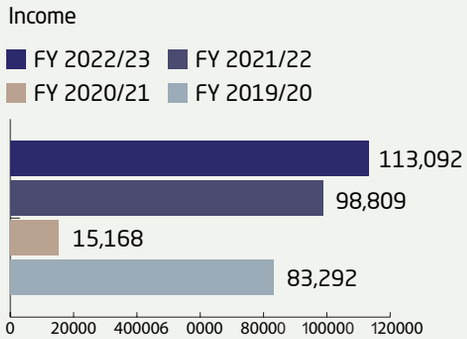




Midlands Regional Committee

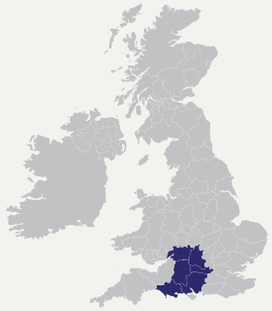
Stewart Gregory (Chair)
Belinda Colwell - Lumineux
Paul McHale - Ansell Lighting
Robin Weaving - Edmundson Electrical
Lee Austin - Legrand
Tracey Hazlewood - Hager
Adrian Parry - Scolmore
Jon Chamberlain - Marshall Tufflex
George Wilford-Brickwood - Schneider Electric
Justin Ames - Shropshire Electrical Supplies
Jaimala Parma - WAGO
Craig Swift - Aico

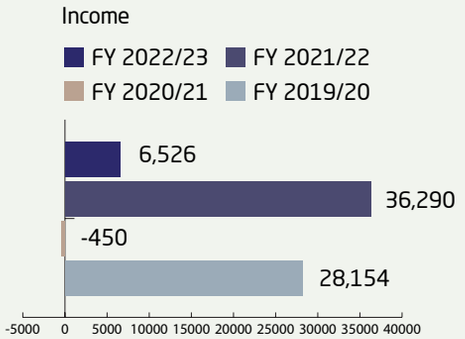




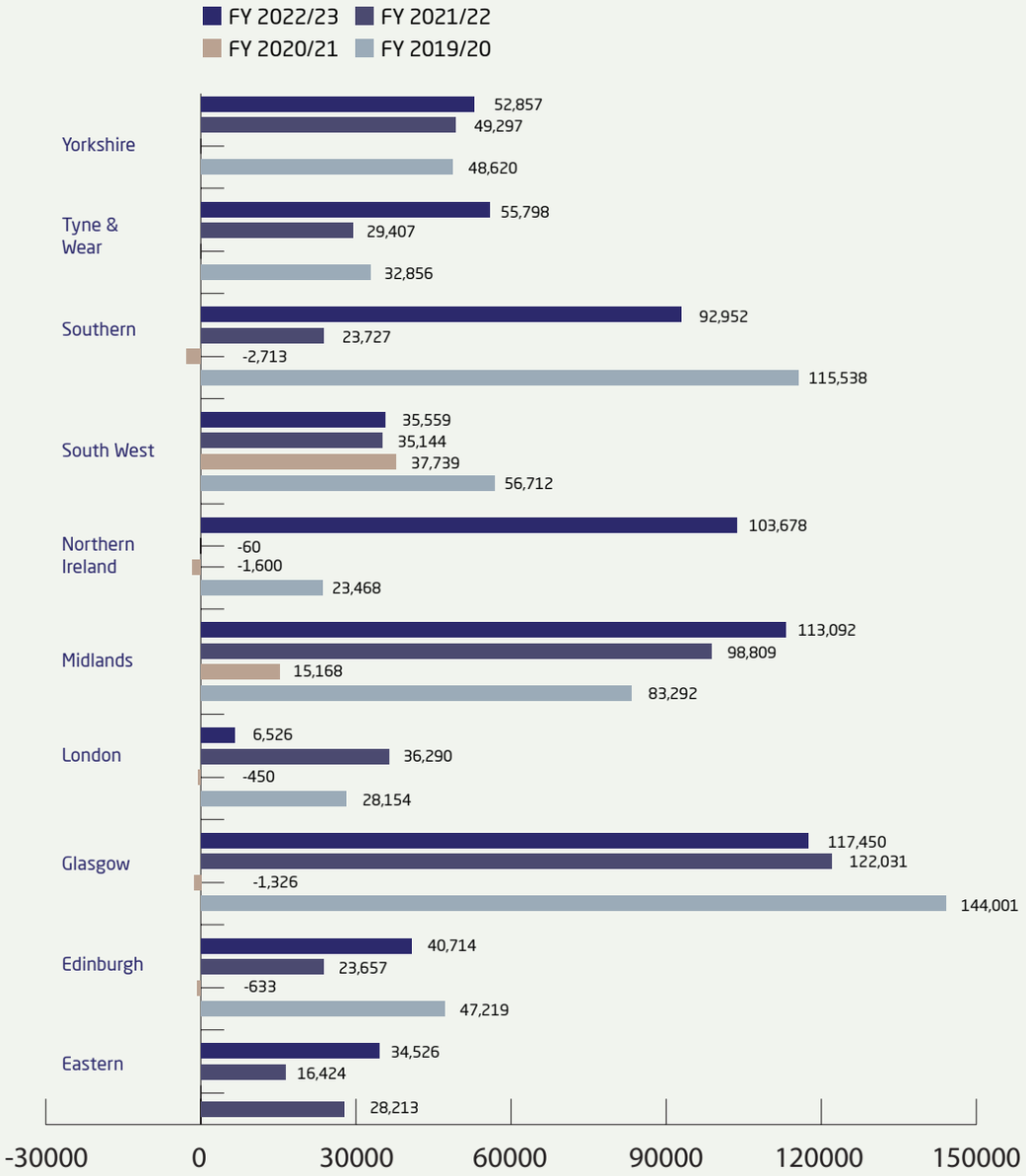
London Regional Committee

Lee Barry (Chair) - Rexel
David Fielder - Edmundson Electrical
Robin Tilling - City Electrical Factors
Rachel McMurray - Zumtobel Group
Mark Wood - Aico
Matt Callander - KSR Lighting
Tom Johnson - Rexel





Regional Income



16. Our PR & Media Partners

The Electrical Industries Charity is fortunate to have close ties with many industry organisations' PR and media departments, who generously provide opportunities to raise awareness of the Charity, Charity campaigns and fundraising initiatives. Our PR and media partners for 2022/23 included:

Building Services

BSEE
Building Engineer
CIBSE Journal
Energy in Buildings & Industry (EiBI)
Modern Building Services
The Energyst
Smart Buildings
Building Services News, Ireland

Electrical

Large contractors

Cable Talk (Scotland SELECT)
ECA Today
Electrical (Ireland)
Electrical Contracting News
Electrical Engineering
Electrical Review
Electrical Trade Magazine
Voltimum
ERT Magazine
JIB Newsletter
Engineering Update

Small contractors

Electrical Times
Professional Electrician
NICEIC – Connections Magazine
KMP – Ireland's Electrical Magazine

Apprentices

Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical News
Innovative Electrical Retailing
reNEWS
Voltimum
ECA Today
Process Engineering
Trimble
NAPIT Magazine
NIC EIC

Lighting

LEDs Magazine
RIBA Journal
Lighting
Lighting Industry Association
Architecture Today
Lux Magazine
ARC (Lighting in Architecture)
A1 Lighting
The Architectural Review
Architects Journal
Icon
Dezeen
Architect's Choice
RWE

17. Legal and Administrative Information

The Electrical Industries Charity Limited is a company limited by guarantee, registered in England and Wales (No. 2726030), and a registered charity with the Charity Commission for England and Wales (No. 1012131) and the Office of the Scottish Regulator (No. SC038811).

Patron

The patronage of the Electrical Industries Charity is currently under review by Buckingham Palace due to the change in the Monarch.

Council

The governance of the Electrical Industries Charity is overseen by a Council, which convenes a minimum of four times annually. The President serves as the Chair of the Council, consisting of a maximum of 12 Members, including the President.

Members of Council

The Council is composed of the following Members, who serve as Trustees and Directors, and who held their positions during the specified period:

President and Chairman of the Council

Mr J Saunders

Vice President

Mr N Hooper
(RESIGNED NOVEMBER 2023)

Members of the Council

Ms A Chappell
(APPOINTED JUNE 2023)
Mr A Reakes
(APPOINTED JUNE 2023)
Mr D Gardiner
Mr D Fielder
(APPOINTED JUNE 2023)
Mr D MacDonald
(APPOINTED JUNE 2023)
Mr D Pownall
(APPOINTED JUNE 2023)
Mr G Fielder
(APPOINTED AUGUST 2023)
Ms J Stimson
(Independent Trading Company Director)
(RESIGNED NOVEMBER 2023)
Mr M Leek
(APPOINTED JUNE 2023)
Mr P Elliott
(RESIGNED JUNE 2023)
Mr S Gregory
Ms S McFall
(APPOINTED JUNE 2023)
Mr S Mackenzie
(RESIGNED JUNE 2023)
Mr T Foreman
(RESIGNED JUNE 2023)

CEO

Tessa Ogle
(RESIGNED AUGUST 2023)

Managing Director

Jess Vailima
(APPOINTED FEBRUARY 2023)

Company Secretary

Tessa Ogle
(RESIGNED JUNE 2023)
Jess Vailima
(APPOINTED JUNE 2023)

Registered office

Rotherwick House,
3 Thomas More St,
London,
E1W 1YZ

Bankers

National Westminster Bank plc

Commercial Banking Centre
2nd Floor,
County Gate 2,
Stacey's Street,
Maidstone,
Kent
ME14 1ST

Our local branch is:
Tooting Branch
30 Tooting High Street
London
SW17 0RG

Finance

133 Deepcut Bridge Road,
Camberley, Surrey, GU16
6SD

Investment Managers

UBS AG
5 Broadgate
London
EC2M 2QS

Statutory Auditors

Haines Watts
Old Station House, Station
Approach,
Newport Street,
Swindon,
Wiltshire
SN1 3DU

Solicitors

Burness Paull LLP
50 Lothian Road
Festival Square
Edinburgh
EH3 9WJ

18. Structure, Governance and Management

18.1 The Role of Council

Council leads and controls the Electrical Industries Charity via the Managing Director to deliver the organisation's aims and objectives and to set strategic direction and policy so as to uphold its mission, vision and values.

18.1.1 Council Responsibilities

In directing the affairs of the Electrical Industries Charity, ensuring it is solvent, well run and delivering the outcomes for which it was founded, Council's strategic and leadership responsibilities (which cannot be delegated) are to:

- Ensure compliance with the objects, purposes and values of the Electrical Industries Charity and with its governing instrument (Memorandum and Articles of Association)
- Approve policies, plans and budgets to achieve those objectives and to monitor performance against them
- Ensure the solvency, financial strength and good performance of the organisation
- Ensure the Electrical Industries Charity complies with all relevant laws, regulations and requirements of its regulators (taking appropriate advice)
- Set and maintain a framework of delegation and internal control
- Agree or ratify all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise
- Approve financial statements for each financial year, which give a true and fair view of the position.

18.1.2 Council Members and their Statutory Responsibilities

The Council Members are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Operations Accepted Accounting Practice). Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity's SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards 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 charitable company will continue in business.

- The Council Members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.
- In so far as Council Members are aware:
- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Council Members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

18.1.3 Appointment to Council

All appointments to Council are subject to approval by Council. Names are put forward either to fill a vacancy on Council which arises during the year; as part of The Electrical Industries Charity's retirement processes (as set out in the Articles of Association); or to fill a skills gap in Council. Council considers those individuals whose skills and experience meet the needs of the organisation in the following (broad) areas:

- Governance
- Welfare
- Fundraising, marketing, business, and relationship development
- Finance, asset management, investments
- IT systems
- Stakeholders and branches
- Staff HR, health, and safety

A President may be appointed by Council for a period of three years or more. The President's role is to chair Council meetings, to provide leadership and focus on the Electrical Industries Charity's activities and to be the principal point of contact between Council and the Managing Director.

The President may be assisted by Vice President(s) in furtherance of the President's role externally, but not necessarily on Council.

18.1.4 Council Members' Training

Induction – a full pack of information relating to roles and responsibilities, strategic issues and reports on activities is given to new Council Members, together with one-to-one training and advice (usually by the Managing Director) as required.

Training can also be provided by:

- Formal sessions at Council as required
- Attending training sessions provided by third parties
- Informal advice and circulation of papers and reports.

18.2 Subgroups of Council

President's Group – To discuss and review proposals presented by the Managing Director and review and make recommendations to Council on specific issues.

The President's Group comprises the President, Vice Presidents, Immediate Past President, up to two Council Members and the Managing Director when required.

Welfare Audit Group – This subgroup provides independent assessment of the quality and effectiveness of the Electrical Industries Charity's welfare care programmes. The Welfare Audit Group met four times in 2022/23. Welfare Audit Group members during 2022/23: J. Ong (Chair), J. Leggot, B. Venables, R. Jones, M. Dore, S. Mooney, M. Bullon, and K. Rolfe.

Working Groups were set up during the year to provide specialist advice and support to the Managing Director and reports to the Council.

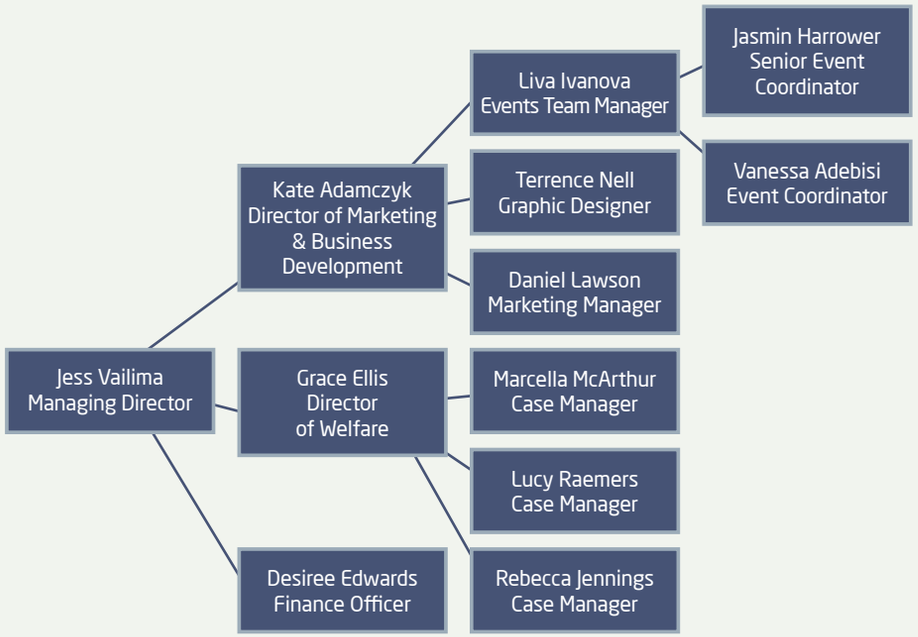
Finance, Business Planning, Investment, and IT – The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities including financial risk management. Its role includes Budgeting and Financial Performance, Internal Financial Control and Financial Risk Management, Financial Reporting and External Audit, Reserves and Investments, and IT Strategy. Members during 2022-2023 – Mr T. Appleton, Mr D. Gardiner and Mr T. Lambeth.

Fundraising Committee – The purpose of the Fundraising Committee is to derive strategies for maximising Charity presences within the industry, as well as develop, grow and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 2022/2023. Members during 2022-2023 – E. Embleton, S. Gregory, N. Hooper, A. Moseley and J. Saunders.

18.3 Management and Staff

The Managing Director is the senior member of staff who reports to and is accountable to Council. The Managing Director is responsible for all operational aspects of the Charity's activities and also has a leading role in devising the strategy and taking recommendations to Council for review and approval.

There are departmental functions for charitable (welfare) services, fundraising and marketing, employing ten staff. Financial processing and IT support are outsourced under contract with ExcluServ and TechQuarters. The Electrical Industries Charity has a Finance and Office Administrator who acts as the liaison with ExcluServ and supports the Managing Director and manages other aspects of office administration.



18.4 Accommodation and Facilities

The head office is based in London in Rotherwick House, 3 Thomas More St, London, E1W 1YZ. The building is with other industry trade associations.

18.5 Volunteers

The benefit from a volunteer base with dedicated input into the Electrical Industries Charity's activities is incalculable. All Council Members and subgroup Members are volunteers and devote considerable time and effort. The Regional Committees covering England, Scotland and Northern Ireland boast over 100 volunteer members who actively raise funds and awareness for the Charity.

19. Fundraising

19.1 Fundraising Approach

We rely on several different fundraising approaches in order to raise funds cost-effectively from a range of sources, raising awareness of our work and allowing supporters to contribute in ways that are most appropriate for them. This includes fundraising face-to-face at industry events, emails, online and press advertising, legacies and corporate partners. Most individual fundraising is done through online platforms such as Enthuse and Just Giving.

19.2 Fundraising Standards

We are members of the Institute of Fundraising (IOF) and the Fundraising Regulator, and as such abide by the Code of Fundraising Practice as well as the rulebooks for event fundraising. We abide by the Fundraising Regulator's Fundraising Promise and strive to ensure our fundraising is open, honest, legal and respectful. We have moved to an 'opt-out' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity or trading company-run events.

19.3 Fundraising on Our Behalf

As an industry charity we engage with our members to carry out fundraising on our behalf. This is done on a volunteer basis. They engage our industry in our industry event by discussing ways in which they can support us, appropriately and proportionately. Every year, we work with ten regional committees across the Country to fulfil this objective. At any event run by the trading subsidiary or the Charity, our in-house fundraising team will be present, and both the staff and regional committee members will speak to potential supporters in this way. As a result of these conversations, many are inspired to start individual challenge fundraising, generating significant income that we direct to supporting people in crisis in our industry. We require any regional committee working on our behalf to adhere to our fundraising standards. All regional committees are issued regional income and expenditure reports every quarter to ensure transparency with our members. We don't engage any professional fundraising organisations and don't intend to in the future. We work with a number of strategic corporate partners who support our work through financial and non-financial donations, as well as employee and customer fundraising.

We also receive one-off support from companies, particularly as part of challenge-for-a-cause appeals. Our corporate partnerships are subject to our ethical policy.

19.4 Monitoring of Fundraising Activities and Protecting People in Vulnerable Circumstances

We have policies in place, endorsed by our Board of Trustees, which govern our fundraising activities, whether they are carried out internally or through our regional committees. We have regional reports in place to monitor our in-house teams and regional committee fundraisers, as well as the conversations they have on our behalf with both supporters and members of the industry. This includes thorough monitoring, regular interfacing with our fundraising staff and a policy for complaints and remedial actions. Our aim is to ensure that potential supporters feel informed, genuinely thanked, and inspired by their conversation, regardless of its outcome.

We are committed to ensuring that we always treat the industry sensitively and respectfully, taking special care to protect people who may find themselves in vulnerable circumstances. Our fundraisers trained in-house are aware of the signs of potential vulnerability in anyone they speak to on our behalf, as well as the steps we expect them to take on the rare occasions when they do have concerns. This approach has been developed in consultation with our specialist welfare staff, and is in line with the requirements of the Charities (Protection and Social Investment) Act 2016, the Mental Capacity Act 2005, as well as with the Institute of Fundraising's Treating Donors Fairly Guidance.

19.5 Complaints

A formal complaint has been lodged regarding our fundraising initiatives in the area of commercialisation partnerships. The complainant expressed concerns about the perceived level of commercialisation within the Charity, urging us to consider toning down sponsorship activities and commercial agreements related to products. This feedback highlights the need for a careful evaluation of our fundraising strategies and their alignment with our charitable mission. We must address these concerns while striking a balance between generating necessary funds and maintaining the integrity of our Charity's purpose.

Subsequently, the Charity has taken steps to address these concerns. A new approach has been implemented that involves a cautious evaluation process for entering into agreements with the industry. Additionally, the Charity has adopted a stricter stance on sponsorship, applying this approach uniformly across all national and regional events. These changes reflect the Charity's commitment to ensuring that its activities align with its core values and mission, while also fostering transparency and ethical fundraising practices.

20. Future Plans

The Charity's future strategy involves implementing new initiatives to bring in diversified income streams, enhance regional committees, promote diversity and inclusion in all events, streamline events across regions, and monetise the Learning Management System (LMS) platform. The existing strategy, known as Challenge 2025, aims to establish the Charity as a leading provider of preventive and impactful solutions that genuinely cater to the wellbeing needs of the electrical and energy sectors. Challenge 2025 serves as our roadmap for the years ahead, aligning with our century-old ethos and commitment to serving the industry.

Our upcoming plans are designed to be clear and purposeful, with a primary focus on becoming a leading provider that effectively addresses the wellbeing needs of the electrical and energy industries through preventive and high-impact solutions.

Our Future Plans:

1. Future-Oriented Thinking: We understand that tackling complex challenges becomes more effective when breaking them down into distinct components. The EIC has a unique talent in this regard. We will enhance this capacity by adopting an advanced approach to practical caregiving, leveraging our strengths to their fullest potential.

2. Innovative Funding Model: Our new strategy involves commercialising training through the LMS platform, offering 5-year contracts to provide sustainable revenue.

3. Leveraging Technology for Fundraising: Harnessing technology's power, we will strengthen fundraising efforts by utilising platforms for activities such as raffles, auctions, and individual fundraising initiatives. The pandemic's increased tech adoption will be a catalyst for these endeavours.

4. Venturing into New Arenas: Advocacy and Altruism: Our expansion covers two areas: advocacy and altruism. While advocacy will address critical issues, we will prioritise internal efforts towards altruism through the EIC Wellbeing Programs. These programs will address practical aspects of industry health concerns.

5. Transforming through Educational Partnerships: Collaborative partnerships form the heart of our future plans. Within the EIC, our internal partners, including electrical firms, fundraising groups, and committees, will create a robust network. Their role as conduits to the industry will become increasingly pivotal. Externally, partnerships will continue growing, delivering comprehensive coverage across diverse issues and communities.

6. Amplifying Growth and Impact: Our profile's expansion will find momentum through our programmes. Our growth trajectory will be rooted in our leadership position, delivering an unparalleled "greater than" return to the industry.

In summary, the forthcoming strategy for the Charity entails a range of initiatives, from diversifying income sources to promoting inclusivity and utilising technology. The existing Challenge 2025 strategy positions the Charity as a leader in providing impactful solutions while staying true to its century-old commitment to the industry's wellbeing. Through innovative approaches and partnerships, the Charity aims to make a lasting impact on the electrical and energy sectors.

21. Trustees' Financial Review

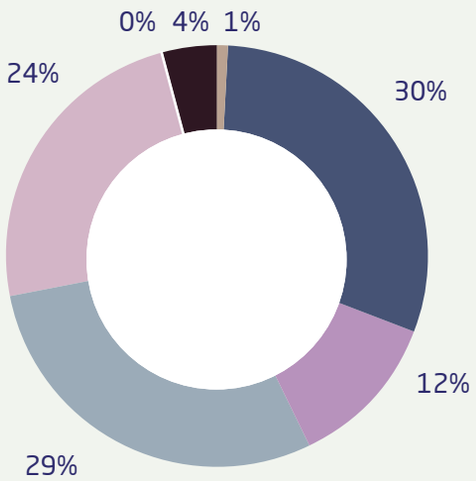
21.1 Financial Position

The financial statements incorporate the results of the trading subsidiary Electrical Industries Trading Company Limited, the subsidiary-administered powerBall and all regional industry events.

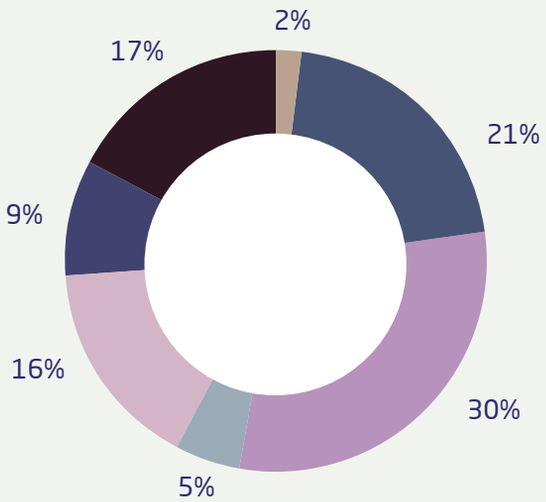
Total income increased from £2.093m in 2021/22 to £2.732m in 2022/23. This is largely attributed to the corporate donations and individual fundraising efforts, the Challenge for a Cause events pushing up both individual and corporate donations.

The cost increases were a direct result of increasing the amount of financial grants and more investment in services supporting those in the industry with mental health problems. The resources expended have been allocated to cost headings in accordance with the SORP.

The basis of allocation is disclosed in accounting policies note (e) on pages 105 to 113. Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year.



Where money came from		Income
Donations & legacies	30%	£824,010
Lottery proceeds	12%	£322,330
Regional committees events	29%	£785,358
powerBall	24%	£666,341
Fundraising at HO	0%	0
Realised investment income	4%	£108,158
Other fundraising	1%	£26,137
Total		£2,732,334



How we spent the money		Expenditure
Direct financial assistance	21%	£581,771
Support, helpline, advice & info	30%	£809,640
Lottery prizes & administration	5%	£137,561
Regional committees events	16%	£444,532
powerBall	9%	£255,792
Other fundraising	17%	£463,094
Governance and management	2%	£60,362
Total		£2,752,753

21.2 Net Assets:

The impact of rising living costs, inflation, and fluctuations in interest rates have contributed to changes in our financial landscape. As of March 31st, 2023, our net assets stand at £4.547 million. This represents a decrease compared to the previous year, largely attributed to the uncertainties in UK markets. In response to these challenges, we have strategically adjusted our asset allocations within the portfolio, with a focus on capitalising on opportunities in the US market. This deliberate repositioning reflects our commitment to navigating the evolving financial landscape and ensuring the best possible outcomes for our organisation.

22. Investment Strategy

22.1 Guiding Principles Shaping Our Investment Approach

Forward-Looking Mindset:

The Electrical Industries Charity, overseen by dedicated Trustees, aims to provide assistance to individuals within the electrical industries during times of need. Our financial goal is to nurture genuine value growth in our investment portfolio while generating a consistent and sustainable return. This approach enables us to address income gaps and uphold our commitment to maintain grant giving at 25% of total income or higher.

Inflation Measures and Investment Portfolio:

The Retail Price Index serves as the relevant benchmark for our expenditure. With an investment portfolio of around £4 million managed by UBS, our target is to allocate grants ranging between £400k and £500k per annum. The extent of grants may vary based on financial grant applications and investment performance. Over the past three years, operating expenditure has displayed a relatively steady trend.

Decision-Making Process and Collaboration:

The Trustees have delegated investment decision-making authority to the Finance Working Group (Committee) and engaged an Independent Investment Advisor for quarterly and biannual reviews alongside our investment manager. This collaborative approach ensures informed and strategic decisions aligned with our objectives.

22.1.1 Investment Objectives:

Optimal Financial Returns:

Our primary objective is to achieve the highest feasible financial return while maintaining an acceptable risk level.

Sustained Long-Term Growth:

The goal is to attain a return of 3% per annum over the long term after accounting for expenses. This approach is intended to at least preserve the real value of assets while funding annual expenses and grants.

Total Return Approach:

We adopt a total return approach, generating investment returns from both income and capital gains or losses. In instances where the total return falls short of the anticipated income shortfall, the Charity will withdraw cash from the investment to bridge the gap. Our main focus is on sustaining the real value of the Charity over the long term.

22.2 Risk Management:

Effective Risk Allocation:

Our risk management strategy aims to allocate risk where it can be effectively managed. The appointment of an Independent Financial Advisor and our partnership with UBS are integral to our risk mitigation approach. UBS is tasked with delivering net returns of 5% per annum.

Tolerance for Volatility:

While the Charity is willing to tolerate capital value volatility, the priority is to ensure that we meet our commitments through sustainable income or liquid capital assets.

22.2.1 Non-Utilisation of Leverage:

Absence of Leverage:

The Charity has opted not to incorporate leverage within our investment strategy. We remain committed to maintaining a prudent approach to risk management without employing leverage as part of our investment activities.

22.2.2 Diversified Investment Portfolio:

Wide Range of Investments:

Our invested assets are strategically diversified across various asset classes, managers, and securities. This ensures a well-rounded investment approach that aligns with the Charity's long-term sustainability.

Collaborative Portfolio Review:

UBS, our Investment Manager, collaborates with the Finance Working Group to establish an appropriate asset allocation strategy that aligns with our overall investment objective. The Finance Working Group provides guidance to UBS regarding cash-flow needs annually.

22.2.3 Currency and Liquidity Management:

Base Currency and Non-Sterling Investments:

Our base currency for the investment portfolio is sterling. Depending on market conditions, non-sterling investments may be considered, with hedging permitted to manage currency risk.

22.3 Liquidity and Grant Funding:

Adequate Liquidity:

To meet our grant distribution goals, we strive to maintain a minimum of 25% of assets in investments that can be realised within three months.

Preservation of Capital Value:

Considering potential capital value volatility, the Charity aims to retain one year's worth of budgeted grant making in liquid investments. Additionally, a minimum of 4% of the total investment portfolio will be kept in cash or near cash investments at all times.

22.4 Long-Term Focus:

Uninterrupted Existence and Long-Term Horizon:

The Charity is structured for perpetual existence, and our investments are managed to uphold our investment objective and ensure long-term sustainability. Our investment strategy adopts a decade-long horizon, with a focus on the next 10 years to achieve certainty and continuity.

22.5 Staff & Trustees:

The number of employees during the year whose gross pay and benefits fell within the following bands was:

Banding	Group 2022/2023 No.	Group 2021/2022 No.	Group 2020/2021
£10,000 - £20,000	1	0	0
£20,001 - £30,000	5	3	3
£30,001 - £40,000	5	7	7
£40,001 - £50,000	1	1	1
£50,001 - £60,000	0	0	0
£60,001 - £70,000	0	0	0
£70,001 - £80,000	0	0	0
£80,001 - £90,000	0	0	0
£90,001 - £100,000	0	0	0
£100,001 - £110,000	0	0	0
£110,001 - £120,000	0	0	0
£120,001 - £130,000	1	1	1

a) Remuneration

The salaries of all staff members undergo an annual review and are typically increased in alignment with average earnings. Given the unique nature of the Charity's operations, the Trustees reference pay levels in other benevolent associations and similar-sized charities, taking into account industry experience. The remuneration benchmark corresponds to the midpoint of the salary range for comparable roles, with potential adjustments of up to 25% for additional responsibilities. In cases where recent recruitment efforts have proven challenging, a market adjustment may also be applied, ensuring that the maximum pay does not exceed the highest benchmarked salary for a similar role.

For Ms. Ogle, the total compensation for her services to the Charity amounted to £159,456. Ms. Ogle's extensive experience and skills in managing large and complex operations are clearly reflected in her salary, which is on par with others holding similar positions within the sector. Our market analysis revealed that in the same year, the median pay for other Charity chief executives was £135,700, while industry managing directors received a median pay of £149,800. For Ms. Vailima, the total compensation for her services to the charity amounted to £10,883. This aligned with her staggered transition into the managing director role.

b) Trustees

Trustees claimed reimbursement of £221 for travel and accommodation expenses during the fiscal year 2022/2023 (in 2021/2022, £351 was disbursed to two Council Members for travel and accommodation costs). These expenses were related to travel and subsistence incurred while attending meetings and events in their official capacity. As allowed by the articles of association, the Trustees are covered by a qualifying third-party indemnity provision, as outlined by Section 234 of the Companies Act 2006. This provision was in effect throughout the previous financial year and continues to be in effect. The Charity procured and upheld Trustees' and Officers' liability insurance throughout the year, covering both the organisation and its Trustees.

23. Financial Health

Council is satisfied there are sufficient income streams and reserves to enable the organisation to provide for its current and planned welfare activities without jeopardising the organisation's financial health. The Council has invested time in revising the investment strategy for 2022/2023 and will seek independent financial advice to assist with managing UBS.

23.1.1 Principal Funding Sources:

The primary avenues of funding encompass:

- Proceeds generated from functions and events orchestrated by the trading organisation and its branches (volunteer groups) nationwide
- Voluntary contributions received from both companies and individuals, including collections at diverse events, legacies, and fundraising donations
- Structured contributions through mechanisms such as powerLottery, payroll giving, and other workplace schemes
- Revenue generated from investments
- Income derived from training initiatives

23.1.2 Reserves Policy:

The Council places emphasis on maintaining an appropriate level of unrestricted reserves, which is determined to be equivalent to 24 months' worth of overall expenditure. Presently, the reserves surpass this specified benchmark. However, a comprehensive strategy is being formulated to enhance the Charity's operational capacity by harnessing the existing reserves to facilitate expansion initiatives. This approach is envisioned to achieve a desirable balance between reserves and turnover ratio within the coming five years.

23.1.3 Designated funds:

Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally. The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated.

23.2 Auditors:

In accordance with the Companies Act 2006, it is proposed to appoint auditors at the February 2023 Council Board Meeting.

Independent Auditors' Report to the Members of The Electrical Industries Charity Limited

Opinion

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2023 which comprise the group Statement of Financial Activities, group and parent charitable company Balance Sheets, group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2023, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the trustees' report been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 54, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

- Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

- We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charity SORP, Charities Act 2011 and relevant tax legislation.

- We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;

- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

- assessing the risk of management override including identifying and testing journal entries;

- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

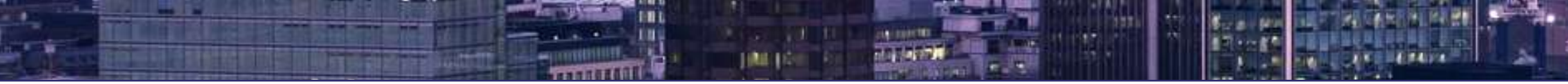
Use of Our Report

Use of Our Report
This report is made solely to the charitable company's members and trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's [members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Susan Plumb (Senior statutory auditor)

for and on behalf of
Haines Watts, Statutory Auditor
Old Station House
Station Approach
Newport Street
Swindon
SN1 3DU

Haines Watts is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.



THE ELECTRICAL INDUSTRIES CHARITY LIMITED GROUP STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

INCOME	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2023 Total Funds £'000	2022 Total Funds £'000
Income from:					
Donations and legacies	2	681	155	836	547
Trading activities at Branches		244	-	244	177
Trading activities at Head Office	3	449	-	449	418
Trading activities from subsidiary	5	1,069	-	1,069	818
Investments	4	108	-	108	95
Other income		26	-	26	38
Total income		2,577	155	2,732	2,093
EXPENDITURE					
Raising funds	6				
Raising funds at Branches		130	-	130	73
Raising funds at Head Office		427	-	427	301
Raising funds by subsidiary		911	-	911	624
Charitable activities	6				
Support, advice and helpline		601	-	601	530
Financial assistance (grants)		582	-	582	306
Other charitable costs	6	42	-	42	50
Other Costs					
Other governance	6	60	-	60	64
Total expenditure		2,753	-	2,753	1,948
Net (losses)/gains on investments		(206)	-	(206)	(9)
NET INCOME / EXPENDITURE		(382)	155	(227)	136
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		(382)	-	(227)	136
RECONCILIATION OF FUNDS					
Total funds brought forward		4,774	-	4,774	4,638
TOTAL FUNDS CARRIED FORWARD	17	4,392	155	4,547	4,774

There are no other realised gains and losses other than those shown in the above Statement of Financial Activities. All incoming resources and resources expended derive from continuing activities. The notes on pages 75 to 81 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET AS AT 31 MARCH 2023
COMPANY NUMBER: 2726030

	Notes	2023 £'000 Group	2023 £'000 Charity	2022 £'000 Group	2022 £'000 Charity
FIXED ASSETS					
Tangible assets	10	18	18	18	18
Investments	11	3,990	3,990	4,396	4,396
Programme related investments	12	90	90	90	90
		4,098	4,098	4,504	4,504
CURRENT ASSETS					
Debtors	13	380	315	601	225
Cash at bank and in hand		734	295	613	317
		1,114	610	1,214	542
CREDITORS: Amounts falling due within one year	14	(665)	(161)	(944)	(272)
NET CURRENT ASSETS		449	449	270	270
NET ASSETS		4,547	4,547	4,774	4,774
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	17	155	155	-	-
Unrestricted	17	4,392	4,392	4,774	4,774
TOTAL FUNDS		4,547	4,547	4,774	4,774

Approved and authorised for issue by the Members of Council on 20th November 2023 and signed on its behalf by:

President and Council Member

Finance Working Group and Council Member

The notes on pages 75 to 81 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

COMPANY NUMBER: 2726030

	Notes	2023 £'000	2022 £'000
Cash flow from operating activities	18	(70)	252
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(10)	(18)
Payments to acquire investments		200	(200)
Receipts from programme related investments		2	1
		(2)	
Net cash flow from investing activities		120	35
Cash flow from financing activities			
(Repayment) / receipt from overdraft facility		-	-
Interest paid		-	-
Interest received		1	-
Net cash flow from financing activities		1	-
Net increase in cash and cash equivalents		121	35
Cash and cash equivalents at start date 2022		613	578
Cash and cash equivalents at end date 2023		734	613
Cash and cash equivalents consists of:-			
Cash at bank and in hand		734	613
Overdraft		-	-
Cash and cash equivalents at end date 2023		734	613

THE ELECTRICAL INDUSTRIES CHARITY LIMITED NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

(a) Basis of accounting

The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 53 of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2001, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

There are no material uncertainties regarding the group's ability to continue as a going concern.

(b) Consolidation

The Electrical Industries Charity Trading Limited is a wholly owed subsidiary of the charitable company. Accordingly the results of the subsidiary are consolidated on a line by line basis into these financial statements. The charitable company has taken advantage of section 408 of the Companies Act 2006 to not publish its own Statement of Financial Activities.

(c) Branch Accounting

The financial statements include the assets and accumulated funds, and the income and expenditure of the branches and is accounted for centrally.

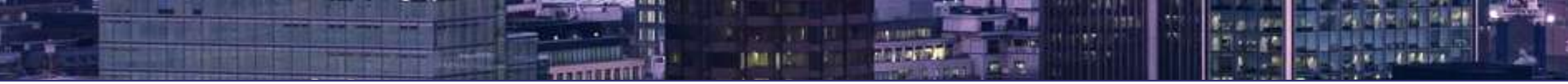
(d) Income and expenditure account

An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on page 72.

(e) Income

Income is accounted for on the following basis:

- Subscriptions and donations are accounted for when received.
- Investment income is accounted for on an accruals basis.
- Legacies are accrued if the Charity's legal entitlement can be confirmed and the sum can be quantified.
- Other incoming resources are accounted for when received.
- Restricted income and expenditure is treated as restricted within the terms of the agreement with the funder.



1. ACCOUNTING POLICIES (CONTINUED)

(f) Resources expended

Expenditure including irrecoverable VAT is charged to the Statement of Financial Activities on an accruals basis.

Charitable Activities

Expenditure on charitable activities comprises those costs directly attributable to the activities including grants, the administration of grants, the promotion of the charity's charitable services and the provision of advice and support. Included within charitable activities expenditure is an appropriate allocation of support costs (see below).

Governance

Governance costs include the costs of complying with the Companies Act, the Charities Act and meeting the information and compliance requirements of the Charity Commission. These costs include the preparation and audit of the annual report and financial statements. Governance costs also include the estimated cost of preparing the information required by the Trustees to manage the charity's affairs.

Support costs

Support costs comprise costs such as administration, finance, IT and general management which are necessary to the delivery of the activities of the charity but are not directly attributable to a given activity. Support costs are allocated to charitable activities cost of generating funds or governance on a consistent basis. Details are given in note 6.

Grants

Grants expenditure includes the payment of monetary grants to beneficiaries and expenditure made in providing beneficiaries with goods and services. Grant expenditure is recognised once the award of a grant has been approved and communicated to the recipient on the basis that the charity is at that point morally obliged to pay the grant.

(g) Tangible assets

Fixed assets are recorded at cost. Depreciation is calculated at rates estimated to write off the cost of assets over their estimated useful lives. The annual rates in use are:

Computer equipment – 25% straight line

(h) Donated assets

Donated assets are included in fixed assets at an estimate of their value to the charity at the date of receipt.

(i) Investments

Fixed Asset Investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activity

(j) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

1. ACCOUNTING POLICIES (CONTINUED)

(k) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. DONATION INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2023 £'000	2022 £'000
Donations by:				
Appeals	155	-	155	61
Companies	-	501	501	371
Individuals	-	174	174	106
Gifts in kind	-	4	4	8
Legacies	-	1	1	1
	155	681	836	547

Of the 2023 income £155k related to restricted funds (2022: £61k)

3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds £'000	Unrestricted Funds £'000	2023 £'000	2022 £'000
Annual Ball (powerball)	-	45	-	37
Lottery income	-	322	322	340
Other functions	-	82	127	41
	-	449	449	418

Of the 2023 income £nil related to restricted funds (2022: £nil)

4. INVESTMENT INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2023 £'000	2022 £'000
Interest on deposits and bank accounts	-	1	1	-
Investment income	-	107	107	95
	-	108	108	95

Of the 2023 income £nil related to restricted funds (2022: £nil)

5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2023 £'000	2022 £'000
Turnover	1,069	818
Cost of sales and administration costs	(920)	(635)
Net profit / (loss)	149	183
Amount gift aided to the charity	149	185
Retained by the subsidiary	-	-
Assets	504	672
Liabilities	(504)	(672)
Net assets / (liabilities)	-	-

The wholly owned trading subsidiary The Electrical Industries Trading Company Limited pays all its profits to the charity under the gift aid scheme.

6. EXPENDITURE

	Direct staff costs £'000	Other direct costs £'000	Allocated Support Costs £'000	Total Costs 2023 £'000	Total costs 2022 £'000
Fund Raising:					
Fund-raising by Branches	-	118	12	130	73
Fund-raising by Head Office	96	319	12	427	301
Fund-raising by subsidiary	121	790	-	911	624
Charitable activities:					
Support, advice and Help Line Services	481	49	71	601	530
Financial assistance (grants)	-	582	-	582	306
Other charitable costs	-	30	12	42	50
Governance and management costs	-	48	12	60	64
	698	1,936	119	2,753	1,948

(£43k of salary costs are included in allocated support costs)

Support costs were as follows:	2023 £'000	2022 £'000
Information technology	25	18
Premises and facilities	32	30
Accountancy and finance costs	30	29
Other costs	32	18
	119	95
Total expenditure for the year includes:		
Audit fees	13	12
Depreciation	10	6

7. STAFF COSTS AND NUMBERS

Total remuneration of employees was:	2023 £'000	2022 £'000
Salaries	628	537
Social Security costs	67	55
Pension contributions	46	30
	741	622

One employee in 2022/23 received annual remuneration in the band of £120,000 - £129,999. (2022 one employee in the band of £150,000 - £159,999).

Included in salary costs is £nil (2022 £5k) of redundancy payments.

The average number of employees during the year based on full time equivalents was 13 (2022: 12) They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and Helpline services	5	5
Fundraising	4	4
Business Development	1	0
Finance and Administration	1	1
Graphic Designer	1	1
	13	12

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £48k (2022 £30k).

Key Management remuneration

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £170,339 (2022: £187,793).

8. COUNCIL MEMBERS REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. £221 of trustee expenses were claimed by 2 trustees for travel in 2023. (2022 £351 paid to 2 trustees for re-imbursed travel expenses).

In addition, £3,205 was received in total from 4 trustees for delegate and ticket fees, donations and raffle monies.

9. PARENT CHARITABLE COMPANY

The unconsolidated deficit of the parent charitable company for the year was £227k (2022 surplus £138k).

10. TANGIBLE ASSETS

	Computer Equipment £'000	Total £'000
Cost or valuation		
At 1 April 2022	46	46
Additions	10	10
Disposals	(1)	(1)
At 31 March 2023	55	55
Depreciation		
At 1 April 2022	28	28
Charge for the year	10	10
Disposals	(1)	(1)
At 31 March 2023	37	37
Net Book Value		
At 31 March 2023	18	18
At 31 March 2022	18	18

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS - CHARITY

	2023 £'000	2022 £'000
Investments held		
Market value at 31 March 2022	4,396	4,205
Unrealised investment gains/(loss)	(206)	(9)
Cash (disinvested)/invested	(200)	200
Market value at 31 March 2023	3,990	4,396
Market value comprises		
Bonds	1,384	1,197
Equities	1,823	2,117
Alternative Assets	444	476
Cash	177	428
Other	162	178
At 31 March 2023	3,990	4,396

11. INVESTMENTS - GROUP

	2023 £'000	2022 £'000
Investments - as above	3,990	4,396
Investment in subsidiary	-	-
	3,990	4,396

The charity holds 100% of the issued share capital of The Electrical Industries Trading Limited, a company registered in England and Wales (registration number 09237982)
The trading subsidiary administers the annual Powerball Event along with other industry events.

12. PROGRAMME RELATED INVESTMENTS - GROUP

Loans are made to beneficiaries at nil or bank base interest rates when the financial circumstances of the beneficiary and/or the purpose of the expenditure makes a grant inappropriate.

	2023 £'000	2022 £'000
Opening balances at 1 April 2022	90	91
Advanced in year	2	-
Redeemed in year	(2)	(1)
Closing balance at 31 March 2023	90	90

Included in loans to beneficiaries are loans of £65,541 on which no interest is charged (2022: £65,362). During the year interest rates in the range of 0.5% to 2.33% (2022: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,443 (2022: £36,421) are secured by a charge on the borrowers' residential property. No programme related investments were held by the subsidiary.

13. DEBTORS

Amounts falling due within one year	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Other debtors	219	43	339	30
Amount owed from group undertakings				
- Intercompany account	-	217	-	23
Prepayments and accrued income	161	55	262	172
	380	315	601	225

14. CREDITORS

Amounts falling due within one year	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Trade creditors	42	6	42	15
Taxation and social security	52	27	88	25
Amount due to group undertakings	-	-	-	-
Accruals and deferred income	571	128	814	232
	665	161	944	272

Included in the above is deferred income at 31 March 2023 of £516,307(2022 £737,137) for the group and £78,303 (2022 £165,200) for the charity, all of which will be released within the next accounting period.

An overdraft facility available with UBS is secured by a fixed charge over all assets held with them.

15. FINANCIAL COMMITMENTS - group

Total future minimum lease payments under operating leases are as follows:	2023 £'000	2022 £'000
Not later than one year (land and buildings)	30	30
Later than one and not later than five years (other)	-	-
Later than one and not later than five years (other)	-	-
	30	30

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £'000	Unrestricted Funds £'000	2023 £'000	2022 £'000
Tangible fixed assets	-	18	18	18
Investments	-	3,990	3,990	4,396
Programme related investments	-	90	90	90
Current assets	155	959	1,114	1,214
Current liabilities	-	(665)	(665)	(944)
	155	4,392	4,547	4,774

17. FUNDS

	2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	2023 £'000
General funds	4,774	2,577	(2,959)	-	4,392
	4,774	2,577	(2,959)	-	4,392

	1 April 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	31 March 2023 £'000
Mental Health Training	-	155	-	-	155
	-	155	-	-	155

Mental Health Training- At the 2022 PowerBall event the Charity raised money in support of training every apprentice in the UK with mental health awareness. No designated funds were held during 2023 or 2022.

18. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £'000	2022 £'000
Net (deficit)/surplus for year	(227)	136
Depreciation of tangible fixed assets	10	7
Losses/(gains) on investments	206	9
Movement in debtors	220	(150)
Movement in creditors	(279)	250
Net cash flow from operating activities	(70)	252

19. CONTROLLING INTEREST AND RELATED PARTY TRANSACTIONS

The charity was under the control of the trustees throughout this and the previous period.

During the year recharges were made to and from the Trading subsidiary. All transactions were concluded at normal market conditions.

www.electricalcharity.org

AN INDUSTRY CHARITY FOR INDUSTRY PEOPLE

@electriccharity facebook.com/electricalcharity youtube/electricalcharity

A Company Limited by Guarantee. Registered in England and Wales No. 2726030 | Registered with the Charity Commission No. 1012131 | Registered as a Charity in Scotland No. SC08811

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

England & Wales - Charity number 1012131

Accounts

electrical industries charity

EIC APPRENTICE SUPPORT

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

2021-22 Annual Review

& FINANCIAL STATEMENTS

A Company Limited by Guarantee. Registered in England and Wales No. 2726030.
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1. Message from the CEO

What a year! Our first year in the era of 'Living with COVID', we bounced back with our first post-COVID event in the Midlands Region, with the Aston Woods Golf event. Every event faced new challenges in our new post-COVID/Brexit world, particularly regarding staff levels and the restarting of many of the venues with new staff. Our regional committee members stepped up to the challenges, going above and beyond to support at events. We all pulled up our sleeves and lent a hand where we could. The industry rallied behand us to come to every event and that really boosted fundraising at events.

A huge thank you to all of you have supported the Charity over the year. It is because of the industry we can continue to provide the critical support to those facing life changing circumstances. Together, as an Industry, we raised hundreds of thousands of pounds to support sector colleagues who have fallen on hard times. Personally, I would like to express my gratitude to all our supporters who helped to raise a record-breaking amount. After a difficult 19 months with limited fundraising and crowd numbers, it was incredible to see so many faces at our biggest fundraing event the powerBall and celebrate in true Parisian party fashion.

In 2021/22 there was a continued increase trend with mental health support and cooccurring disorders associated with addiction. 2021 saw a 217% rise in addiction cases, with powdered cocaine being the drug of choice. When you have both a substance abuse problem and a mental health issue such as depression, bipolar disorder, or anxiety is never easy, and it's even more difficult when you're also struggling with mental health problems.

In co-occurring disorders, both the mental health issue and the drug or alcohol addiction have their own unique symptoms that may get in the way of your ability to function at work, maintain a stable home life, handle life's difficulties, and relate to others. To make the situation more complicated, the co-occurring disorders also affect each other. When a mental health problem goes untreated, the substance abuse problem usually gets worse. And when alcohol or drug abuse increases, mental health problems usually increase too.

Unfortunately, the industry isn't disclosing this to the Charity when individuals seek support with their mental health, leading to longer treatment times and sometimes ineffective treatment plans. Understanding how addiction impacts our mental health and how we can stop the infinite link between the two, in 2022 the Charity highlighted co-occurring disorders with addiction and mental health. With the levels of addiction increasing so much in 2021/22 it is inevitable that support from the Charity will be needed to assist those living with addiction and a co-occurring disorder. By highlighting the link between addiction and mental health the Electrical Industries Charity want to ensure that sector colleagues are getting the support they need and that more importantly as an industry we are highlighting the dangerous relationship between addiction and our mental wellbeing.

Although we faced continued demand on mental health support, I'm proud to say that the numbers in crisis intervention went down. A sign that continued training on mental health awareness and spotting the early signs mental health deliration is key.
It's been my great honour to support our industry over the year and I look forward to introducing you to your new MD in February 2023.

Tessa Ogle, CEO

2. Message from the Chairman

Dear Electrical Industry Charity Supporters,

Well, the end of my term as President of the Electrical Industries Charity is now upon me, after three years in the position of President of our Charity, extended by one year due to the COVID-19 pandemic. It has been an honour, privilege and pleasure to represent our Charity supporting all aspects of the electrical industry.

The position has certainly opened my eyes with respect to the different levels of difficulty some of our industry colleagues face, physical and mental health, finance and debt, homelessness, and bereavement to name but a few. I am tremendously proud of how the Charity handles every case on its own merits with empathy and professionalism.

This year we are dealing with a cost-of-living crisis, which will no doubt have a significant impact on the Charity and the work that they do. Although events are back in full swing, there's no doubt that there has been a decline in attendance for some of the events as bank accounts are stretched. I've no doubt though that the Charity will be there to support all those in need and that industry friends will rally around together to keep supporting the Charity.

The last three years have been challenging for us all. powerBall 2019 was our last major event prior to the lockdown hitting the UK. The major fundraising activity of the Charity is social events, hence lockdown threatened the Charity. We prepared for the worse and took all actions we could to ensure we still had a future. However, the incredibly generous nature of the industry, supply chain, institutions, and associations from all areas meant that our ability to continue to look after those within our industry was met. Our results for 2019-2020, 2020-2021, and 2021-2022 have been pleasing and allow us to continue to meet our challenges.

This year saw our first Challenge for a Cause take some brave and adventurous participants to America as they cycled from the Grand Canyon, across the Nevada desert to the bright lights of Las Vegas! It was one of our hardest challenges to date, and the group raised a record-breaking amount of over £165,000. The support from the industry and for the challengers was incredible and will truly make a big impact across the sector.

The impact on the Charity over the COVID-19 period has not only been financial, with the changing face of the industry leading to fresh challenges. The new ways of working have brought new stresses to home life, such as not having a regular place of work, causing isolation and loneliness. Over the COVID-19 period, one in two cases we have dealt with has encompassed mental health issues, and tragically there were seven suicides by apprentices with a particularly disturbing trend among the younger generation.

We have not yet seen the full impact of COVID-19 on society, the fallout, and the issues it will bring.

The Charity remains strong and ready, and I am happy to confirm the results within this AGM review and show that we are in a good place and ready to meet future challenges; it is only with your continued help and support that this can be achieved.

We have continually strived to look at new methods of funding the Charity, and enhance our the stewardship of all our income streams.

powerBall 2021 – This was an enormous success for us, and we really want to do even better this year; we have a great night in store at our new venue the Old Billingsgate Market. This is our flagship event with the theme this year being 'The Secret Garden'. Please contact us for further information.

Training – One such route that is well underway is that of training in Mental Health. It is essential that we fully support all our people, and I would ask that you seek information from your organisation.

Commercial Partnerships – We have created an opportunity to enter partnerships with the Charity to donate to the funds aligned with the offers of the partner.

Regional Committees – We continue to rely on our volunteer regional fundraisers, and new ideas and events are welcomed for regions that have no coverage.

2021–2022 has been a further good year for the Charity, helping record numbers of electrical industry colleagues and their direct families. Please rest assured that we continue to invest, of every pound given to the Charity we give back £1.47.

I would like to go on record to thank the teams involved that make it all happen, including:

- Tessa and the Electrical Industries Team
- The regional committees and volunteers
- The Emerging EIC Board
- The electrical industry associations and institutions that continue to support the Charity and all its fund-raising events, business or social
- Schneider Electric Limited for their support in allowing me to carry out the role

I now hand over to Jeremy Saunders and wish him all the very best in his term as President of the Electrical Industries Charity. I know he will do well and the Charity will enjoy continued success.

I now step down as President and will continue on the Board of Trustees. Please keep up your support of our unique Charity that looks after our electrical industry.

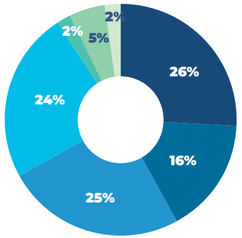
Thanks to you all for your support and help.

Onwards and upwards!

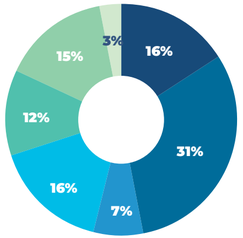
Stewart

3. 2021-2022 Snapshot

The summary financial information shows the income raised, the cost of fundraising and the amounts spent on our charitable activities. The information is taken from the full financial statements for 2021-22.



Where money came from	Income
Donations & legacies	£546,434
Lottery proceeds	£340,073
Regional committees events	£528,977
powerBall	£511,348
Fundraising at HO	£32,767
Realised investment income	£95,430
Other fundraising	£38,218
Total	**£2,093,248**



How we spent the money	Expenditure
Direct financial assistance	£305,936
Support, helpline, advice & information	£603,536
Lottery prizes & administration	£136,194
Regional Committees events	£302,026
powerBall	£239,241
Other fundraising	£297,312
Governance and management	£63,925
Total	**£1,948,170**

*In 2020/21 accounts, unrealised gains were excluded from the pie charts. For consistency, unrealised gains/losses are excluded from this set of accounts too.

£900,000
GIVEN BACK TO THE INDUSTRY

£66,000
of training delivered in Mental Health Awareness and First Aid

1.3 MILLION
people reached through our services, business programmes, training, and interventions.

84
VIRTUAL & FACE-TO-FACE WELLBEING PRESENTATIONS
delivered on **17 topics** to **5,324 people**

35,157
INTERVENTIONS
11% increase on previous year.

For every **£1** donated the Charity gives back **£1.47**

Mental health training sessions delivered to **27 companies**, training over **7,500 people** and generating revenues of just under **£70,000**

4. Strategic Overview

4.1 Our Mission

Our mission deserves nothing less than our best. We will strive to develop and guide the lives of the people we support and the industries we serve.

4.2 Our Vision

We will be the leading provider of preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. This vision will serve the industry for the next 100 years.

4.3 Our Values

PEOPLE FOCUS
An industry charity for industry people, providing a hand up to those in need.

SMART
Solutions which transform the lives of the people and businesses we support for the longer term.

SUSTAINABLE
A charity that can truly say every £ invested goes back to our industry.

GROWTH
An industry charity sized to cater for growth in the sector by increasing the number of people that we support year-on-year.

LEADERSHIP
A charity designed to support the industry with clear leadership and wellbeing programmes geared towards addressing industry issues.

TRANSPARENT & ACCESSIBLE
Trustworthy, truthful and honest about all our activities. Dependable and available now and in the future.

4.4 Our Strategic Aims

Community – We are 1.3M people

1. Our employee and family stakeholders from entering the industry to end of life.
2. Our industry stakeholders from small to large.
3. Our influencers, and our ability to influence with our partners and broader operating landscape.

Approach

- Strengthening our leadership position on industry-wide issues.
- Utilising technology platforms to consistently deliver services regionally and nationally.
- Using training to support the industry with education in relevant health topics important to our industry.
- Working to address our assistance as early as possible in the cycle of distress to crisis.
- Continuing to advocate for a framework that supports early assistance and ameliorates risk to referring employers.

Tactics – Early Intervention – Health & Wellbeing

1. Providing clarity on the statistics that underpin specific issues within the industry.
2. The introduction of virtual awareness training through digital media (having already made the step-change to utilise technology in the provision of assistance).
3. Strong messages on commitment to outcomes with emphasis on 'Stories & Numbers'.

Assisting apprentices to stay in the industry

- Supporting their often-difficult transition from adolescent to young adult.
- Providing appropriate bursary support when they are caring for family members due to death, illness and incapacity.
- Working collaboratively with apprentice training providers in reaching young people in need of our support.
- Delivering mental health awareness training to every apprentice in the UK.

Supporting the workforce and businesses through wellbeing programmes

- Improving their wellbeing at work and at home with practical programmes designed for small and large workforces.
- Working collaboratively with business and trade organisations to reach as many people as possible so they know where to turn in times of need.
- Becoming the key provider of support services to people in our industries.
- Promoting mental health awareness across businesses in our sector.

Helping those in retirement

- Increasing their independence and improving their wellbeing.
- Supporting those providing full-time care.
- Being there for those who have worked in our industries when they need us.

Securing support for our work

- Sustaining and growing financial and products support.
- Building a strong and vibrant regional fundraising network.
- Developing effective communications that engage our supporters and raise awareness.
- Developing volunteers across the regions we operate in.
- Securing commitment in annual training budgets from business to deliver mental health training.
- Drive Commercial Participation Agreements to support alternative income streams in the manufacturing and wholesale sectors.
- Secure models for funding with Associations such as an option for 10% of the membership fee to go to the Charity.

5. Achievements During 2021-22

5.1 WELCOMING OUR BRAND-NEW COMMERCIAL AGREEMENT INITIATIVE

Undeniably 2020 was one of the toughest years in living memory for many of us. Our entire lives were turned upside down, the way we met changed, the way we socialise is completely different and for some of us our lives may remain a little different. Like all of us, the Charity was significantly impacted by the pandemic.

Among the biggest revenue streams for the Charity are industry events, and due to ongoing social distancing guidelines, the inability to host large-scale events and not being able to physically connect, the Charity lost £1.3 million in revenue. The impact of the pandemic has proved the need to re-focus and diversify revenue streams, so Charity services are future proofed.

To diversify revenue streams and move reliance away from events to fund EAP services to the industry, we have introduced Commercial Agreements (CA).

What is CA?

CA is a legally binding agreement between a corporation and the Electrical Industries Charity which gives a portion of the sales from a product or product range as a donation to the Charity to support sector colleagues. CA means all it takes is the sale of a switch, a cable, a battery or even a service to make a difference to our industry.

CA is not a new concept. Charities like Grocery Aid rely on CA with supermarkets to help fund their services to retail workers. You may have seen in catalogues or supermarkets that a percentage of products sold are donated to charities, certain cakes for MacMillan Cancer Support or T-shirts for Comic Relief; it is exactly the same for the Electrical Industries Charity CA. You can select a product line or individual item where for every sale a pre-determined percentage is donated to support the Electrical Industries Charity.

Why become a CA partner?

To keep our free and confidential services available to the industry we rely on organisations and individuals, such as yourselves to help the Charity in many ways. With the demand for services growing tenfold it is likely now more than ever that an industry colleague, an employee, or a customer you know has had or needs support from the Charity. By becoming a CA partner, you are ensuring the Charity can support more industry people in need when they are faced with challenging times. As a Charity we know how vital your financial support will be, so to make the process as simple as possible we have created model partnership agreements, standardised partnership marketing materials and have a CA partner team ready to assist you at any time.

By becoming a CA partner, you are ensuring your organisation, no matter its size, consumer or product range, is fulfilling its corporate social responsibility to nurture and better our sector and its entire supply chain.

Through this partnership you are gaining additional Charity support services for your employees and their immediate family members should they need it. However, most importantly you are becoming an industry leader, you are showing the importance of giving back to our community and specifically our industry charity.

As a CA partner you get profile from the Charity, a true partnership that supports the full supply chain of the industry, a focused CSR initiative that encompasses your entire supply chain, the ability to change the financial sustainably of your industry charity for future generations to come and most importantly promotion of the support services to customers who need it the most.

What do EIC offer you in return for becoming a CA partner?

Advertising:

- An 'in partnership' Charity logo to be displayed with chosen products
- Your company logo will be displayed on screens at Charity events
- You will be thanked in all event table brochures
- You will receive a targeted social media campaign where we will promote your support through CA on all our platforms
- You will be featured as a CA partner in weekly Charity email campaigns
- You will receive an A4 spread in the Charity LiveWire magazine annually
- You will be thanked quarterly in the Charity LiveWire magazine
- You will be featured on the Charity website home page in a rolling banner.

You also receive:

- Extended counselling and mental health support of six sessions in comparison to our standard four sessions
- A dedicated welfare officer for all service support and enquires
- Expert facilitated virtual health presentations in line with the EIC monthly health calendar.

CA is a simple way to support our industry charity and colleagues while showing your clients you care for them and their environment.

Signed up to the CA programme in 2021/22:

C E F YOUR ELECTRICAL EXPERTS

aico

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5.2 DEVELOPMENT OF AN LMS SYSTEM ACCESSIBLE TO EVERY APPRENTICE TO UNDERTAKE MENTAL HEALTH TRAINING

For over 100 years the Electrical Industries Charity (EIC) has recognised that providing individuals with access to the right support is the catalyst for creating better workplaces and industry communities. Our vision is to be the leading provider offering preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries.

The pandemic has triggered and exacerbated mental ill health within our industry, particularly among apprentices who experienced significant hardship. Tragically, we lost 13 apprentices to suicide during the lockdown. There has been an upward trend of mental ill health across the industry this past year, and with the help of our industry supporters we have set out to deliver mental health and stress awareness training to apprentices.

A lot of the apprentices suffer in silence out of fear of losing their apprenticeships and ultimately losing face; stigma about mental ill health is an issue within our industry and we are tackling this through our redesigned mental health awareness training. It is our intention to make it clear that the EIC are here for apprentices, and it doesn't matter what company they work for. The training will be delivered through a Learning Management System linked into the major training providers platforms in the UK.

As well as working closely with the major training providers, we will also raise the awareness of the training with apprentices via targeted marketing campaigns. We will be launching a new platform and methods that are popular in this demographic, to ensure the widest reach.

The format and case studies are real life examples of what has happened to apprentices and makes learning interactive which is different to any of the awareness training available on the market. The training modules have been designed to be 15, 10-minute sessions that an apprentice can do on a smart phone. It was important to deliver this training in a way that is relevant to apprentices, and this demographic prefer to consume material virtually via smart phones.

It is designed to give an understanding of:

- **What is mental health?**
- **What are the health trends in the sector, what makes us different and why is early intervention important?**
- **Highlights and explains some of the common mental illnesses and disorder (including the stress container)**
- **Looking out for stress and burnout**
- **How can I look after my own mental health and wellbeing?**
- **How to spot the signs of mental ill health in colleagues/friends/family**
- **How to support somebody with mental ill health – discussing a relevant case study**
- **What to do if somebody is self-harming/ suicidal**
- **Support services available to apprentices**

Learning takes place through a mix of presentations, animations, and real-life case studies of apprentice stories.

The 15 case studies are real life stories of apprentices in our industry, and they cover a range of issues that affect apprentices and have been specially selected based on the experience of both EIC and JTL.

CASES	TITLE	LINK TO INDUSTRY ISSUES
1. ALI	*My poor mental health landed me with debts I couldn't pay, and it affected my mental health."*	An example of how debt crisis can inversely affect mental health. 85% of all mental issues are linked into financial distress.
2. CORMAC	*"Being my mum's main carer led to a deterioration in my mental health"*	Apprenticeships are premised on the basis that the apprentice lives at home, but often we see deterioration in their mental health when the apprentice is being relied on for financial support in the household when one of their parent's falls ill. Often, they are providing a carers also. This leads to performance issues at work and further pressures and deterioration of their mental health.
3. CRAIG	*"I was made homeless by my drug addict mum"*	We see a lot of socioeconomic issues with our apprentices in particular benefits access changing when the apprentice turns 18 and they are asked to move out of the family home.
4. DAKSHA	*"My colleague's racism led to my mental health illness"*	This case touches on racism, exclusion and stereotypes and how this impacts, work, home and mental health.
5. DAVE	*"My recreational drug taking spiraled out of control"*	Powered cocaine use in our sector has taken over from marijuana as the number 1 drug of choice in the last few years. What we are seeing is increased cases of depression and addiction issues because of recreational use.
6. JOHN A	*"Hiding my sexuality damaged my mental health"*	In the last year 2 of the suicides touched on issues around sexuality and the process of coming out to work colleagues.
7. JOHN B	*"How a workplace sexual assault caused me to take an overdose"*	This touches on a person's background story and why the reaction to what people say on site might be deemed messing about for person and a trigger for another. The concept is about spotting the signs.
8. KYLE	*"I struggled with my mental health for years but never asked for any help"*	We see this a lot the 'suffer in silence out of fear of losing their apprenticeships and ultimately losing face'; stigma about mental ill health is an issue within our industry and by show that talking about it and asking for help can positively change your circumstances.
MIKE	*"When two of my friends completed suicide, I tried to manage my own grief"*	What we see through-out the industry and startling numbers around the high suicide rates. Why we need to talk about it and how to access support.
NEIL	*"The constant and often inappropriate banter at my work made my depression worse"*	It's often the case that the person on the receiving end of this 'banter' feels like they can't speak out about it because it may seem like they can't take a joke. Nobody wants to be seen as the person at work who can't take a joke. The case looks at what the impact to someone who is already struggling with their mental health.
SAM / PETE	*"My boyfriend took his own life and we don't know why"*	This look at me mental health struggles when you are left behind. It reenforces the importance of reaching out early.
SCOTT	*"How workplace bullying damaged my mental health"*	This looks at site culture of banter and how apprentices are often forgotten about how old they are. Some as young as 15 coming into the industry and exposure to banter and bulling on job sites.
SIAN	*"My undiagnosed dyslexia resulted in a deterioration of my mental health"*	Undiagnosed learning difficulties can have a significant impact on mental health and confidence.
TOM	*"Being bullied at school left me with an undiagnosed mental health illness"*	When young apprentices are coming into the workforce often issues from childhood tend to come up in unexpected ways, this is about early intervention and spotting the signs of common teams that come up for apprentices.
TYRONE	*"How I Nearly Took My Own Life"*	This looks at the pressures of a relationship, financial struggles and how it can all build up leading to crisis.

1. ALI

My poor mental health landed me with debts I couldn't pay, and it affected my mental health

Ali's 19, he's been an apprentice for two years and loves the mix between going to work and college. Before he started his apprenticeship, he had some health problems that made it less straightforward to get and keep his apprenticeship. Ali tells us about his rare heart condition, where only half of his heart works properly. Ali had an operation to help increase his heart's capacity, but this meant he had to take a lot of time off work. After his operation, he was taken on a medical trial where he was analysed for a number of different heart defects. Ali was given some new medication which has really helped him, although he tells us that his family doesn't have much money and that he has had to cover some of his travel expenses. His issues with money worsened after he turned 18.

Ali's mum had poor health and was on benefits, and if Ali had continued to stay with her, she would have lost her entitlement to some of those benefits. Ali and his friends found a place to live and moved in together; he could just about cover his bills and still had a little bit left to go out with. Things started to get trickier for Ali when the doctors on his medical trial wanted to see him more often, which meant paying to travel down to London three times a month. Ali was struggling to pay his rent, and he took out a payday loan. He tried to take on extra hours at work, but his heart condition caused him to feel tired more easily, which prevented him for taking on the extra hours. Ali started to get into debt, which affected his mental health. His sleep was interrupted and his thoughts were consumed with his financial problems.

Ali's work has always been very supportive of his heart condition and the effects it has had on him. When he talked to them about the trouble he'd gotten into with his payday loan, they directed him towards the EIC, who they knew could help with problems such as Ali's. Ali tells us that ringing the EIC was the best thing he could've done. He was given his own caseworker, and he shared all the details of his situation with them. He explained that he was struggling to find the money to travel to London for his medical appointments, and he discussed the effects that his financial difficulties were having on his mental health, which in turn damaged his physical health.

Ali was provided with a therapist who supported him and worked with him to develop coping strategies to manage his stress. He was now able to better control his anxiety about his money problems and was able to get a better night's sleep. Since Ali was less stressed about money and his sleep had improved along with his overall anxiety, meaning his blood pressure went down and he didn't have to worry about his heart condition as much, everything was coming together. Ali hadn't originally known that he could get financial support until he contacted the EIC, but they provided Ali with a grant, relieving the pressure that had built up from his financial situation.

The EIC provided Ali with the money to pay one month's rent, which allowed Ali to get his money in order. They also suggested he contact StepChange to help set himself up with a repayment plan while also receiving financial guidance. Ali also received some suggestions on how he could get help with covering his medical travel costs. This meant he didn't have to worry about having to stop his treatment. He tells us that he's feeling much better about things now; his anxiety is down and his health is on the up. Ali's continued with his therapy sessions, which have helped him to feel better about himself. Ali's advice to anyone who is struggling with ill health, debts or work would be to speak to someone about it. He tells us how grateful he is to have the EIC as a safety net in the industry.

2. CORMAC

Being my mum's main carer led to a deterioration in my mental health

Cormac's lived in Northern Ireland his whole life. He loves it there and couldn't imagine being anywhere else. He lives with his mum, Fiona, who has breast cancer. Cormac describes his mum as a proper warrior. Fiona has had operations and chemo to try and treat the cancer, but she became so poorly that she could no longer work and Cormac became her main caretaker. Cormac was not only looking after his mum, but he was also the only breadwinner, which was a struggle as he was on an apprentice wage.

Cormac was 21 at the time that he became his mum's main caregiver and provider. His apprenticeship was going well and was really important to him, but he needed new equipment, so he decided to get another job. The money was great, it helped him to pay the rent, the food shop, and to buy his new equipment, but doing two jobs was too much, and he started to make mistakes at work that affected his performance. Cormac was always tired and constantly worried about his apprenticeship and his mother's health. He became stuck in a cycle of not getting enough sleep, working too much, and worrying about his mum. Some days he felt so lost and helpless that he struggled to get out of bed, hoping everything would go away.

Cormac knew he was at a point where he needed help. He stopped his second job so he was able to focus on his apprenticeship, and he also actively started looking for help with his personal struggles. But it was Cormac's mum that found out about the Electrical Industries Charity. Fiona told him about the Charity and how they could help with bursaries for people who were struggling to make enough money to support themselves. He filled out a really easy form and tells us that the bursary programme is designed to make sure young apprentices get the support they need, as they want to keep people like him in the industry.

Cormac also had counselling sessions. They really helped him at a time when his mental health was low and he was struggling with feeling burnt out. He was given advice on the benefits he and his mum could access, to help ease the financial pressure. During his therapy sessions, Cormac picked up some great coping strategies to help out with his anxieties surrounding his mum's health and opened up about how difficult he had found looking after her. This helped him to manage his emotions and reduce his stress levels.

Now, Cormac's really enjoying his apprenticeship and wants to complete it. He knows how much it'll help to secure a better future for himself and his mum. He also knows that you can't always do everything yourself, and the EIC has been a vital form of support for him when he needed it most. Cormac says he's learned that you should never be afraid to ask for help.

3. CRAIG

I was made homeless by my drug addict mum

Craig's an apprentice electrician. He's currently on a big project, wiring new builds with his team. He's about to go into the third year of his apprenticeship, but his second year hasn't been great for him. He tells us that usually when he tells this story, people don't tend to believe him.

Craig grew up in the highlands of Scotland with his mum, dad, little brother and sister. When he was 14, his parents got divorced. Craig tells us that he didn't see much of his dad after this. His mother started to abuse drugs. It got worse over a period of time, so Craig had to take on the role of his parents and look after his little brother and sister. Craig's mum was still in the picture, but he couldn't rely on her and she had her own problems that Craig had to navigate around, all while looking after his younger siblings. His mum was now asking him to pay rent, but Craig knew she wasn't going to use the money to pay the bills; it would go on drugs.

At this point, Craig was bottling details about his home life away. He was juggling work, looking after his siblings, and studying. Although he never missed a day at work, people had started to notice that something was off with him. At this point things at home had started to get worse. After he gave his mother his wages, she would often lock him out of the house. Craig started sleeping in the garden and had to go down to the local swimming pool to try and keep clean, but he was struggling to keep himself and his clothes tidy. One of Craig's college lecturers noticed something was wrong and contacted his work, which led to his boss sitting him down and asking if everything was ok. Craig opened up about his struggles. Craig's HR department contacted the Electrical Industries Charity on his behalf, and straight away Craig was booked into a B&B. He now had a safe place to eat, wash and sleep.

Craig knew his stay at the B&B wasn't permanent, but at least he no longer had to sleep in the shed in his garden. The EIC helped him to find somewhere permanent, and he now lives in a flat of his own. The EIC helped him to apply for the relevant benefits to cover some of his rent and assisted with some bits of furniture too. While things were looking up for him, Craig says that things got so bad with his mum's addiction that his father had to come back to take care of his younger brother and sister. He thinks that they would've ended up in care otherwise.

Craig was able to carry on with his apprenticeship, which is massively important to him as it provides him with financial security. He knows that after he completes his apprenticeship he'll be able to apply for a well-paid job.

Craig says that juggling work, studying, and looking after his younger siblings left him with little time to think about how damaging and stressful his experience has been, especially his relationship with his mum, who Craig felt had completely rejected him at this point. The Charity arranged for him to speak to a therapist, to work through his trauma, and to rationalize his thoughts surrounding his mum and how she treated him. Craig has big plans for his future; he wants to buy a house similar to the ones he's working in with his team, and he plans to have a family and to see his brother and sister more often. He knows he has a brighter future ahead of him.

4. DAKSHA

My colleague's racism led to my mental health illness

Daksha's 20 years old and is a second-year apprentice working in financial controls for a lighting wholesaler. Daksha tells us about her work colleagues: she was close to two in particular, but she was a part of a larger group of about six boys and two girls, and they'd talk about anything and everything. After a few weeks on the job, a new guy called Chris joined the team. Chris took an unhealthy interest in Daksha, asking her personal and inappropriate questions about herself and her heritage, and it made her feel uncomfortable. Daksha tells us that she'd never dealt with prejudice before this, so she laughed it off, along with her other workmates. As time went on, Chris' comments became worse and at this point Daksha was feeling disrespected, uncomfortable and very self-conscious when she was around him.

Daksha became more withdrawn from her work group, often eating her lunch in her car to avoid any new comments from Chris. The group would often have work nights out, and Daksha decided she wanted to drive on this occasion, so she wasn't drinking. Daksha explains that Chris started to make a big deal about her not drinking, not accepting her reasons for it, and saying that she lacked commitment to the company, with others joining in. The tone and the subject of the conversation really got to Daksha, and after that night she was unsure if she wanted to continue working there.

Soon after the incident on the work night out, Daksha's boss started to notice a decline in the quality of her work. He asked if anything was wrong, but Daksha kept her feelings to herself. She hadn't experienced a situation like this before and didn't know how to respond to it, and she was also worried about what her colleagues would think about her. Was she overreacting, or taking the jokes too seriously? Daksha was doing really well with the college side of her apprenticeship; she didn't want to make things difficult for herself or be seen as a troublemaker for speaking out.

Daksha's home life was affected by her problems at work. She has a big family who like to discuss their day around the dinner table, but her family had noticed that she wasn't acting like her usual self; she was quiet and withdrawn. Daksha's anxiety surrounding Chris was growing. She dreaded bumping into him at work and hoped he would be moved to another branch. She was worried that the more she saw him, the more opportunity he had to make hurtful comments towards her.

Daksha found an email from her college with information about the Electrical Industries Charity. She saw that they offered counselling support and help to anyone working in the industry. Daksha got in touch with the Charity to ask about their mental health support services. The very act of taking the first step to help manage her feelings took a weight off Daksha's shoulders. The same day, Daksha received a reply from an EIC caseworker. They wanted to arrange a call to discuss Daksha's situation and to see what actions could be taken to help.

Two days later, Daksha received a call from her caseworker. Daksha was encouraged to explain her worries and her reasons for calling the Charity. She told her caseworker Sarah that people had started to notice the quality of her work declining, she didn't feel like a valued member of the team anymore, and her anxiety was growing about the inappropriate comments that were being made about her Indian heritage. With Daksha's permission, the EIC contacted her boss to help them understand what was going on. They also offered Daksha sessions with a therapist to help manage her anxiety.

Soon after, Daksha's boss addressed the issues with her work colleagues, not naming names but still making it clear that the treatment Daksha had experienced couldn't continue. Six months on and Daksha is still working at her job, her situation with Chris has improved dramatically, and she even received a genuine apology from him on a night out after everything had been addressed at work. Daksha recognises that when something is wrong, the best thing to do is try and put it right so that it doesn't affect your work or home life.

5. DAVE

My recreational drug taking spiraled out of control

Dave starts by telling us that he came from a good home, that his mum and dad were hard workers but that this meant that they were out of the house a lot. As a teenager, Dave thought this was great – as soon as his parents went out, he'd invite his friends over. At first, he started casually smoking weed when his mates were there, but by the time he was 16 he was smoking it every day, which he says wasn't the smartest thing to do as he'd just started an apprenticeship.

Dave got on well with the boys at his apprenticeship. They were of similar ages and also like to smoke weed. They'd smoke together and go out most Thursdays and Fridays, but for Dave, it didn't stop there.

On the weekends he'd drink and take drugs, so by the time Monday came around it was almost impossible for him to get out of bed and get himself to work. As he was doing it so much, Dave felt like he needed to up the amount of drugs he was taking just to get the same high. His work started to suffer, which led to him making a serious mistake on the job. Dave was called into HR to discuss the incident, and he dealt with the stress by taking three Es and smoking weed, which resulted in him needing to go to the hospital where he was diagnosed with drug-induced psychosis.

Dave was hospitalised for three months. He went on a long detox programme and underwent therapy to try and help with his mental health throughout the process of becoming clean. He says that getting off the drugs and detoxing was the easy part; it was the decline of his mental health that was now a real challenge for him. Dave puts his care and quick diagnosis with a psychiatrist down to the Electrical Industries Charity, whom his company got in touch with on his behalf. The Charity was on the case straight away; they organised a psychiatric assessment as a starting point, and they've been present in Dave's life ever since. Alongside his detox programme, the Electrical Industries Charity organised for Dave to have therapy sessions, where he could manage his mental health and help to stabilise his addictive behaviour.

Dave says he feels really lucky to be here today and to be able to tell us his story. He doesn't think he'd be alive if his company hadn't stepped in to help by contacting the EIC. Dave's due to start work again in the next couple of months, and he can't wait. He's completely off the drugs and alcohol now. He didn't know he had an addictive personality until someone told him. His motto now is "David, do you know when to stop?" and his answer today is now yes.

6. JOHN A.

Hiding my sexuality damaged my mental health

We meet John at his place of work. He's nearly 21 and in the third year of his apprenticeship. He says it's great, he works for a large contractor who does big electrical supply installations. John tells us that he realised he was attracted to both boys and girls when he was around 13 years old. He tried to ignore it initially, thinking it might be a phase. John would distract himself with his hobbies and playing football as a way to take his mind off of his feelings. As time went on, John realised his feelings hadn't changed – his sexuality wasn't a phase. He didn't feel like he could talk to his religious parents about it as they didn't agree with it, but John was able to confide in a few college friends, who were accepting of his sexuality.

Work was a different story. John describes the industry as being "very blokey". John had a girlfriend and so assumed the boys at work thought he was just like them. He liked football too and thought this fitted the image his work friends felt comfortable with. After an incident on site, John became anxious that he would be outed by some of his work colleagues. John was working away on a big job, where there was a dedicated quantity surveyor (QS) attached to the build. A number of John's colleagues became aware of the QS's sexuality, and this started a string of homophobic messages on the work's group chat. John became more and more uncomfortable with these messages popping up on his phone, and he even worried that if he didn't join in with the "banter", he would become a target himself, as his colleagues would think he was hiding something or decide that he was gay too. The messages became even more homophobic towards the QS and John didn't want to be included in the conversation, but he became more and more anxious about his colleagues finding out about his sexuality, and outing him. He worried it would ruin his job for him, that he would lose the people he loved most – his family and friends, and that his girlfriend would leave him. After a night out with his work colleagues, who were still targeting the QS during their conversations, John got so worried about the possibility of his sexuality getting out that he overdosed.

The overdose came as a shock to John's friends, family and place of work. Naturally they were curious as to why he had taken such drastic action. As far as they knew, John hadn't shown any signs of mental ill-health and wasn't in danger of taking his own life. John describes what happened as sort of a cry for help. It was all too much for him, the idea of his life unravelling around him. John had lots of people come to visit him at the hospital, which was great, but he tells us that it just caused another set of problems. He didn't want to have to tell everyone about his sexuality; he saw it as his own business and didn't want to be labelled or judged purely based on who he is attracted to. John's work got him in contact with the Electrical Industries Charity, who found him an expert therapist. John worked with the therapist on sexual identification communication, and he was given tools and advice which would allow him to feel more comfortable opening up to his family and girlfriend about his sexuality. John tells us that in time, he gained enough confidence to open up to his friends and family about what had happened. He tells us how difficult the conversation was.

John talks about his family's adjustment to the news and how it took a bit of time for them to understand it. John's dad took the longest, he says, confusing John's love of football and the fact he also likes girls and thinking this meant he was straight. Overall, John says his experience was an overwhelmingly positive one; he felt a sense of relief to share what he was going through with the people he loved and cared about. John's self-confidence has increased, and he's no longer worried if people find out about his sexuality. He also feels confident to call out homophobic language in the workplace, acknowledging that the industry still isn't as open-minded as others. What some people think is banter can have a hugely negative impact on the lives of others. John's advice for anyone struggling with their sexuality is to ask for help. He says to ask yourself, "What's the worst that can happen?" and go from there, one step at a time.

6. JOHN B.

How a workplace sexual assault caused me to take an overdose

John's 18 and from Scotland. He started his apprenticeship straight from school when he was 15 years old. Since he's been old enough, he's worked on some really big jobs. John got on well with the guys he works with; he said that some of the older guys used to look out for him, which he quite liked as he never really knew his dad. One day, while John was working on a big site, an older man came up to him and hit his genitals. When John confronted him, the man just laughed it off as it if was nothing. The next day the same thing happened again, with the guy telling John to "take it like a man". John is visibly upset at his point in the video and asks to take a break.

This kept happening at work, and the more wound up John got, the more the guy did it. This started to cause him anxiety about going to work, which really stressed him out. His sleep suffered and he started calling in sick more. John tells us that the reason this had stressed him out so much was that he had been abused in the past by his uncle. He had told his family about it and John never saw his uncle again, nor did his family ever speak about what had happened that day. One day, the guy at John's workplace took things a step further, touching his genitals inappropriately. John didn't know what else to do, so he left the site. He drove for a while in his van, he pulled over and cried. John felt like he couldn't talk to anyone about this, and that he had nowhere else to turn to, so he took an overdose. Luckily, someone had called an ambulance and he was admitted to the hospital. When he was discharged he was told to contact his GP for further help.

John's GP didn't call him back, so he decided to get in touch with the Electrical Industries Charity who arranged an urgent mental health assessment for him and also booked him in with a therapist, to talk through his overdose and his mental health. The relief John felt after his therapy session was huge, and he even spoke about the abuse he'd suffered from his uncle. It was the first time he'd spoken to anyone about it since it happened around ten years ago.

Working through his issues with a clinical psychologist was hard for John, especially talking through issues from his past – like his uncle. He recognised that there wasn't any other way for him to feel better about himself without going through that process, and every time he attended a session, his confidence and self-worth grew. John was encouraged to report what had happened to him at work, and he felt strongly about not letting the guy who caused him a lot of pain get away with it, especially as work is meant to be a safe space for everyone. The EIC contacted John's employer and told them about what had happened to him.

John tells us how good his employer was about what had happened and how it was dealt with really quickly. They removed the guy who had touched John from sight straight away and suspended him from work until they had completed an investigation. John's work was shocked by the news that he had told them, but how many other times had this man done this in the past, and to how many people? The investigation resulted in John's abuser getting sacked. The police were involved and he was charged with sexual assault. He'll be on the sex offenders register for the rest of his life.

John was loving life before all of this happened, so he's glad that he's back on track and working again. The EIC helped him get back to work within four weeks and he's even back on a big job. Things are coming together for John; he's still having therapy sessions as he finds them helpful, and he tells us that the Charity has said he can have as many sessions as he needs for the next 12 months. He's taking it one day at a time. Sometimes when you're new at a job, you don't always ask for help when you should. John says he's learnt to never be afraid to reach out.

8. KYLE

I struggled with my mental health for years but never asked for any help

Kyle's a first-year apprentice. He is 16 but he says he looks older than his age, which has some advantages and disadvantages. He tells us that he never used to be open about his mental health and kept all of his feelings to himself. He says that his mental health declined the most during the first lockdown of the COVID-19 pandemic. He shows us a picture of the deserted streets of Liverpool and says how he felt as empty as the place in the photo. He says he still feels like this.

After the lockdown ended, Kyle went back to college and work, which was great for him, but his social life consisted of being around a few of the older apprentices at this point. His older friends were nice enough, but because he looked older than his age, they thought he could handle the same level of drinking as them, and Kyle felt pressured to keep up. Drinking made Kyle feel down about himself, and he would wake up the next day with increased anxiety levels. At this point, Kyle was feeling low and lonely, but he was keeping his feelings to himself as he felt ashamed for feeling this way. He hadn't even told his parents. Kyle continued the cycle of drinking, and feeling anxious and lonely. It had become so bad that he had thought about ending his life.

While he was in college, Kyle saw a leaflet for the Electrical Industries Charity and took it home with him so that he could get in touch. He tells us how that leaflet was the start of everything for him. Kyle tells us how the lockdowns affected his mental health. Not being able to go to college, see his friends or even go to work made things feel pointless to him. He bottled up his thoughts and emotions which meant he was left alone with them, and that's when his bad thoughts started. When he called the Electrical Industries Charity, he made sure he was out of the house as he didn't want his parents to know what was going on. When he got through to a caseworker, Kyle was surprised that they encouraged him to speak to his parents about his suicidal thoughts and his feelings of distress, but he then did speak to them. The Charity also contacted Kyle's parents to talk about his mental health, along with his GP who prescribed him medication to help with his moods.

Kyle has stopped drinking, which he says has helped him massively. He didn't know at the time, but he's found out that alcohol is a depressant, so drinking would only have made him feel more unhappy. The Charity had also arranged therapy sessions for Kyle with a psychotherapist. He's had three sessions so far and he says it has really helped him to feel better about himself. Kyle tells us that his parents are now really tuned into his moods and ask him how his mental health is. They were scared when they first found out about Kyle's struggles as they thought they might lose him. They're more relaxed about Kyle's situation now and don't feel like they have as much reason to be as worried as they were before. Kyle is grateful for contacting the EIC; he says that his caseworker tells him it was a brave thing to do, and Kyle says that he doesn't know if he'd be here today if he hadn't called.

9. MIKE

When two of my friends completed suicide, I tried to manage my own grief

Mike is currently 18 and is doing an apprenticeship in Birmingham. He has lost two of his closest friends to suicide in the past five years. Mike never thought that this would happen to his best friends. He struggled to deal with this, and it had a huge impact on his mental health. He tried to deal with it on his own; he closed off his emotions and kept quiet about how he felt, trying to move forward.

Mike couldn't stop thinking about his mates, thinking about them during the day and then struggling to sleep at night as his thoughts raced through his mind. The only person Mike thought he could talk to was a mutual friend of his two best mates, as he knew that he could relate to how he was feeling. Mike's girlfriend wasn't supportive and the two broke things off. The break-up triggered even more negative emotions, and he was now grieving his relationship as well as the loss of his friends.

Mike acknowledges that shutting out his feelings and trying to ignore his emotions has done him more harm than good. It has negatively affected his relationships, job and health. Mike had stopped getting pleasure from things he used to enjoy, associating them with the friends he lost. He was at a point where he knew he needed help to fix things.

One of Mike's managers took him aside for a chat after work. He knew a bit about what Mike had been going through and told him about the Electrical Industries Charity. Mike sent the Charity an email after looking through their website and resources. By the next day, Mike had been assigned a caseworker and soon he got help through our psychiatric assessment service, where he was diagnosed with Moderate Recurrent Depressive Disorder and prescribed medication to help stabilise his moods.

Mike has had lots of sessions with his grief counsellor, and he's been given lots of strategies to help him cope with his mental health. Mike says that he is sticking to the treatment in his friends' memory, and also for his own health and wellbeing. Mike says he's feeling better and he takes each day as it comes. He's slowly getting there.

10. NEIL

The constant and often inappropriate banter at my work made my depression worse

Neil's 19 and he's in his third year of his electrician's apprenticeship. Neil likes his job, he works hard but the hours aren't always the most sociable. Neil describes the guys he works with as "dinosaurs" – they're old school in their approach to 'banter' and it used to be nonstop. Although Neil expected banter when he started working in the industry, he says that the problem worsened because of his depression. When Neil was a child, his parents used to drink regularly, so it was Neil and his brothers who were left to look out for each other. Neil mentions that he hasn't dealt with a lot of the issues from his past. He hasn't talked to many people about it and thinks that talking about his past wouldn't sit well with most guys. He feels as though he's being judged when he takes days off work when his depression is bad.

There are two guys in particular that would make a point of questioning Neil about where he'd been and why. When he'd tell them why he'd been off, they would mock him and call him weak for needing time off to deal with his personal problems. One day, Neil had had enough of the 'banter' – he confronted his colleagues who again just brushed him off, making rude comments about him. It felt like no matter what he did, Neil just couldn't get through to them. At this point, his mental health had taken a real hit, and his anxiety about taking time off for personal reasons was high. Neil knew he needed to take action – his feelings were overwhelming him and he knew that he needed help before he harmed himself in some way.

Neil had seen an EIC poster in the staff canteen and decided to get in touch with the Charity who said that they would find someone close to where he lived, to help Neil with how he was feeling. Before he got in touch with the Electrical Industries Charity, Neil was struggling to keep his emotions under control, but within a week Neil had an appointment with a therapist. The sessions provided Neil with coping strategies to manage his emotions and to help him feel better about himself. Neil outlined what he thought caused him the most anxiety and stress – most of which he realised was triggered by the negative work culture, where talking about your feelings was seen as a sign of weakness.

Neil acknowledges that he's suppressed his feelings and emotions in the past because he was brought up to think that strong men are meant to do this. He says that the therapy sessions were an eye-opener for him, and he talks about what he's learned from those sessions – that he had always boxed away his problems and that he needed to change the way he viewed strength. Talking about your weaknesses is a sign of strength, and from this you can start to deal with your feelings before they cause you problems.

Neil's now spoken to his HR department about his colleagues and their 'banter', just so it's on their radar. Neil feels much happier and more equipped to deal with his colleagues; he says that he won't stand for their bullying anymore and that he feels confident to call them out for it when it happens. Neil still likes to have banter with his colleagues, it makes the day more enjoyable, but he knows that there's a line, and banter that has a negative effect on others just isn't acceptable. Banter can turn into something far more harmful than was intended and can really impact someone's mental health.

12. SCOTT

How workplace bullying damaged my mental health

We hear from Scott's mum, Beth. Scott is an only child and means the world to his mum. Scott's mental health suffered when he was a teenager, although he did get some help for this and was put on medication. This helped him get back to his normal self. Scott couldn't wait to leave school, and at 16 he got an apprenticeship at local electricians, to train to be a qualified electrician.

From day one, problems started with his colleagues – constantly winding him up, day in, day out. Things got really bad on Scott's 18th birthday. He went out for a drink with the boys from work but ended up being humiliated. Scott was tied up naked in a public park. People would tell him it was just banter, and his colleagues would act as if nothing had happened, but this carried on for the next two to three years. Scott's anxiety and stress levels were rising, and one day in the works car park he accidentally clipped another parked car. His colleagues hounded him about it, saying he was going to lose his job. Scott felt like he couldn't take it anymore; he knew he had to do something about it now.

Scott was proud of himself for sticking with his job for all those years, and he liked the work he was doing, but it got to the stage where he wasn't enjoying working there anymore. His mental health was being affected by his work environment. Scott made the decision to quit. The abuse had got out of hand, he was angry and upset and nothing anyone said helped to ease Scott's problems. Beth, Scott's mum, informed his college of his situation, and a tutor informed Scott of the Electrical Industries Charity and its services. At first, he was apprehensive about getting in touch, but Scott started having 1:1 counselling sessions. The Charity also helped Scott find another company to work for, as he didn't finish his apprenticeship.

Scott's still going to his counselling sessions and feels as though they're really helping him. Once he starts work again, he's looking forward to completing his apprenticeship. Scott thinks that his age at the time he started his apprenticeship didn't help the situation – he was young, it was his first job and he didn't really know how to handle the situation that he'd been thrown into. He says that if it happened to him again, or if he saw it happening to someone else, he'd call it out.

13. SIAN

My undiagnosed dyslexia resulted in a deterioration of my mental health

Sian is 19 years old, she lives with her dad in Port Talbot and is currently doing an electrical apprenticeship. Sian loves the responsibility of her job – it's high stakes and an error could cost the company lots of money. Sian wishes her old school teachers could see her now, as she thinks they thought of her as "thick". Sian says that she finds recognising words and reading difficult, and she always felt stupid because of this. She didn't know it at the time, but she has dyslexia, a learning difficulty that mainly causes problems with reading, writing and spelling.

In school, English lessons were especially difficult for Sian, and when she got to college level she began to fall behind on her work. Sian's college tutor asked if she was dyslexic, and at the time Sian didn't know, so her tutor encouraged her to get a dyslexia test, providing her with the number for the Electrical Industries Charity.

The Electrical Industries Charity organised for Sian to have a dyslexia screening. She worried that if she found out she had dyslexia, she would get kicked off her apprenticeship. When Sian's results showed she was showing signs of dyslexia, the Electrical Industries Charity provided a full assessment. They also assured Sian that nothing bad would come from her diagnosis and that help would be provided. The Electrical Industries Charity contacted Sian's college and employer on her behalf, to explain her situation, and also her strengths and challenges.

Sian felt relief when she was given a formal diagnosis of dyslexia, as it helped her make sense of everything she'd experienced. Sian received help and support from an occupational health therapist, she was allowed more time to complete work and was given ideas as to how she could manage her modules to better suit her. Being diagnosed helped lift a weight off of Sian's shoulders and motivated her to get through her college work. She acknowledged that she learns differently from others but says she is confident in her abilities and has stopped putting herself, and her achievements, down.

14. TOM

Being bullied at school left me with an undiagnosed mental health illness

Tom is from Yorkshire and is doing an electrician apprenticeship. Until he started his apprenticeship, he'd struggled with mental ill-health and had thought about taking his own life. Tom had struggled with depression for eight years. It started in school, where he was bullied. The bullying had gradually got worse, Tom had received death threats and the police had to be involved. Tom didn't know why he was getting bullied. His anxiety around school increased and he felt isolated.

Tom's life got worse when he started high school. The bullying got worse and his self-worth was low. Tom tried to take his life on more than one occasion, with his friends stepping in to stop when they noticed something wasn't right with him.

After Tom left school, the bullying stopped but his mental health was still affected by his past. He kept things bottled up and didn't speak about them to anyone, which Tom knows wasn't good for him. Tom remembered his tutor telling him about a charity dedicated to the electrical industries. He knew he had to get help and so decided to contact the Electrical Industries Charity for support. He was put straight through to a welfare officer who set him up with counselling sessions. So far the Electrical Industries Charity has paid for Tom to see his counsellor over 20 times, and this has lifted a weight off of Tom's shoulders.

As part of seeing his counsellor, the Charity arranged for Tom to have a full psychiatric assessment, where he was diagnosed with Recurrent Depressive Disorder and suicidal thinking. The diagnosis sounded scary to Tom at first, but after he spoke through it and rationalised it with his counsellor, he felt better. These days, Tom doesn't need counselling and feels in a much better place after being given the necessary skills and tools from the sessions to manage his thoughts and feelings.

15. TYRONE

How I nearly took my own life

Tyrone is 19 years old, and he explains that his story begins three years ago, when he was 16. Tyrone had a normal life, he enjoyed spending time with friends, playing football and playing on his games console. Tyrone lived on a council estate with his mother and younger sister. Tyrone has never known his dad. His mum suffered from mental ill health and couldn't work much, so money was tight.

Towards the end of his time in school, Tyrone applied for an apprenticeship and got it. He worked for a locally run, small family electrical business. But two years in, Tyrone's personal life had produced some challenges. At 17, Tyrone's girlfriend Michelle had become pregnant, which came as a massive shock to Tyrone. Tyrone didn't want his child to grow up without a father, like he had done, and he wanted to make sure Michelle wasn't left to raise the child by herself as his mother had with him. He took out a payday loan in order to put a deposit down on a flat. The repayments on the loan were high and Tyrone struggled to find the money to repay the debt. He then took out an additional loan as he felt this was the only way to pay off the original loan.

Arguments with his girlfriend became more common, and Tyrone's work suffered. Tyrone's debt was becoming unmanageable, and as a result of the stress, he started to have suicidal thoughts as he thought this was the only way out.

Tyrone started to think about how Michelle would manage on her own, and how the baby would be if he wasn't around.
This realisation motivated him to seek out help. He had heard about the Electrical Industries Charity at college, so Tyrone got in contact and spoke to the wellbeing team. Tyrone was offered professional help, so he could speak to someone about how he was feeling and get assistance in sorting out the issues that had taken over his life. Tyrone had help to manage his debt repayments. The Electrical Industries Charity helped Tyrone with his flat deposit, along with additional support for Michelle and the baby.

Tyrone acknowledges the dark period of his life but says he is now is out the other side and doing much better. Tyrone is now a fully qualified technician and is earning a good wage. He can provide for his family – the baby is now two years old and is doing great. Michelle, Tyrone's girlfriend, has started back part-time as a hairdresser.

Tyrone says that he would tell his 16-year-old self not to worry and that everything will turn out fine. It's hard when things don't turn out how you want them to, but it's how you deal with it that matters. The best thing to do is talk to someone – family, teachers, or colleagues – there is always someone who is willing to listen and help.

6. Charitable activities & programmes

6.1 CHARITABLE ACTIVITIES SUMMARY

In 2021/22 we provided a record 35,157 instances of intervention support, a 11% increase on the previous year. This reflects the unprecedented challenges posed by the pandemic and the cost-of-living crisis. It's also a reflection of the work we have carried out to raise awareness of the support we provide to colleagues in the electrical and energy sectors.

35,157

INSTANCES OF INTERVENTION SUPPORT

11% INCREASE

Community detox options for people suffering with alcohol addiction proved the single hardest service to find publicly for those in our industry with **two- to five-year waiting lists.**

Wait time for psychiatric support in the NHS, post attempting to take their life increased to over a year across the UK with Northern Ireland **18 months.**

91% of cases asking for mental health support had never been seen or diagnosed by a psychiatrist. This remained consistent with previous years.

16% of cases utilising the EIC mental health services reported telling their employer, an increase from 13% the previous year.

One in two cases we have dealt with has encompassed **mental health issues**, similar to the previous year.

Typically, we see the **highest number of relationship breakdowns in January** following a strained Christmas and New Year period. This year in June we saw the highest numbers of advice requests on how to initiate a **divorce**. Interestingly, most relationship breakdowns happened in marriages of 10 to 15 years.

2,471 PEOPLE AT CRISIS POINT

down from 5,746 the previous year. The worst affected sector was Electrical Wholesale & Distribution.

48 SUICIDES

This year we have dealt with 48 deaths by suicide. Up on the previous year by 5 (43 deaths by suicide).

321 ATTEMPTED SUICIDES

up from 287 the previous year

If you are working in our industry you are 2.7 x more likely to complete suicide than the national average. The worst affected age group was the under-30s in our industry with 8 suicides by apprentices (down from 14 the previous year).

ADHD

Was the number one neurodiversity diagnosis across the industry. **NHS wait times for assessments can take two years.**

STRESS

both workplace and personal, became the number one reason people reach out for support

34% INCREASE in terminal cancer cases

38% INCREASE in cases of gambling addiction and mental ill health

FINANCIAL DIFFICULTIES

the number one reason apprentices reached out for support was financial difficulties and mental ill health due to financial destress.

Powdered cocaine remained the number one drug of choice in the industry

In 53% of our mental health cases, **financial difficulties** are present, increasing from 42% the previous year.

6.2 SUPPORT SERVICES

As an industry charity it is more important than ever to not only help support those in the industry with physical and financial wellbeing, but also their emotional wellbeing. We know that intervention requires a holistic approach and that each person will have their own unique requirements.

Our services are available to anyone that works or has worked in the energy and electrical industries. Therefore, we are currently providing a wide variety of key services with focused support to meet every individual's needs, such as:

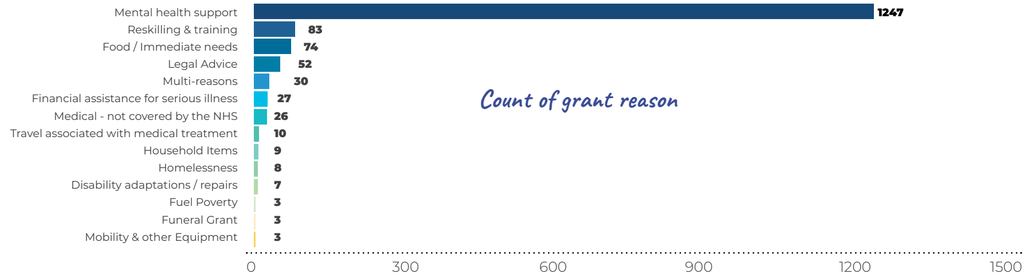
6.2.1 Non-means tested:

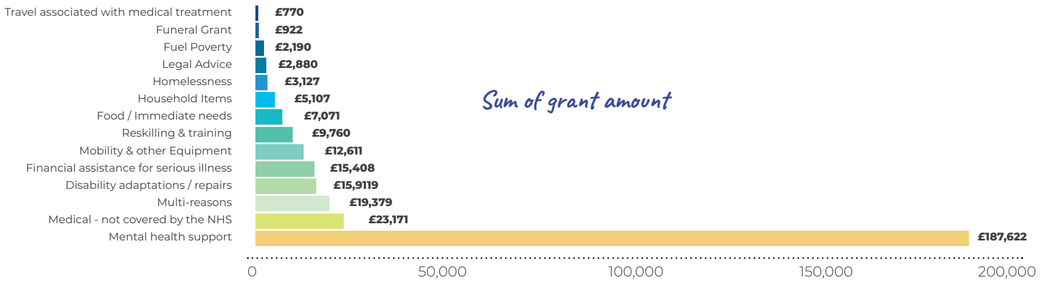
- General legal advice (family law only) to support with divorces, child agreement orders, inquests, will and estate issues.
- Counselling and mental health support (capped at four to six sessions).
- Bereavement support (including those affected by suicide).
- Psychiatric assessments.
- Support for those suffering with a terminal illness.
- Dyslexia support.
- Clinical Occupational Therapist (OT) for those who do not have access to this through their workplace, who help to write and support with return-to-work plans after a serious mental health absence from work.
- CV support following redundancy and job loss.
- Complex case management support: assigned case worker to help get you back on your feet.

6.2.1 Means tested:

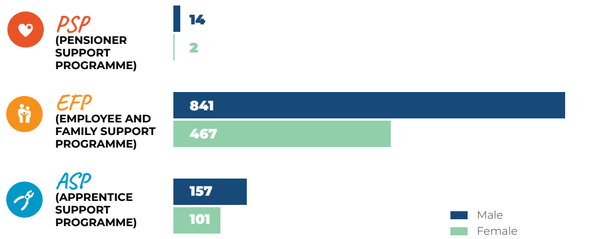
- Legal support will service.
- Holistic-based intervention (acupuncture and nutrition support).
- Counselling and mental health support including ADHD and ASD assessments.
- Financial assistance and grants – immediate urgent need and serious illness/disability.
- Debt advice – how to manage debt and get ahead with professional advice and assistance.
- Apprentice bursary scheme – additional financial support for apprentices with carer responsibilities and/or illness and disability.
- Severe illness support with the establishment of a Lasting Power of Attorney.

7. Demographics

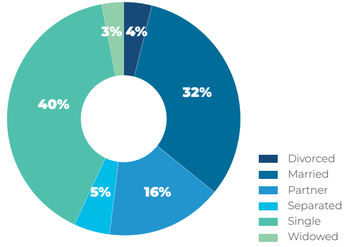




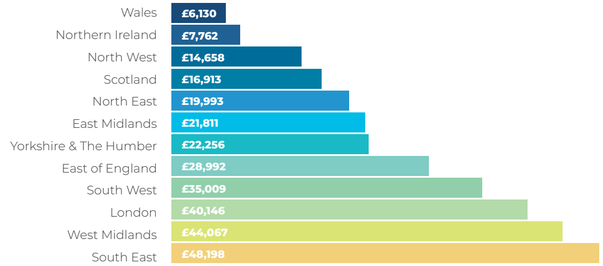
Gender by programme



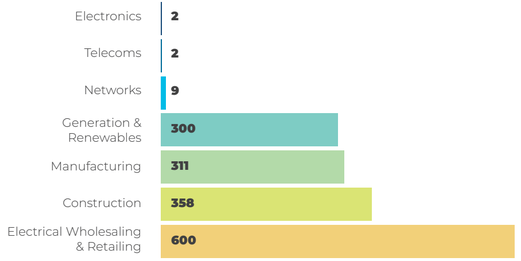
Marital status



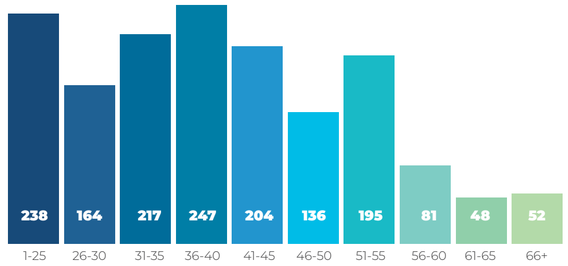
Region by grant value



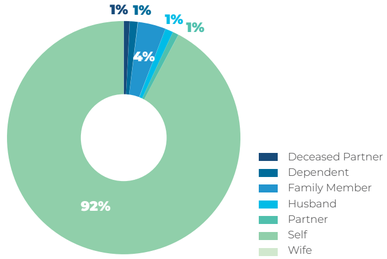
Sector by grant count



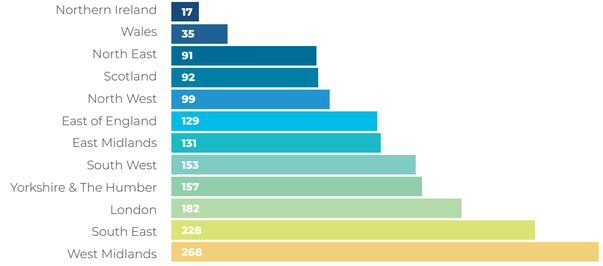
Age demographic



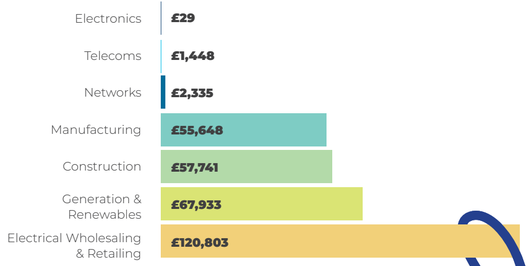
Eligibility



Region by grant count



Sector by grant values



8. Health and Wellbeing Presentations to the Industry

Our mental health and wellbeing courses are aimed at helping organisations put mental health and wellbeing at the heart of their future strategy.

Now more than ever, people are starting to understand the importance of looking after their mental health, not just their physical health. Health issues can cause a significant number of stresses and strains on individuals and families. By having the tools to understand and manage mental health problems, we can support people in our industry that need our help.

We're working to raise awareness and provide guidance to those that struggle with their mental health. By doing this, we can provide a brighter future ahead for those that can't see the light. Our health calendar is a great tool for providing you with information, stats, and guidance on the services we can provide to you, a family member, a colleague, or an employee.

Mental health issues can occur for many reasons, from stresses at work and financial worries to family-related stress. In our sector, stress and depression are among the most common matters to deal with, but 95% of people in the industry never discuss feeling depressed with a significant other.

Throughout 2021, we heard from industry experts about their experience with a range of topics. The pandemic saw us reviewing the effects of lone working, financial wellbeing, and managing relationships. In 2022, we'll look to another exciting line-up of expert speakers, including an equality and belonging consultant and a highly sought-after health and wellbeing expert and public speaker. In January we heard from Colin MacLachlan, a military veteran who served in the SAS for 18 years. Colin focused on the importance of mental resilience and emotional health in leadership and left attendees empowered by arming them with a toolbox of skills for overcoming adversity in both their professional and personal lives. In February, to coincide with Addiction and Mental Health Month in which we focused on these cooccurring disorders, popular psychotherapist Daniel Fryer spoke about letting unhealthy anxieties go and valuing healthier thought patterns so we can lead healthier and happier lives.

In March we discussed the importance of sleep to benefit our lifestyles and heard from Dr Neil Stanley, sleep expert and founder of EIC partner service Sleepstation.

You never know who around you is suffering from the effects of health problems and who needs support to help them get back on their feet. The Electrical Industries Charity is here to help because if you work or have worked in our industry, you will never be alone.

Health Calendar

2021

- Understanding Stress
- Lone Working
- The Impact of Social Media on Mental Health
- Caring for Elderly Parents
- Mental Health Month
- It's OK to Be You
- Financial Wellbeing
- Relationships
- Healthy Heart, Happy Body
- Women's Month
- Men's Month
- Your Retirement

2022

- Help Someone Stay Warm this Winter
- Co-occurring Disorders: Addiction & Mental Health
- Nutrition and Health
- Understanding Autism
- Mental Health Month
- It's OK to Be You
- Relationships
- Healthy Heart, Happy Body
- Save a Life
- Women's Month
- Men's Month
- Financial Wellbeing

9. Workplace Programmes

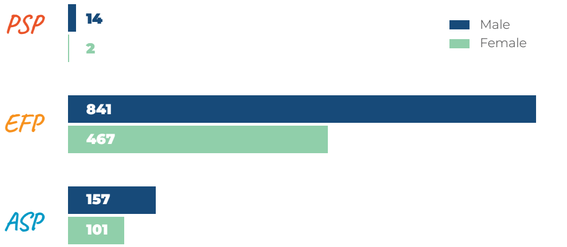
The Electrical Industries Charity is proud to be a full-service support provider to our stakeholders. To extend our outreach to the working population we have packaged our free and confidential services in a suite of programmes. These are designed to comprehensively serve our market demographic, clearly outline the benefits for users, and be easily understood and adopted within the workplace.

PSP (PENSIONER SUPPORT PROGRAMME)

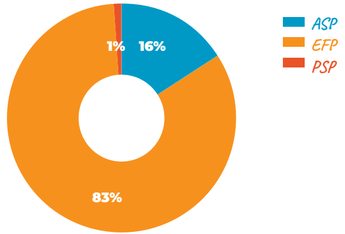
EFP (EMPLOYEE AND FAMILY SUPPORT PROGRAMME)

ASP (APPRENTICE SUPPORT PROGRAMME)

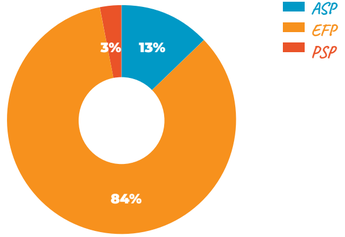
Gender by programme



% of count of grants



% sum of grant amount



9.1.1 Apprentice Support Programme

The **ASP** delivers financial grants and practical assistance to apprentices and their families.

An apprentice going through a rough patch at home that puts their work performance at risk needs support to allow progression, and to achieve a lifetime of productive, satisfying work.

Supporting the industry through education is a key focus for the Electrical Industries Charity and the launch of the Apprenticeship Support Programme is designed to help young people deal with some of the key challenges that affect them as they embark on their career.

ASP

9.1.2 Employee and Family Support Programme (**EFP**)

The **Employee and Family Support Programme (EFP)** is our flagship programme, developed specifically for the working heartland of our industry. It is designed to make an immediate and sustainable positive impact on your business and your people.

Staff productivity is a critical factor for any organisation but equally as important is recognising the personal life of employees.

Staff productivity is an important factor for any organisation but equally as important is recognising that the personal life of employees is central to their wellbeing. When things go wrong the Electrical Industries Charity is here to help with a range of services which address issues such as family or relationship problems through to debt advice, ill health and disability.

EFP

9.1.3 Pensioner Support Programme (**PSP**)

For many people, being retired means a reduced income which can leave individuals struggling to pay household bills, unsecured debts, or both. Any unexpected expenses, such as replacing a broken appliance, may become difficult to cover.

Businesses adopting the **PSP** can reach out to their retired colleagues in need, often providing a vital community connection that can be lost in retirement.

The Charity can provide a hand-up with financial grants and assistance services. To achieve the best outcomes for our PSP clients we work seamlessly with a broad range of professional charitable and service providers across the community, health, welfare, legal, financial and psychology spectrum.

PSP

9.1.4 Practical Participation Programme (**PPP**)

Our invaluable stakeholders within the electrical and energy industries are perfectly placed to support this initiative.

When handing out financial grants to people in need of building rectification or modification to assist with disability access, we often require practical assistance in terms of building materials, engineering and installation skills and equipment to support the upgrades. Another way our industry can support the Charity is to participate in our **Practical Support Programme**, which allows individuals and companies to provide services and materials on a voluntary basis and as a result dramatically reduce the cost of these projects.

The Practical Participation Programme harnesses your specialist skills in terms of time, equipment and materials – providing practical help where it is needed most.

You will work alongside the EIC (and our leading charity partners) in solving or contributing to solutions, for those in desperate need of your help. Once you have registered as a PPP partner we will approach you on an as-needed basis to ask for your assistance.

PPP

9.2 Case Studies

SUPPORTING IN EVERY CAPACITY WITH EIC

Dealing with the traumatic bereavement of a baby can be different for both men and women.

When a baby passes away because of stillbirth or neonatal death, it's very sad. There's no right way for you and your partner to feel or to grieve the death of your baby. People deal with this grief in their own ways.

Research from the British Miscarriage Association suggests that more than 50% of all pregnancies end in a miscarriage or stillbirth, but that almost half of all men whose partners miscarry never speak about their grief with their partner for fear of saying the wrong thing.

We all grieve differently, and this can be difficult for couples when their baby passes away. Most relationships come under pressure with the loss of a loved one, and the overwhelming grief after the death of a child can drive couples apart as much as it can bring them together.

The Electrical Industries Charity (EIC) understands how important a support network can be to those who are facing the darkest of times, and this is why it launched the Employee Assistance Programme (EAP) to help deal with challenges during bereavement. The Charity's Programme ensures that employees and their immediate family members have a shoulder to lean on at the most difficult times, by offering them vital support services including bereavement counselling, legal advice and financial assistance and grants. One example where the Charity has offered a helping hand in a time of need is in the case of John and his family.

A traumatic bereavement is emotionally crippling and can cause recurrent pain and suffering. Your grief can blind you to your partner's pain, especially if they have different ways of dealing with the grief. John initially came to the Charity for support after the tragic loss of his little baby girl Rosie who was stillborn.

When stillbirth occurs, it's traumatic for all the family and can result in family trauma. The loss of Rosie caused significant distress to John, his wife and their young daughter. John's experience of stillbirth had a detrimental effect on his relationship and own wellbeing. Men often grieve loss as intensely as women. They just have fewer opportunities to express this. As a result, great sadness may sometimes morph into anger. To manage the psychological distress, John had closed himself off and shut down his feelings and consequently engaged in self-harming behaviours to relieve the pain and trauma he was going through in losing his daughter.

The EIC stepped in to provide John with care and support with regards to his self-harming, and the Charity also sourced and funded bereavement therapy with a specialist counsellor for both John and his wife to regularly attend and provided support in the form of a child psychologist for their daughter. The therapy and counselling the EIC provided was instrumental in giving the family an individual space to discuss the pain they were experiencing.

Men generally grieve differently to women, and whenever a miscarriage happens, or stillbirth, many men feel they must be the stable rock, the provider who keeps the family going. Women are much more open with their grief; they talk to friends, they lie on the bed and cry. Men tend to be more internal; they keep themselves busy with work or physical activity, for example. Recent research suggests that men are more likely to engage in increased alcohol consumption to deal with the loss. Furthermore, men tend to engage in behaviours of avoidance which can lead to a relationship breakdown and prolonged grief.

John completed a psychiatric assessment and was diagnosed with a mood disorder. John's circumstances were further complicated by relationship difficulties which had started due to past intermittent substance misuse and a previous history of personal trauma.

However, now dealing with the severe trauma of losing their child, John and his wife had found they were struggling with their relationship even more so. John had communicated that he and his wife had always been turbulent; however, the relationship had become dysfunctional. Couples try to 'be strong' for one another, sometimes inadvertently distancing one another at the very moment they most need to be together.

Their destructive relationship persisted until after months of therapy, John decided he felt strong enough and able to break the cycle. He unfortunately left the family home and found a space of his own, he also limited communication with his now ex-partner and maintains a civil relationship for their daughters' sake.
John has periods of ups and downs, but he is managing well, and the Electrical Industries Charity sourced further assistance for John in the form of EDMR therapy, which is defined as "Eye Movement Desensitization and Reprocessing therapy", for which he attends regular sessions. This is an interactive psychotherapy technique used to relieve psychological stress. During EMDR therapy sessions, you relive traumatic or triggering experiences in brief doses while the therapist directs your eye movements.

The EIC maintain regular communication with John, and he recently completed his psychiatric follow-up. These follow-ups are important as it allows us to track changes and progress. John is doing much better and feels more in control of his life.

Thanks to support from the industry, every year the Electrical Industries Charity is able to offer hundreds of our industry colleagues both practical and emotional support during their time of need.

A night out, a terrifying moment, can change a life traumatically

Suffering a traumatic head injury is a terrifying ordeal, with serious implications for the way we live. Our brains are miraculous and mysterious things. Everything we are and do, everything we feel and believe, is the product of electrical signals in our neural pathways. When something catastrophic happens to our brains, such as a car accident, stroke or physical assault, our personalities become rearranged.

Assault is the third most common cause of traumatic brain injury (TBI), after falls and road traffic collisions. TBI can lead to multiple long-term physical, cognitive and emotional problems, including post-traumatic stress disorder (PTSD).

This was the case for James who was tragically assaulted outside a nightclub and sustained a minor brain injury, following a celebratory night out with his friends on his birthday. James was attacked from behind and struck with a fist in the side of his face/jaw. He lost his balance, hit his head on a wall, losing consciousness and falling and hitting his forehead above the nose on the kerb edge.

Approximately 1 million people per year attend UK Emergency Departments (EDs) with a head injury. Roughly 900,000 of these people will only have sustained a brief period of unconsciousness or no unconsciousness at all.

While most such patients will be fine eventually, many will have sustained a minor brain injury. They may experience post-concussion symptoms for a number of days or weeks and a significant number will have persistent, long-term difficulties. Services to help these people are limited in most areas of the UK.

Following the assault, James was in and out of consciousness for two to three hours and had no recollection of being transported in the ambulance and his subsequent admission to A&E indicating post-trauma amnesia for less than 24 hours. James was diagnosed with post-concussion syndrome described as "a complex disorder in which various symptoms, such as headaches and dizziness, last for weeks and sometimes months after the injury that caused the concussion" and fatigue.

Consequently, James suffered physical, cognitive and psychological problems, some of these symptoms were headaches, poor balance, difficulty closing his eyes, poor short-term memory and poor sleep. It is evident the assault was traumatic for James and it was affecting his daily functioning and mental wellbeing.

The effects of moderate to severe TBI can be long lasting or even permanent. While recovery and rehabilitation are possible, most people with moderate to severe TBI face life challenges that will require them to adapt and adjust to a new reality.

Moderate to severe TBI can cause permanent physical or mental disability. Because polytrauma is common with moderate to severe TBI, many patients face additional disabilities as a result of other injuries. Even patients who appear to recover fully may have some long-term symptoms that never go away.

Challenges with work and completing tasks that were once routine can be much more difficult than before the injury. Some patients find that the skills and abilities that they used before the injury to meet these challenges are not as sharp as they once were.

Through its Employee Assistance Programme (EAP), which is funded by powerLottery, the Electrical Industries Charity (EIC) provides people within the electrical sector with a wide range of support services to help them overcome any physical, emotional and financial challenges at hand. The Charity sourced and funded the support of an occupational therapist who visited James and completed a functional and vocational assessment. The EIC were then able to assist James using the report from his assessment to recommend support options for his employer to consider in relation to the new environmental, psychological and cognitive demands James now required assistance with.

The EIC also arranged for James to attend therapy sessions focusing on trauma support and learning methods of coping with his experienced cognitive and physical changes. He found the therapy very supportive and the sessions have enabled him to manage his newfound experiences with everyday life better.

James unfortunately has sustained a nasty scar from the assault above his eye which he will have for the rest of his life. He is learning to cope with this everyday visual reminder and has said to the EIC:

"Although dealing with my scar is an ongoing issue that's really never going to go away due to it being my eye line, the therapy sessions have helped me understand how to manage my anxiety and insecurities around it and my perception on how people see it and me."

"Before my sessions with the therapist I was an mess, my temper was short and my mood extremely low. I took this out on my friends and family, and I was not a nice person to be around. The therapy has enabled me to open up, and we have walked through each of my issues step by step. I was then able to start to face my insecurities on my own in a positive way".

In spite of James experiencing a traumatic event which has affected him cognitively, emotionally and physically, he is improving and feeling stronger in himself – this is fundamental for the Charity and our support objective and philosophy.

Thanks to support from the industry, every year the Electrical Industries Charity is able to offer hundreds of our industry colleagues both practical and emotional support during their time of need.

Serious injury at work

We know that a healthy diet and lifestyle are vital to maintaining our wellbeing. Nutrition and health – both physical and mental – are all areas the EIC can help our industry colleagues with.

Holly and her husband both worked in generation and renewables, but her husband had experienced significant trauma as a child. He suppressed this trauma until he became unable to cope but refused to seek professional help, thinking instead of suicide as his only way out.

Holly turned to controlling her eating as a way of managing her emotions at a difficult time. As a result, her weight dropped at a concerningly fast rate and, in a very short period of time, she lost nearly 9 stone. She was suffering from an eating disorder – a mental health condition whereby she used the control of food to cope with challenging situations.

Through her job, Holly was made aware of the EIC and the support available. Holly spoke with the Charity and opened up about the struggles her husband was experiencing. We explored possible support for her husband and professionals were sourced. For Holly, we sought help for her through sessions with both a dietitian and therapist. With them now receiving the necessary support, Holly and her husband were able to turn a positive corner in all aspects of their lives.

10. Fundraising and Publicity

10.1 EIC WELLBEING CHAMPION BUSINESSES

To keep our free and confidential services available to the industry, we rely on organisations to help promote our fundraising initiatives across the sector by becoming an EIC Champion Business.

As an EIC Champion Business, they receive monthly health presentations from EIC discussing our health calendar and have access to a wealth of materials online, as well as the same support our whole industry is entitled to. To become an EIC Champion Business we ask them to implement three fundraising initiatives into their organisation to support our industry and our industries Charity.The three fundraising initiatives are the Charity Stand Down Hour, which works on the premise of each member of staff donating just one hour of their salary to EIC. It is facilitated completely through the company payroll and will be automatically deducted as a one-off donation annually.

EIC Day is a fundraising day which can be implemented across the business with the aim of each employee fundraising or donating just £10 to EIC. EIC Day can happen in the form of a trivia night, a dress-down day, a bake sale or a fancy-dress day. Our industry has a lottery that funds the health and wellbeing services of the electrical industry. To implement the workplace lottery, staff are given access to a portal to register, and a payroll contact is delivered a deduction report for the monthly payroll. For as little as £1 per month, staff could win up to £1,000 a month with 40 cash prizes plus a mega prize draw of £10,000 to be won twice a year in June and December.

We launched our Champions campaign two years ago, and it has been well received by the industry. For the coming year we will be focused on growing our business champions to ensure we remain visible to the industry and maintain the new revenue stream for our support services.

10.2 The power of £1

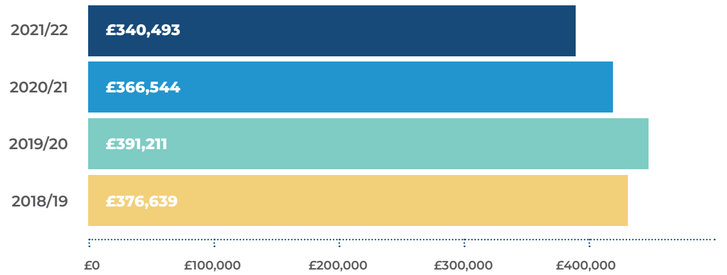
Company lottery schemes and the Electrical Industries Charity's powerLottery generated gross proceeds of £340,493. powerLottery is EIC's number-one fundraising stream, and it helps us provide support to apprentices, pensioners, employers and their families at the toughest times of their lives.

In addition to powerLottery, we have in place a workplace lottery. For companies to set up the payroll process they will have to qualify with the below outline requirements:

- Minimum of 150 employees/staff members
- HR portal in place
- HR portal is linked to their payroll system, as the number of members of the powerLottery or their details could change every month, so they will need to have the ability to run the administration each month.

The powerLottery provided the Charity's only source of annuity funding during the pandemic. We aim to continue to encourage large industry companies to implement the workplace lottery, allowing them to expand the free-of-charge services available to their employees, through the Charity's services.

Society lottery all draws



10.3 powerBall

Last year, we saw the return of the highly anticipated powerBall, for an incredible evening of champagne, the can-can and the essence of Parisian charm, for one night only at the London Hilton on Park Lane.

The powerBall fundraising event was originally created to support families in the industry who had lost loved ones in the 1918/19 flu pandemic. 2020 was the first year since World War II that powerBall had been postponed. With this in mind, we wanted to make sure that the return of powerBall 2021 was a spectacular night of dancing, charm and an abundance of joyous faces, which I'm happy to report was, in fact, the case!

Our guests were able to indulge in a scrumptious feast from menu sponsor Legrand. The indulgent delights included goat's cheese and butternut squash tart, beef fillet, and a indulgent desser that oozed French feeling. The room was draped in an elegant display of fragrant roses, balloon arrangements and the beautiful decadence of Moulin Rouge.

A big thank you to our entertainment sponsor WAGO for your generosity, which allowed our guests to experience the astonishing snake-charmers and sword swallowers, and for the music that encouraged them to dance the night away to the sounds of Roxanne, Diamonds Are Forever and many more classics! We also saw so many winners as raffles and prizes galore were won, which couldn't have been possible without our amazing sponsors Glen Dimplex, Schneider, Hager, Edmundson Electrical, Group B and Rexel.

The event's festivities wouldn't have been possible without headline sponsorship CEF, after-party and drinks reception sponsors Aico and VIP drinks reception, and centrepiece sponsor BELL Lighting, again, thank you for your contributions, without which we could not have produced the fabulous evening that our guests experienced.

A huge thank you to all our donors to proceedings and attendees; thanks to everyone's support, we raised a record-breaking £272,107 to support sector colleagues in need.

10.4 Challenge for a Cause

ARCTIC ADVENTURE

In March, a group of courageous explorers from the electrical industries had taken on the EIC's breathtakingly beautiful, yet physically demanding Challenge for a Cause – Arctic Adventure! This adventure has taken its participants across the icy pond to the Finnish wilderness.

Challengers have immersed themselves in cross-country skiing; they have learnt how to 'drive' a reindeer, cook on an open fire in the great outdoors and build their own functional igloo. They were given the opportunity to test their craftmanship and spend a night in their own handmade shelter, brrr! There's more! Challengers were able to experience once-in-a-lifetime opportunities such as husky sledding through the deep Lapland Forest and ice fishing to catch their supper. They might even have been lucky enough to catch a glimpse of the Northern Lights.

This year, the challenge raised over £23k in individual donations and £20k net profit, which is an incredible amount that will make a huge difference to the industry. A huge thank you to everyone involved.

10.5 Industry fundraising

10.5.1 QUARTER 1

Thanks to ECA Newcastle for supporting our sector colleagues in need

Thanks to ECA Newcastle for their donation to support sector colleagues in need. ECA are huge supporters of the Charity, and we could not continue to offer our services to the industry without them.
Thank you, ECA Newcastle!

IBA makes a difference with donation

Thanks to IBA for coordinating activities to fundraise for sector colleagues in need. The team have been getting up to all sorts of fundraising fun to raise as much money as they can for the EIC welfare team. Together they raised an incredible total – a huge thanks for your support.

Thank you to WAGO

WAGO are huge supporters of the Charity and over the festive period held a Christmas raffle in support of EIC and our industry colleagues in need. We would like to thank them for their donation of over £1,100 to support industry colleagues, and for their continued support of the Charity.

Thanks to RWE for continuing to support sector colleagues

RWE have always supported the Electrical Industries Charity in a big way, and with their ongoing assistance we have been able to help more industry mates in need than ever before. To keep their superstar fundraiser flags flying, RWE have donated over £900 to help ensure that our industry continues to be the best it can be. Thank you to everyone at RWE for their ongoing support.

Thank you to Centsure for their fundraising efforts

Centsure have started the year off with a bang by donating over £5,000 to the Charity to ensure we continue to help those in our industry who need it most. Thank you, Centsure, for your ongoing support of EIC and unwavering dedication to our industry.

Thank you to the EDA

A huge thank you to Electrical Distributors' Association (EDA) for their continued support to the Electrical Industries Charity, and congratulations on yet another successful EDA Annual Awards Dinner. Each year the EDA host their flagship event for the Electrical Distributors' Association, with 500 guests attending. The event brings together wholesalers from EDA businesses and their guests, including representatives from EDA-affiliated members. Guests eagerly arrived at Park Lane's impressive InterContinental hotel for a night of dinner, dancing and drinks! The EDA kindly organised a raffle in the aid of EIC.

This year the EDA Annual Dinner raised £8,180 for the Electrical Industries Charity, with Stewart Gregory, EIC President, receiving the cheque from Margaret Fitzsimons, CEO of the Electrical Distributors' Association.

Once again, thank you to all for digging deep for the raffle on behalf of the Electrical Industries Charity.

Q1

AWEBB Donation

A huge thank you to AWEBB for their extremely generous donation of £13,500. The company's annual gala dinner was a tremendous success and a fantastic opportunity to celebrate among colleagues all while raising money for a worthy cause. The majority of the money raised resulted from the generosity of their members and suppliers. AWEBB has also kindly donated the money raised during their gala dinner raffle! Out of 85 members, each and every one has donated £100, and a further 92 suppliers have also donated the same amount. An incredible effort from members, suppliers and AWEBB for raising such a large amount of money for the Electrical Industries Charity. Thank you for considering us as your industry charity, your help is crucial to us.

National Grid give back to the industry

National Grid donation

On behalf of the Electrical Industries Charity (EIC), we would like to sincerely thank everyone at National Grid for the generous donation of £2,658.95. It is with your support from yourself and others that we can offer industry members complete support and assistance. Put simply, we couldn't do it without you. The generosity you have shown not only has a significant financial bearing but also demonstrates kindness and compassion. We thank you very much for your contribution, from all at EIC and all those people who will benefit from your kindness going forward.

10.5.2 QUARTER 2

WAGO – National Three Peaks Challenge

Our event partners WAGO are an enormous support to the Charity. Thank you for your donation of £439.10!

They've pulled together a brave team to tackle the National Three Peaks! Good luck to you all, we can't wait to hear all about it!

Niglon – CA Partner one-year anniversary

We want to say a huge thank you to Niglon for donating £50,000 through being part of our Commercial Agreement (CA) Programme. Happy one-year anniversary! Your donation and generosity will make a tremendous difference to the Charity and to people in our industry that are going through challenging times.

A great big thank you from the Electrical Industries Charity to Edmundson Electrical Ltd North East Region for an amazing donation of £975. Your efforts are so well received, thank you! And to Edmundson Electrical Ltd East Midlands Region for the donation of £1,898.

We were delighted to receive a whopping donation of £9,068 from the Electrical Distributors' Association (EDA). We want to thank you for this amazing contribution to the Charity and to the industry. Your generosity will help so many people in the sector who need our help. Thank you!

Q2

10.5.3 QUARTER 3

Edmundson Electrical Doncaster swing for success with golf day

In August 2020, a team from Edmundson Electrical Doncaster took to the fairways to fundraise for the Electrical Industries Charity. They had a great day on the course and took a chance on longest drive, nearest the pin and a hole in one. Edmundson Electrical Doncaster managed to raise £500 for the Charity and our industry, and we can't thank them enough!

A huge thank you to Legrand Electric Ltd and Elle

The team at both Legrand Electric and Elle have clubbed together to raise an astonishing £5,000 for our industries charity. £5,000 will go a long way in supporting our industry colleagues who need assistance most and can help to fund 12 psychiatric assessments, 50 family shops, 84 nights of emergency housing and 72 CV revamps. We would like to say a huge thank you to everyone at both Legrand and Elle.

NICEIC and ELECSA Contractors raise fantastic total for our sector

The NICEIC and ELECSA Contractors have recently completed the 'Your Voice Matters' Customer Insight Survey and asked those partaking to donate to the Electrical Industries Charity. Together, they raised £1,083 for those in our sector who need a helping hand in the New Year. Thank you to both the NICEIC and ELECSA and their members for this donation.

Mark from AWEBB runs his way to a winning total for EIC

Mark from AWEBB challenged himself to run a marathon a week for a month to raise funds for our industry colleagues as AWEBB's normal AGM was cancelled due to the pandemic. Mark successfully managed to complete his marathon a week and raised an incredible £11,250 for EIC! A phenomenal total from a great organisation. We would like to say thank you to Mark for taking on this huge challenge and to all his supporters for helping him reach this amazing amount.

Thank you to Voltimum and their Advent calendar supporters

Over the Christmas period, Voltimum launched the 12 Days of Christmas Raffle, and to coincide with this raffle launch, Voltimum, industry supporters, helped to back this fundraiser with their own annual Advent calendar. With the support of Brother, Electrium, Ideal, the Electrical Distributors' Association, Ansell, Greenbrook Electrical, ABB, Legrand, JTL, Ovia Lighting, CK Home Appliances, Schneider Electric, ECA, Keystone, Megger, Click Energy, Pro Certs, BEW, KNIPEX, Knightsbridge, B.E.G., Prysmian, Wiha, Signify and simPRO, Voltimum have managed to raise £15,000 for the Electrical Industries Charity! This is an incredible total which will go such a long way in supporting our sector in the New Year.

Thank you to EJ Parker Technical Services for their donation

Thank you to everyone at EJ Parker Technical Services for their donation of £2,000 to support the electrical and energy sector this New Year. £2,000 will go a long way in supporting those struggling with mental health as we transition into the New Year.

Q3

Race across Europe

While the pandemic may have put a stop to our worldwide in-person challenges, our first-ever virtual challenge finished with a bang!
In June, seven teams including one made up of EIC staff completed a trip around Europe completely virtually to raise much-needed funds for our sector colleagues in need. The teams of five travelled from London to Paris, Paris to Zurich, Zurich to Munich, Munich to Prague, Prague to Amsterdam and Amsterdam back to London by bike, walking, running or swimming only.

While the teams had six weeks to complete the 1,606-mile distance, lots of the groups whizzed through the mileage and had finished within three weeks.

The teams included AWEBB; Aico; The Southern Committee; Halifax Hounds, which featured three members from EEL Halifax, Lucy from JCC Lighting and James from ROBUS LED group; and two Certsure teams. All of the teams made a superb effort and helped to raise over £15,000 to support our sector.

Team AWEBB smashed the competition and raced into first place, closely followed by Aico, and in third place EIC's own EIC Dreams. A huge congratulations to everyone who took part in the challenge and a massive thank you for raising much-needed funds for our sector.

Bonus ball gives EIC an added bonus over Christmas

A huge thank you to Darren Wetherill, who after the cancellation of Southern Christmas Lunch 2020 celebrated Christmas by hosting a bonus ball competition in the Southern region. Geoff involved some of the Christmas lunch regulars including Geoff Kerly from Kew Electrical, Daren Pool from Triple Star Fire & Security, Simon Millard – Phase Electrical Distributors, Andy and Adrian – Tunbridge Wells ECA, Andy Prager – Paine Manwaring, Dayna and Jess – Tungsten Training and Luke Crossley – AJ Taylor. Together they raised over £7,100 for the Electrical Industries Charity, which will go a long way in supporting our industry over the Christmas period.

A huge thank you to the ECA North East Region

In 2019, the Electrical Industries Charity received a brilliant Christmas present from the ECA North East Region. The North East region kindly donated £2,000 to the Charity this year to support vital services to our sector. The South Durham and North Yorkshire branch treasurer and secretary Barry Osborne and Mike Meynell donated their honoraria to the Charity totalling £450, and the West Riding of Yorkshire division have donated £250. A huge thank you to the ECA and their branches for their ongoing support of the Charity and our sector.

ECA
Excellence in Electrotechnical & Engineering Services

Professional Engineering Services donate to EIC

Professional Engineering Services have helped to support our sector into the start of the New Year with a donation of £1,000 to assist industry colleagues who need a hand-up. This will help to support 10 families needing a food voucher, 18 nights of emergency housing or 35 counselling sessions.

IEEE PES
Power & Energy Society®

The season of giving from Legrand Electric

In the spirit of Christmas, 11 generous staff members from Legrand Electric have donated their Christmas bonus to support our sector colleagues who may need a hand-up this holiday season. Together they have donated £550 to the Electrical Industries Charity, which could support four families in getting their Christmas shop or assist 15 people with an emergency heating grant. Thanks so much to all of them!

legrand®

Certsure staff 'walk' to New York for New Year's Day

On Monday 23rd November 2020, Certsure staff took on a five-week challenge to boost their physical and mental wellbeing and raise much-needed funds for EIC. There are 3,439 miles from their office in Luton to New York, which equates to 6,878,000 steps. Staff were walking, running, cycling, swimming, doing yoga and many other activities and exceeded their target on 1st January 2021 by 2,822,386 steps, leaving plenty of steps left over for 'sightseeing'. In support of our industry, Certsure donated £1 for every mile their staff completed between Luton and New York, totalling £3,439, which will go a long way in supporting people in our industry. Well done to all and a huge thank you for supporting EIC!

Certsure

Holland House Electrical help EIC

Thank you to everyone at Holland House Electrical who helped to spread festive cheer over the holiday season with a £500 donation to our sector Charity. Thank you so much for your ongoing support and for helping us to assist our industry colleagues who need it most.

HOLLAND HOUSE
Electrical Supplies

10.5.4 QUARTER 4

Thanks to RWE Generation UK for continuing to support sector colleagues

RWE Generation UK have continued to support the Electrical Industries Charity in a big way, and with their ongoing assistance we have been able to help more industry mates in need than ever before. To keep their superstar fundraiser flags flying, RWE Generation UK have donated over £10,000 this quarter to help keep make our industry the best it can be. A huge donation like this has a massive impact on the assistance the Charity can provide. £10,000 means a family in need can be fed, someone searching for a new role can get the CV support needed to boost their career, a grieving widow can get the therapy they need and someone struggling to get a diagnosis can receive a sourced and funded psychiatric assessment. Thank you to everyone at RWE Generation UK for their ongoing support.

RWE

The Elle at Legrand UK LTD make a difference with donation

Thanks to The Elle at Legrand UK Ltd for coordinating activities to fundraise for sector colleagues in need. From a bake-off to a bike ride, the team have been getting up to all sorts of fundraising fun to raise as much money as they can for the EIC welfare team. Together they raised £2,626.89, an incredible total from an incredible organisation. A huge thanks for your support.

legrand®

Q4

Aico get spooky to support

Aico are consistently being highlighted in our quarterly newsletters as charity champions within our industry, and their support just does not stop. To celebrate Halloween, Aico hosted a themed fundraiser within their head office with a pumpkin-carving competition and costume parade. Prizes were offered for the best pumpkin and the best fancy dress meaning fundraising really did bring the fun. Getting into the spooky spirit, Aico raised over £300 for the Electrical Industries Charity.

A huge thank you to them and all those who attended.

CEF host golf day to hit a fundraising hole-in-one

A lot of industry organisations host golf days to support the Charity and those we assist every day. CEF hosted their own golf day in October to raise funds for sector colleagues this quarter. Industry attendees gathered on the golf course to try their luck in a Stapleford competition with trophies and pride up for grabs. Through fundraising activities the day raised over £800 for sector colleagues, and we cannot thank everyone at CEF and the golf day attendees enough.

Throwing a party to support sector colleagues

Sometimes fundraising can be as simple as throwing a celebration and asking attendees to chip in to support a good cause. That's exactly what Aico did with their party fundraiser. Over drinks, games and some snacks, colleagues got together to celebrate after a tough 18 months and raised over £780 for sector colleagues in need. Why not take lead from Aico and host your own party fundraiser for EIC? Thanks to Aico for their fundraising and support.

Thank you to ERMA

ERMA has existed for more than 30 years as an association for former members of staff of the CEGB and the Electricity Council/Electricity Association. Due to the effects of the pandemic, the association has had to wind up their activities, an annual lunch and AGM, and have donated the remainder of their funds to the Charity. Thank you for their donation of over £1,200 to the Charity to support industry colleagues. Thank you for their support over the last 30 years and thanks to their association members.

Edmundson Electrical head to the fairways for fundraising

Another industry golf day which helped to support colleagues this quarter was the Edmundson Electrical Northeast Regional Office Golf Day, which swung off in October. Sector chums got together to hit a hole in one and raise much-needed funds for EIC. They played two competitions. One is for lower handicaps, the Brooke Trophy, dating back to 1939 and won by Jack Rushworth H/C 2 and Joe Black H/C 7. The other trophy is the Prentice Cup dating from 1934, won by Elliott Mercer H/C 12 and John Williamson H/C 21. Together they raised over £1,340 for industry colleagues in need. Thanks to Edmundson Electrical and those who attended.

Stearn pound the pavements to raise the pounds

Last edition we featured Stearn Electric where 14 Stearn teams from up and down the UK took part in a 500-mile walk, taking a chunk each to raise much-needed funds for industry colleagues in need. The walk aimed to raise awareness and funds for EIC and was organised by Nicky Pearce from Stearn Leighton Buzzard after the EIC welfare team supported Nicky and her son. In total the teams raised over £7,000 for the Charity.

Thank you to VINCI Energies for their virtual fundraising efforts

VINCI Energies launched a virtual mission which covered 16,000km raising a total of £1,250 for EIC.

On 20th September, they teamed up with My Virtual Mission to challenge their community of incredible people to a 4,000km virtual race for charity. Nearly 200 people took part and were split into four teams depending on their four respective perimeters: Actemium UK (Industrial Perimeter & Automation Perimeter), Omexom UK and RoI and Axians UK.

The teams raced along our pre-designed 4,000km route, which linked key Omexom, Axians and Actemium locations around the UK and RoI. Their positions in the race determined their chosen charity's share of the prize money. Teams raised over £1,250 for EIC, and we can't thank them enough.

Thank you to the EDA

The EDA really got back into the swing of events and on top of their awards dinner at the InterContinental, London, they also hosted a function at Gleneagles in Scotland. There they celebrated the achievements within the electrical industry and fundraising for the Electrical Industries Charity. Dinner attendees fundraised more than £2,881 for the Charity, a huge thank you to the ECA and dinner guests.

Thank you to the ECA

With awards dinners, events and more kicking off again, the ECA hosted their awards dinner to celebrate those who have gone above and beyond in our sector. As well as celebrating the accolades of our industry, they also fundraised for the Electrical Industries Charity. Through a raffle the awards dinner raised over £5,800 to support sector colleagues. Thank you to the ECA.

11. Our Social Media Awareness and Campaigning

#powerLottery #workplacepowerlottery

Enter the #powerLottery and watch your chances of winning £1,000 times by 12!

www.electricalcharity.org/index.php/lottery

#ElectricalCharity #powerLottery

Become a hero like @EDA and save industry members lives! Play today

https://bit.ly/2IVBqNM

#workplacepowerlottery #electricalcharity

Fancy an extra £1,000 this month and every month after that? With the powerLottery you can have exactly that, you just need to sign up for your chance to win

www.electricalcharity.org/index.php/lottery

#ElectricalCharity #powerLottery

We all go through ups and downs and can get anxious about things happening in our lives. Break the circuit by doning something you enjoy – read a book, go for a walk, hug your spouse – whatever eases your mind!

https://bit.ly/3uc27Dp

#ElectricalCharity #MentalHealth

Do you know what being mindful is? It's a simple way to improve your wellbeing just by breathing! Focus on your breath and only your breath for a couple of minutes and flick the switch on a happier life!

https://bit.ly/2IVBqNM

#workplacepowerlottery #electricalcharity

#MentalHealthAwareness #ElectricalCharity

8.2 million people in the UK suffer with an anxiety disorder. Don't suffer alone; contact our assistance line confidentially – we can help!

https://bit.ly/3ARW8Yz

#MentalHealthAwareness #ElectricalCharity

A one-hour mental health virtual training session could help you manage stress levels better during this challenging time. This is just one of many topics covered during our courses. Sign up today: https://bit.ly/3ftikyO

#MentalHealthAwareness #ElectricalCharity

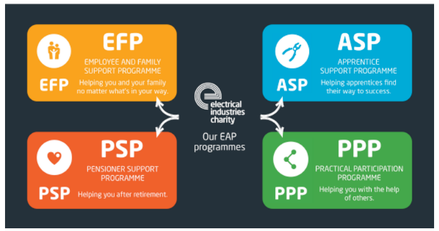
Becoming a mental health first aider will make your workplace a better place to be. Sign up today:

https://bit.ly/2GCguh1

#mentalhealthfirstaid

'Being off work while going through cancer treatment had a massive impact on our finances. My friend told me about EIC. They helped me pay the essential bills, so I don't have to worry about my family's wellbeing' Andrew, 52 https://bit.ly/3kmmCYy

3kmmCYy #ElectricalCharity #EFP



What if... Life is unpredictable. See how we can help you or you can help others through those unpredictable moments. https://bit.ly/2A3hxCE

#ElectricalCharity #EAP

#PowertomakeaDifference

Now is the time to plan your next adventure! Sign up to one of our challenge events and start training for a trip of a lifetime with added value

https://bit.ly/33IAu38

#PowertomakeaDifference

#ElectricalCharity

Get your work team behind you and sponsor your boss to work in a role 'down the line' for a day. Surprising and fun-filled day for all guaranteed. Funds raised could make a big difference in someone's life.

https://bit.ly/33IAu38

#PowertomakeaDifference

#ElectricalCharity

Check out our 'Fundraising in 15' handbook with loads of simple ideas you can take on to raise funds for EIC! You don't have to climb Everest or run a marathon; it can be as simple as eating a cake:

https://bit.ly/33IAu38

#Fundraisingin15

#ElectricalCharity

#EICChampions #CAPartners

As a business do you have structured wellbeing programmes that your staff know about and use? It's your chance to be part of one! Sign up to EIC Wellbeing Champions Programme today:

https://bit.ly/3gvFo0F

#EICChampions #ElectricalCharity

@JTL are supporting our industry through EIC Wellbeing Champions Programme while having access to a valuable wellbeing programme for their staff. Join forces with EIC today:

https://bit.ly/3gvFo0F

#EICChampions #ElectricalCharity

As a Commercial Agreement partner, you are not only supporting your industries Charity to be sustainable for future generations but also gaining a partner who is leading industry change. Find out more here:

https://bit.ly/3EGgxII

#ElectricalCharity

Shout out to our Commercial Agreement partners @VoltimumPLus. Thank you for helping us to provide more support to industry members going through challenging times. Join forces with us:

https://bit.ly/3EGgxII

#ElectricalCharity

Which of the below services do you think EIC offer?

- **Legal support**
- **CV support following redundancy or job loss**
- **Dyslexia support**

Check if you're right by visiting https://bit.ly/3gvFo0F

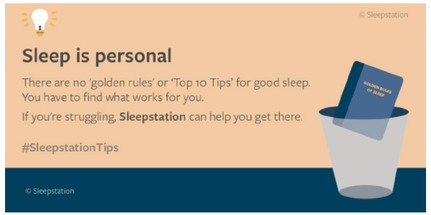
#ElectricalCharity

#Services

#10for10 #EICDay

'I had always struggled with reading and writing and never thought much of it. When I had to take my new edition assessment, I realised I couldn't do it. I reached out to EIC and they funded a dyslexia assessment. I got the extra support I needed and passed my assessment first try.' Lee, electrical apprentice
https://bit.ly/3okMibi

#ElectricalCharity #Services



We all need sleep to function at our best, but how much do you need and are you getting enough zs to sustain you? To start your sleep journey click here:
https://bit.ly/3qyAnql

#Sleepstation #ElectricalCharity

This EIC Day we invite you to complete a challenge of 10 for £10 on 10th September – swim 10 lengths, run 10k, do 10 sit-ups or eat 10 cupcakes. It can be anything! Raise your £10 and donate them to EIC here:
https://bit.ly/3hqtHtb

#ElectricalCharity #10for10

Join us in celebrating EIC Day on 10th September. Organise a day of fundraising and fun to support your industry colleagues who need it most
https://bit.ly/2TtWMdo

#EICDay #ElectricalCharity

This year, to celebrate EIC Day, we're offering you a chance to win three fabulous mystery prizes to the value of up to £500. To participate in the EIC Day raffle and have a chance to win all you need to do is buy your ticket here:
https://bit.ly/2TtWMdo

#EICDay #ElectricalCharity

#RaceAcrossEurope

Team 'Not Fast, Just Furious' from @Certsure LLP are working hard to reach their first checkpoint in Paris. Give them some encouragement by donating to their fundraising page:
https://bit.ly/3vTnaeL

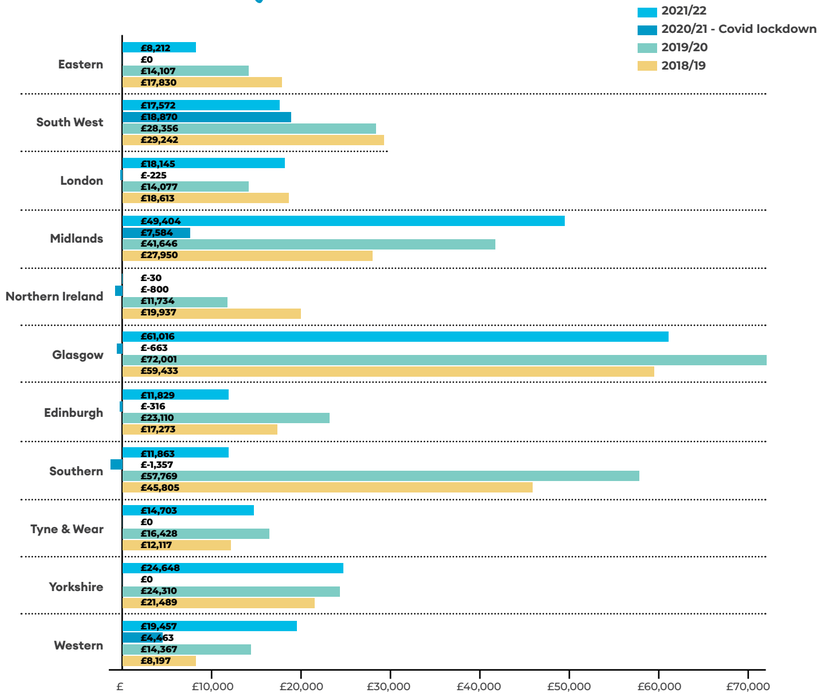
#RaceAcrossEurope #ElectricalCharity

Six weeks, 7 Europe's landmarks, 1601 miles, your team of 5 people, dedication and a competitive spirit – this is what it's going to take for you to become the champion of EIC Race Across Europe. Sign up today:
https://bit.ly/2OwDgLt

#Sleepstation #ElectricalCharity

12. Regional Committee Fundraising Events

Our Regional Committees organise and host over 30 events throughout the year. From golf days to dinners, and fishing days to glamorous balls they generate a big percentage of EIC annual income. Not only do these events and activities provide much-needed funds, but they also spread the message about the Charity's ability to assist employees and their families as well as businesses.



Eastern Regional Committee

Eastern Regional Committee
Andie Morris (Chairman) – Dimplex
Martin Cordrey – ECA
Dave Cowan – Schneider Electric
Mark Grafflin – Edmundson Electrical
Nigel Ford – TRILUX
Ken Bird – Allied Services
Nicola Pearce – Stearn
Ben Wakeman – DPL Group
Sean Stuteley – Lark Technology

Southern Regional Committee

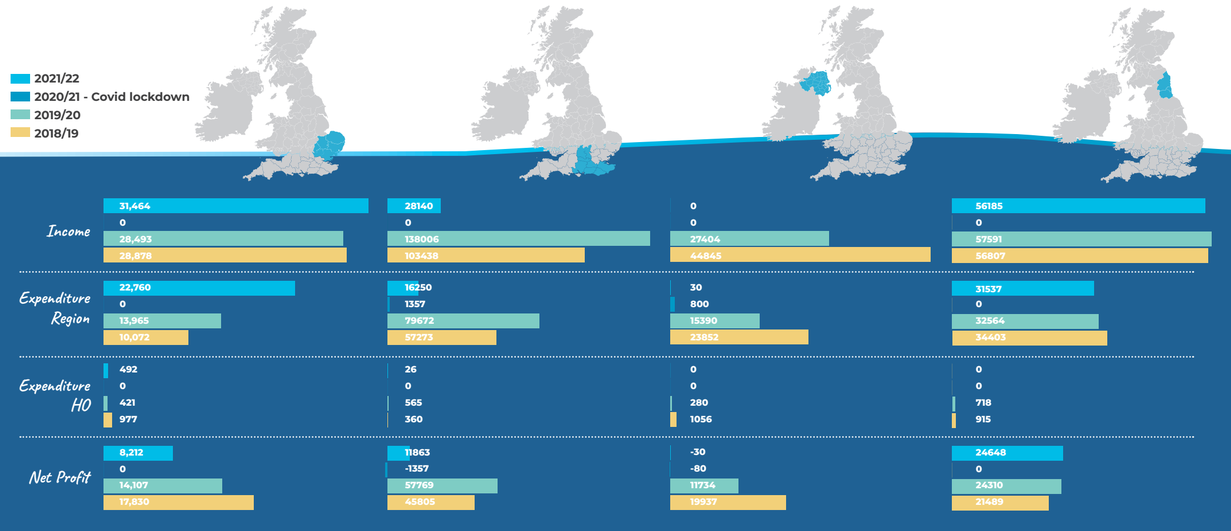
Mark Mitchell (Chairman) – Kew Electrical
Jo Stimson (Vice Chairperson) – Heat Mat
Ian Lawson – Zumtobel Group
Kevin Rolfe – Legrand Electric
Adrian Coveney – Luceco
Neil Chapman – Timeguard
Paul Russell – Schneider Electric
Chris Tolfrey – LE Installations
Terri George – Ansell Lighting
Daren Pool – Triple Star Fire and Security
Daniel Lawrence – Eaton

Northern Ireland Regional Committee

Karen McAvoy (Chairperson) – Ireland's Electrical Magazine

Yorkshire Regional Committee

Andy Roach (Chairman)
Eric Dyer – EWS Limited
Diane Bywell – Timeguard
Matthew Barnett – Morgan Sindall
Ian Dennon – Scolmore Group
Graham Coxon – Edmundson Electrical
Paul Hodgson – Edmundson Electrical
Mark Ginn – Hager
James Coss – City Electrical Factors
Angus Long – Skanwear
Victoria Steventon-Paterson – Skanwear



Tyne & Wear Regional Committee

Fred Dickinson (Chairman) – CP Electronics
Fred Hood (Secretary) – McNally and Thompson
Stuart Dickinson (Committee Member) – Rexel
Noel Plant (Committee Member) – Meldrum Facilities Ltd
Karl Snowdon (Committee Member) – Park Electrical Distributors Ltd

Edinburgh Regional Committee

Derick Ramsay (Chairman) – Zumtobel Group
Neil MacEachern – Schneider Electric
Alistair Maltman – Tofco CPP Ltd
Shaun Harrison – Scolmore
Kenneth Wilson – Rexel
Derek Howie – Tetra Tech

Glasgow Regional Committee

Isabel Smith (Chairperson) – Edmundson Electrical
Ken McQuaker (Secretary) – Rexel
Barry McInally – Schneider Electric
Gerry Young – Siemens
David MacDonald – MACD Electrical
Gregor Morrison – Aico

South West Regional Committee

Steve Vaslet (Chairman) – EDF Energy
Dave Chalk (Secretary)
Dave Miller (Treasurer) – EDF Energy
Roy Christie (Vice Chairman)
Steve Jerram – Schneider Electric
Tony Mills (Golf Chairman)
Paul Meddings
Tony Vearncombe
Nicola Surman – Hager

London Regional Committee

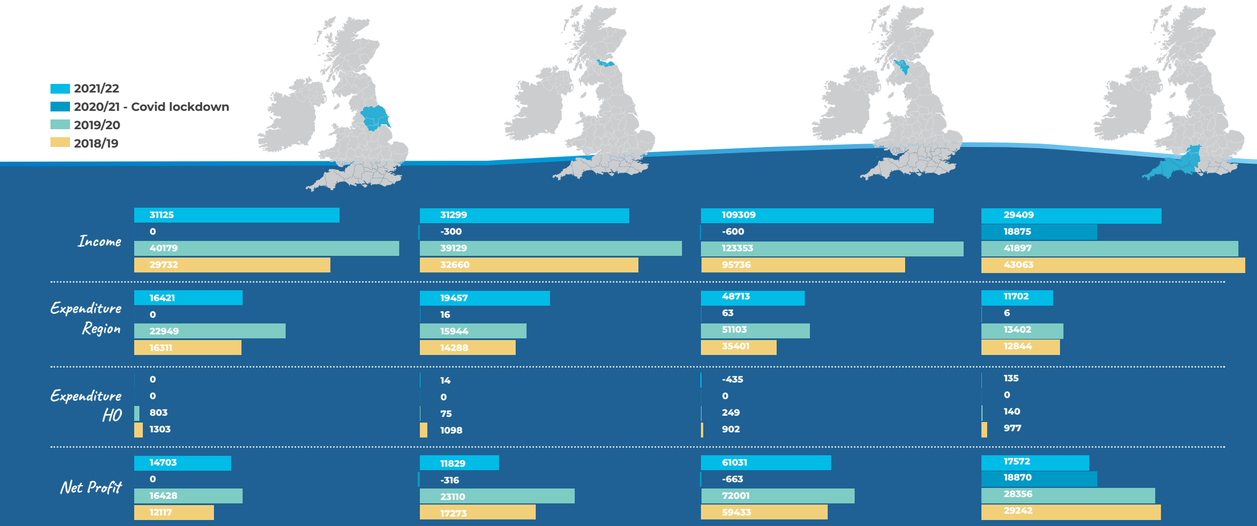
David Fielder (Chairman) – Edmundson Electrical
Tina Hemmings – Edmundson Electrical
Ian Young – Edmundson Electrical
David Abrahams – Schneider Electric
Lee Barry – Rexel
Robin Tilling – CEF
Rachel McMurray – Zumtobel Group
Ian Lawson – Zumtobel Group

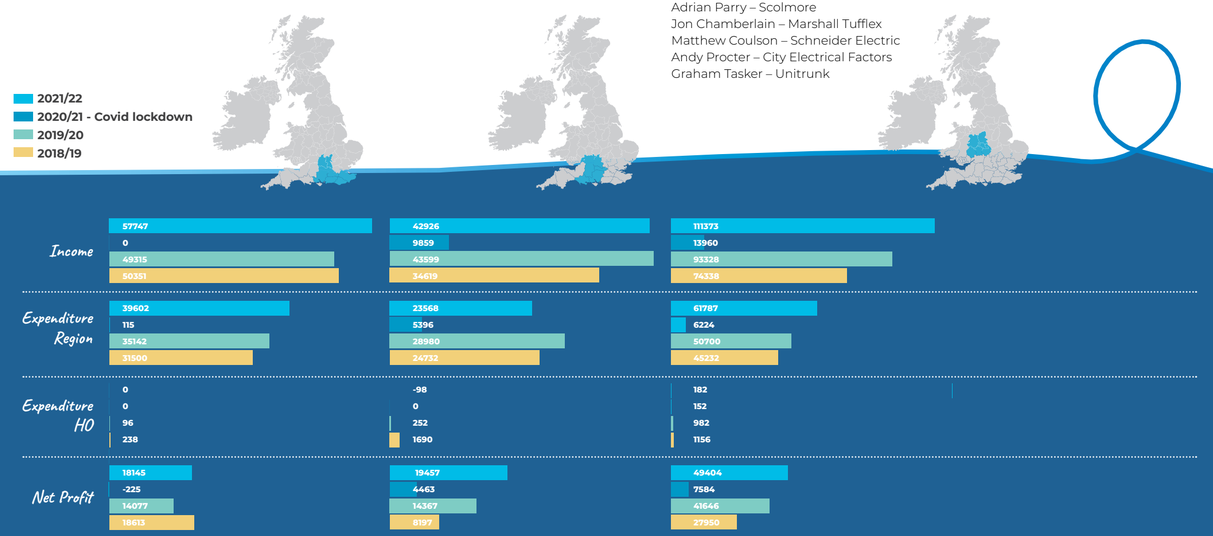
Western Regional Committee

Gary Hutchins (Chairman) – City Electrical Factors
Steve Mace (Vice Chair)
Mick Brown – Kew Electrical
Joanna Mee – 3Phase Recruitment
Neil Crook – Kosnic Lighting

Midlands Regional Committee

Stewart Gregory (President) – Schneider Electric
Butch Rai (Chairman) – IDS Electrical
Belinda Colwell – BELL Lighting
Paul McHale – Central Electrical Distributors
Robin Weaving – Edmundson Electrical
Lee Austin – Legrand
Tracey Hazlewood – Hager
Eddie Featherstone – H & S Electrical Wholesalers
Adrian Parry – Scolmore
Jon Chamberlain – Marshall Tufflex
Matthew Coulson – Schneider Electric
Andy Procter – City Electrical Factors
Graham Tasker – Unitrunk





13. Our PR & Media Partners

The Electrical Industries Charity is fortunate to have close ties with many industry organisation's PR and media departments, who generously provide opportunities to raise awareness of the Charity, Charity campaigns and fundraising initiatives. Our PR and media partners for 2021/22 included:

Building Services

BSEE
Building Engineer
CIBSE Journal
Energy in Buildings & Industry (EiBI)
Modern Building Services
The Energyst
Smart Buildings
Building Services News, Ireland

Electrical

Large contractors
Cable Talk (Scotland SELECT)
ECA Today
Electrical (Ireland)
Electrical Contracting News
Electrical Engineering
Electrical Review
Electrical Trade Magazine
Voltimum
ERT Magazine
JIB Newsletter
Engineering Update

Small contractors

Electrical Times
Professional Electrician
RWE

Apprentices

Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical News
Innovative Electrical Retailing
reNEWS
Voltimum
ECA Today
Process Engineering
Trimble
NAPIT Magazine
NICEIC

Lighting

LEDs Magazine
RIBA Journal
Lighting Industry Association
Architecture Today
Lux Magazine
arc (Lighting in Architecture)
A1 Lighting
The Architectural Review
Architects' Journal
Dezeen
Architect's Choice

14. Legal and Administrative Information

The Electrical Industries Charity Limited is a company limited by guarantee, registered in England and Wales (No. 2726030) and a charity registered with the Charity Commission for England and Wales (No. 1012131) and the Office of the Scottish Regulator (No. SCO38811).

Patron
Her Majesty the Queen

Council
The Electrical Industries Charity is governed by a Council which meets a minimum of four times during the year. The President is the Chair of Council, which consists of up to 12 Members including the President.

Members of Council
Council comprises the following Members, who are Trustees and Directors, and who held office during the period:

President and Chairman of the Council
Mr S Gregory
Vice Presidents
Mr J Saunders
Mr N Hooper

Members of the Council
Mr S Mackenzie
Mr A Simms (Retired November 2021)
Mr T Foreman
Mr D Gardiner
Mr D Fielder
Mr A Reakes
Mr P Elliott
Ms J Stimson (Independent Trading Company Director)
Mrs A Chappell
Mr D McDonald
Mr G Fielder

Managing Director/CEO & Company Secretary
Tessa Ogle

Registered office
Rotherwick House, 3 Thomas More St, London, E1W 1YZ

Bankers
National Westminster Bank plc
Commercial Banking Centre
2nd Floor, County Gate 2, Stacey's Street
Maidstone, Kent ME14 1ST

Finance
ExcluServ
73 Watling St
London
EC4M 9BJ

Investment Managers
UBS
5 Broadgate Cir
London EC2M 2QS

Statutory Auditors
Haines Watts
Old Station House, Station Approach
Newport Street
Swindon, Wiltshire SN1 3DU

Solicitors
MacRoberts LLP
Capella, 60 York Street
Glasgow G2 8JX

15. Structure, Governance and Management

15.1 THE ROLE OF COUNCIL

Council leads and controls the Electrical Industries Charity via the Managing Director to deliver the organisation's aims and objectives and to set strategic direction and policy so as to uphold its mission, vision and values.

15.1.1 Council responsibilities

In directing the affairs of the Electrical Industries Charity, ensuring it is solvent, well run and delivering the outcomes for which it was founded, Council's strategic and leadership responsibilities (which cannot be delegated) are to:

- ensure compliance with the objects, purposes and values of the Electrical Industries Charity and with its governing instrument (Memorandum and Articles of Association);
- approve policies, plans and budgets to achieve those objectives and to monitor performance against them;
- ensure the solvency, financial strength and good performance of the organisation;
- ensure the Electrical Industries Charity complies with all relevant laws, regulations and requirements of its regulators (taking appropriate advice);
- set and maintain a framework of delegation and internal control;
- agree or ratify all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise;
- approve financial statements for each financial year, which give a true and fair view of the position.

15.1.2 Council Members and their statutory responsibilities

The Council Members are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Operations Accepted Accounting Practice). Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity's SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The Council Members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as Council Members are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Council Members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

15.1.3 Appointment to Council

All appointments to Council are subject to approval by Council. Names are put forward either to fill a vacancy on Council which arises during the year, as part of The Electrical Industries Charity's retirement processes (as set out in the Articles of Association) or to fill a skills gap in Council. Council considers those individuals whose skills and experience meet the needs of the organisation in the following (broad) areas:

- governance
- welfare
- fundraising, marketing, business and relationship development
- finance, asset management, investments
- IT systems
- stakeholders and branches
- staff HR, health, and safety.

A President may be appointed by Council for a period of three years or more. The President's role is to chair Council meetings, to provide leadership and focus on the Electrical Industries Charity's activities and to be the principal point of contact between Council and the Managing Director.
The President may be assisted by Vice President(s) in furtherance of the President's role externally, but not necessarily on Council.

15.1.4 Council Members' training

Induction – a full pack of information relating to roles and responsibilities, strategic issues and reports on activities is given to new Council Members, together with one-to-one training and advice (usually by the Managing Director) as required.

Training can also be provided by:

- formal sessions at Council as required
- attending training sessions provided by third parties
- informal advice and circulation of papers and reports.

15.2 SUBGROUPS OF COUNCIL

President's Group – To discuss and review proposals presented by the Managing Director/CEO and review and make recommendations to Council on specific issues.

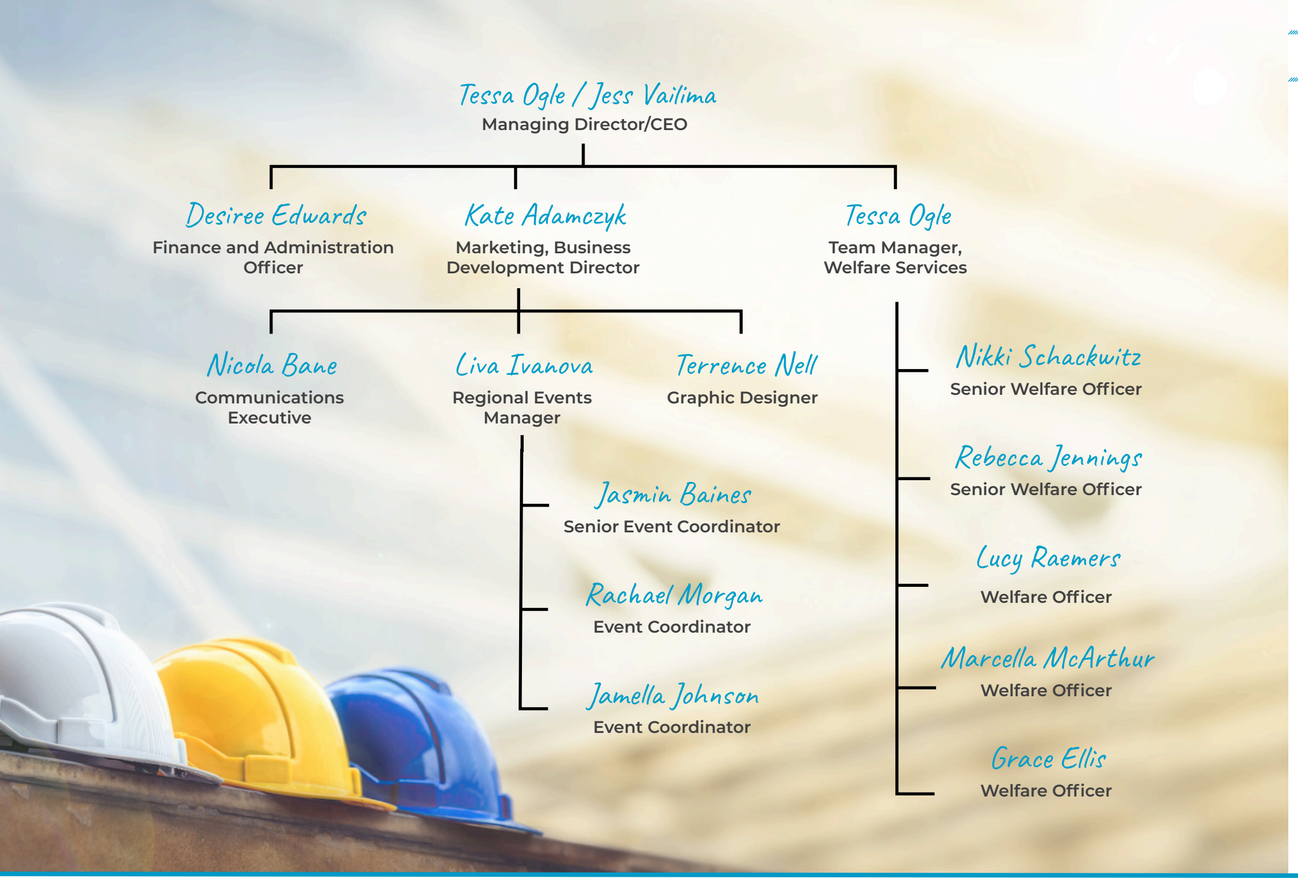
The President's Group comprises the President and Vice Presidents and up to two Council Members and the Managing Director/CEO when required.

Welfare Audit Group – This subgroup provides independent assessment of the quality and effectiveness of the Electrical Industries Charity's welfare care programmes. The Welfare Audit Group met four times in 2021/22. Welfare Audit Group members during 2021/22: J Ong (Chair), , J Leggot, A Boldero, B Venables, R Radford, S.Mooney M. Bullon, K Rolfe and M Dore.

Working Groups were set up during the year to provide specialist advice and support to the Managing Director and reports to the Council.

Finance, Business Planning, Investment and IT – The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities including financial risk management. Its role includes Budgeting and Financial Performance, Internal Financial Control and Financial Risk Management, Financial Reporting and External Audit, Reserves and Investments, and IT Strategy. Members during 2021/22 – T Appleton, T Foreman, D Gardiner and T Lambeth.

Fundraising Committee – The purpose of the Fundraising Committee is to derive strategies for maximising Charity presences within the industry, as well as develop, grow and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 2021/2022. Members during 2020-2021 – E Embleton, S Gregory, N Hooper, A Moseley and J Saunders.



15.3 MANAGEMENT AND STAFF

The Managing Director/CEO is the senior member of staff who reports to and is accountable to Council. The Managing Director is responsible for all operational aspects of the Charity's activities and also has a leading role in devising the strategy and taking recommendations to Council for review and approval.

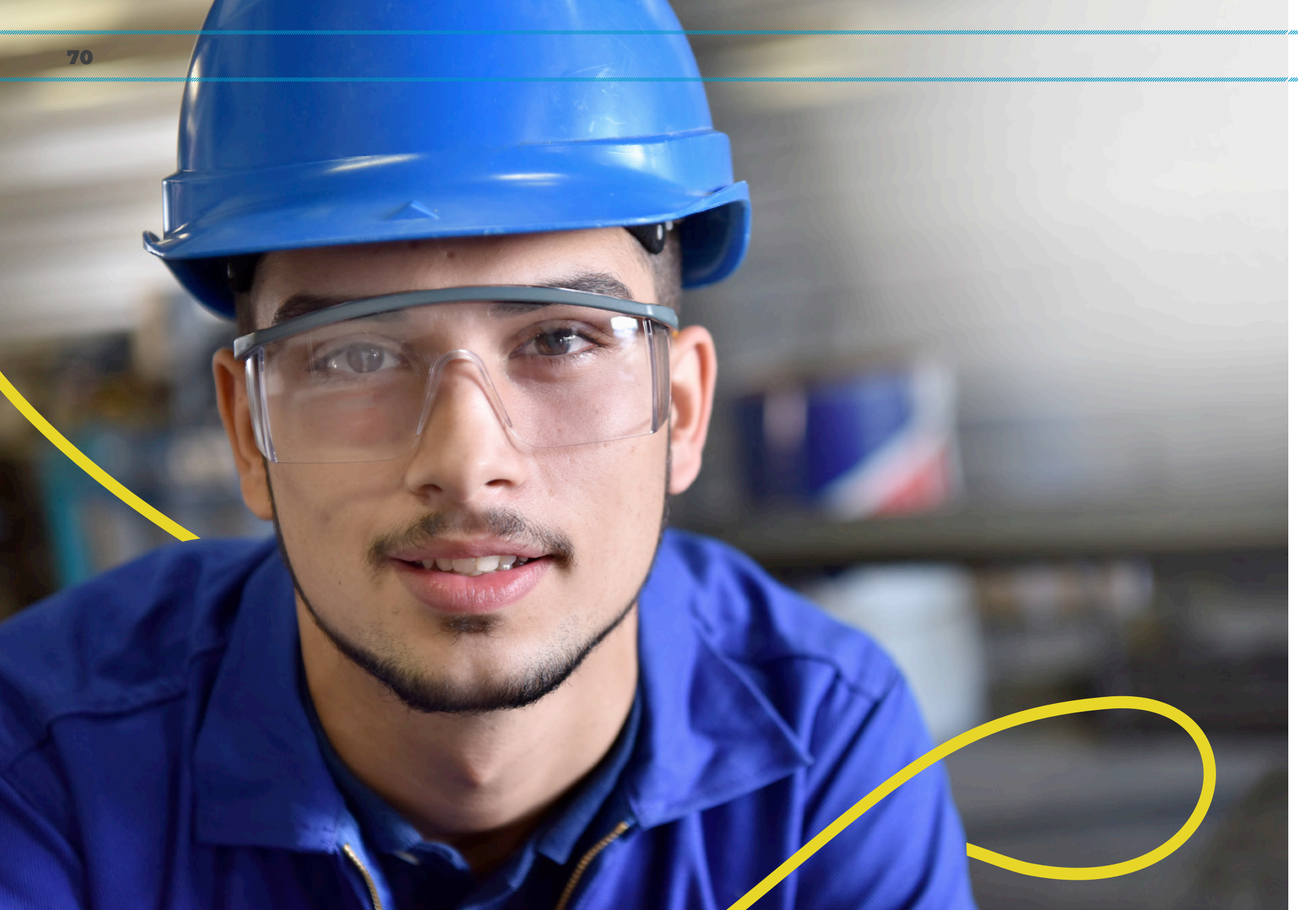
There are departmental functions for charitable (welfare) services, fundraising and marketing, employing nine staff. Financial processing and IT support are outsourced under contract with ExcluServ and TechQuarters. The Electrical Industries Charity has a Finance and Office Administrator who acts as the liaison with ExcluServ and supports the Managing Director and manages other aspects of office administration.

15.4 ACCOMMODATION AND FACILITIES

The head office is based in London in Rotherwick House, 3 Thomas More St, London, E1W 1YZ. The building is with other industry trade associations.

15.5 VOLUNTEERS

The benefit gained from a volunteer base with dedicated input into the Electrical Industries Charity's activities is incalculable. All Council Members and subgroup Members are volunteers and devote considerable time and effort. The Regional Committees covering England, Scotland and Northern Ireland boasted over 100 volunteer Members who actively raise funds and awareness for the Charity.



16. Fundraising

16.1.1 Fundraising approach

We rely on several different fundraising approaches in order to raise funds cost-effectively from a range of sources, raising awareness of our work and allowing supporters to contribute in ways that are most appropriate for them. This includes fundraising face to face at industry events, emails, online and press advertising, legacies and corporate partners. Most individual fundraising is done through online platforms such as Enthuse and JustGiving.

16.1.2 Fundraising standards

We are members of the Institute of Fundraising (IOF) and the Fundraising Regulator, and as such abide by the Code of Fundraising Practice as well as the rulebooks for event fundraising. We abide by the Fundraising Regulator's Fundraising Promise, and strive to ensure our fundraising is open, honest, legal and respectful. We have moved to an 'opt-out' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity or trading company-run events.

16.1.3 Fundraising on our behalf

As an industry charity we engage with our members to carry out fundraising on our behalf. This is done on a volunteer basis. They engage our industry in our industry event by discussing ways in which they can support us, appropriately and proportionately. Every year, we work with 11 regional committees across the country to fulfil this objective. At any event run by the trading subsidiary or the Charity our in-house fundraising team will be present, and both the staff and regional committee members will speak to potential supporters in this way. As a result of these conversations, many are inspired to start individual challenge fundraising, generating significant income that we direct to supporting people in crisis in our industry. We require any regional committee working on our behalf to adhere to our fundraising standards. All regional committees are issued regional income and expenditure reports every quarter to ensure transparency with our members. We don't engage any professional fundraising organisations and don't intend to in the future. We work with a number of strategic corporate partners who support our work through financial and non-financial donations, as well as employee and customer fundraising.
We also receive one-off support from companies, particularly as part of challenge-for-a-cause appeals. Our corporate partnerships are subject to our ethical policy.

16.1.4 Monitoring of fundraising activities and protecting people in vulnerable circumstances

We have policies in place, endorsed by our Board of Trustees, which govern our fundraising activities, whether they are carried out internally or through our regional committees. We have regional reports in place to monitor our in-house teams and regional committee fundraisers, as well as the conversations they have on our behalf with both supporters and members of the industry. This includes thorough monitoring, regular interfacing with our fundraising staff and a policy for complaints and remedial actions. Our aim is to ensure that potential supporters feel informed, genuinely thanked and inspired by their conversation, regardless of its outcome.
We are committed to ensuring that we always treat the industry sensitively and respectfully, taking special care to protect people who may find themselves in vulnerable circumstances. Our fundraisers trained in-house are aware of the signs of potential vulnerability in anyone they speak to on our behalf, as well as the steps we expect them to take on the rare occasions when they do have concerns.
This approach has been developed in consultation with our specialist welfare staff, and is in line with the requirements of the Charities (Protection and Social Investment) Act 2016 and the Mental Capacity Act 2005, as well as with the Institute of Fundraising's Treating Donors Fairly Guidance.

16.1.5 Complaints

We have a robust and well-established complaints procedure. In 2021-2022 we received no complaints from members of the industry about our fundraising activities. We have nothing to report in respect of failures and/or breaches, which we have taken to include complaints or breaches referred to, and upheld by, either the ICO or the Fundraising Regulator.

17. Future Plans

Challenge 2025 outlines an ambitious but achievable plan to become the leading charity offering preventative and high-impact solutions that genuinely meet the wellbeing needs of the electrical and energy industries. Challenge 2025 is the roadmap for the future of our Charity and our commitment to serve our industry by continuing the ethos that has underpinned who we are and what we do for the last 100 years.

Our plans for the future are designed to be simple and meaningful. We will focus on becoming a leading provider offering preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries.

The most acute learnings that embody our future plans are as follows:

Future thinking

Every large case that we take on contains a multitude of quite separate problems. But when approached as complicated rather than complex, we can successfully address the parts of the whole in best helping our clients. EIC is quite unique in its ability to do this. We will capture and grow this capacity by taking a leading-edge position on pragmatic caregiving.

Future funding model

Large cases will now be funded under the Challenge for a Cause model, giving donors a direct and tangible role in the outcomes that are possible. And membership of powerLottery will be tied to the provision of extensive counselling options.

Using technology platforms to drive fundraising and capitalise on the COVID technical uptake.

New frontiers: advocacy + altruism

We are expanding on two fronts – altruism and advocacy. The EIC is moving into new territory with its advocacy on issues of major significance. So, outwardly, advocacy on issues of mental health, anchored by a growing internal focus on the giving aspect of altruism. This will be called the EIC Campaigns programme.

This will be decoupled from the 'theoretical' aspect of giving through the expansion of powerLottery as a unique identifier for industry members to define their own values and contribution.

Commercial partnerships changing our funding model

Our emphasis on partnering is a key feature of our future plans. Our internal partners – electrical firms, fundraising groups and committees – will be the high-density fabric of EIC. They will increasingly be seen as the conduit to our industry, and increased emphasis on their role will see new and stronger communities emerge.

Externally our partners will continue to grow year on year – providing umbrella coverage across both issues and communities.

Greater than>

Growth in our profile will be accelerated by and for the programmes. We will grow based on our leadership position in providing a 'greater than' return to our industry.

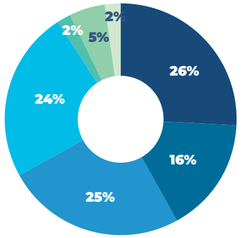
18. Trustees' Financial Review

18.1 FINANCIAL POSITION

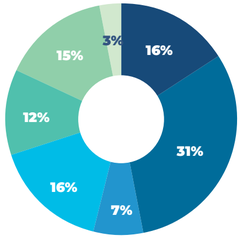
The financial statements incorporate the results of the trading subsidiary Electrical Industries Trading Company Limited, the subsidiary-administered powerBall, Mental Health Training, and all regional industry events.

Total income increased significantly due to COVID restruction on events being taken away from £1.122m in 2020/21 to £2.093m in 2021/22.
This is largely attributed to the corporate donations and individual fundraising efforts, the Challenge for a Cause events pushing up both individual and corporate donations. Total costs increased due to event activity from £1.111m in 2019/20 to £1.9481m in 2021/22.
The cost increases were a direct result of event expenditure and more investment in services supporting those in the industry with mental health problems. The resources expended have been allocated to cost headings in accordance with the SORP.

Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year.



Where money came from	Income
Donations & legacies	£546,434
Lottery proceeds	£340,073
Regional committees events	£528,977
powerBall	£511,348
Fundraising at HO	£32,767
Realised investment income	£95,430
Other fundraising	£38,218
Total	**£2,093,248**

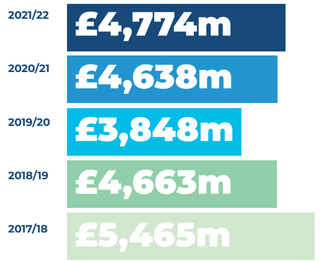


How we spent the money	Expenditure
Direct financial assistance	£305,936
Support, helpline, advice & information	£603,536
Lottery prizes & administration	£136,194
Regional Committees events	£302,026
powerBall	£239,241
Other fundraising	£297,312
Governance and management	£63,925
Total	**£1,948,170**

*In 2020/21 accounts, unrealised gains were excluded from the pie charts. For consistency, unrealised gains/losses are excluded from this set of accounts too.

18.1.1 Net Assets

Net assets amounted to £4.774m as of 31st March 2022, which is slightly up on the previous year. Uncertainty in UK and US markets has refocused the asset allocations. We expect further decline in market conditions throughout 2023.



18.2 INVESTMENT STRATEGY

The Electrical Industries Charity is a benevolent charity managed by Trustees, whose purpose is to provide people in the electrical industries with a hand-up in their time of need. The financial objective of the Charity is to grow real value of the investment portfolio while generating a stable and sustainable return, to fund a shortfall of income and to ensure grant giving remains at 25% of total income or higher.

The inflation measure most relevant to the Charity's expenditure is the Retail Price Index. The Charity has approximately £4m in a balanced investment portfolio with investment manager UBS. The Charity aims to distribute grants of between £400k and £500k per annum, but this can vary from year to year depending on the number of financial grant applications and investment returns. The operating expenditure has remained relatively consistent over the last three years.

The Trustees of the Charity have delegated decision-making on investment matters to the Finance Working Group (Committee) in undertaking quarterly reviews and biannual reviews with our investment manager.

18.2.1 Investment objectives

- The Charity seeks to produce the best financial return within an acceptable level of risk.
- The investment objective is to generate a return of 3% per annum over the long term, after expenses.
- This should allow the Charity to at least maintain the real value of the assets, while providing funding for annual expenditure and grant making.
- The Charity adopts a total return approach to investment, generating the investment return from income and capital gains or losses. It is expected that if in any one year the total return is insufficient to meet the budgeted shortfall in income, then the Charity will take out cash to fund the shortfall from the investment.
- In the long term the real value of the Charity will still be maintained in accordance with the investment objective above.

18.3 RISK

18.3.1 Attitude to risk

The Charity relies on the investment return to fund shortfall in income.
Financial grants have largely been operating at 20% to 27% of income for the last 10 years. The Charity approach to risk is to place risk where it is best placed to be managed, hence the appointment of the Independent Financial Advisor and retaining UBS to manage our investment with a clear mandate to obtain returns of 5% net per annum.

The Trustees are able to tolerate volatility of the capital value of the Charity, as long as the Charity is able to meet its commitments through either income or liquid capital assets.

18.3.2 Use of leverage

An independent investment advisor has provided cash-flow models showing the inclusion of leverage within the portfolio to increase the potential return without increasing the volatility of assets within the portfolio. Although the facility is in place it wasn't utilised during the financial year.

In brief, UBS will provide a loan facility secured against the investment portfolio at a rate of 1.8% over the three-month LIBOR* (circa 0.5%), and these funds will be invested to provide income and capital growth.

The portfolio managers will alter the style of the portfolio to ensure cover is in place for interest payments.

Here is an example of how it works:

£5,000,000 original portfolio at 5% growth = £250,000

£2,500,000 cash from loan at 5% growth = £125,000

£2,500,000 loan at 2.3% interest = £57,500

Net profit from leverage = £317,500, which is an increased net growth of 6.35% over the original 5%.

Assets

The invested assets can be invested widely and should be diversified by asset class, by manager and by security. Asset classes could include cash, bonds, equities, property, hedge funds, structured products, private equity, commodities and any other asset that is deemed suitable for the Charity. The Finance Working Group will have the role of reviewing UBS (the Investment Manager) portfolio but will not direct investment decision. UBS are charged with agreeing a suitable asset allocation strategy with the Finance Working Group, which is set to achieve the overall investment objective. Annually the Finance Working Group will advise UBS of cash-flow needs. Additionally, an independent advisor will review the performance of UBS against both their own panelled peer group and against industry benchmarks.

18.3.3 Currency

- The base currency of the investment portfolio is sterling.
- Investment may be made in non-sterling assets depending on market conditions within the investment portfolio.
- Hedging is permitted.

18.3.4 Liquidity requirements

The Charity aims to distribute financial grants of between £400 and £500k per annum. This can be funded from both income and the investment. The Trustees wish to keep at least 25% of the assets in investments that can be realised within three months. To allow for volatility of capital values, the Trustees wish to maintain at least one year's worth of budgeted grant making in liquid investments. A minimum of 10% of the total investment portfolio should be kept in cash or near cash investments at all times.

18.3.5 Time horizon

The Charity is expected to exist in perpetuity, and investments should be managed to meet the investment objective and ensure this sustainability. The Charity adopts a long-term investment time horizon focused on certainty over the next 10 years.

18.4 STAFF & TRUSTEES

The number of employees during the year whose gross pay and benefits fell within the following bands was:

Banding	Group. 2022 No	Group 2021 No.	Group 2020 No.
£20,000 - £30,000	3	3	3
£30,001 - £40,000	4	4	7
£40,001 - £50,000	1	1	1
£50,001 - £60,000	1	0	0
£60,001 - £70,000	0	0	0
£70,001 - £80,000	0	0	0
£80,001 - £90,000	0	0	0
£90,001 - £100,000	0	0	0
£100,001 - £110,000	0	0	0
£110,001 - £120,000	0	1	1
£120,001 - £130,000	0	0	0
£130,001 - £140,000	0	0	0
£140,001 - £150,000	0	0	0
£150,001 - £160,000	1	0	0

a) Remuneration

The pay of all staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the Charity, the Trustees' benchmark against pay levels in other benevolent associations and other charities of a similar size and consider industry experience. The remuneration benchmark is the mid-point of the range paid for similar roles adjusted for a weighting of up to 25% for any additional responsibilities. If recruitment has proven difficult in the recent past, a market addition is also paid with the pay maximum no greater than the highest benchmarked salary for a comparable role. The total compensation paid to Ms Ogle for services provided to the Charity was between £150,000 - £160,000. Ms Ogle brings substantial experience and skills in managing large and complex operations to the Electrical Industries Charity, strengths that are reflected in her salary, which is on a level comparable with that of others of like position in the sector. Our market research showed that, in the same year, the median pay of other charity chief executives was £149,500 and the median pay of industry managing directors was £167,000.

b) Trustees

Trustees were reimbursed expenses in 2021/22 to the value of £351 (2020 £0 was claimed). This represents travel and subsistence incurred in attending meetings and events in their official capacity. As permitted by the Articles of Association, the Trustees have the benefit of a qualifying third-party indemnity provision as defined by Section 234 of the Companies Act 2006. It was in force throughout the last financial year and is currently in force. The Charity purchased and maintained throughout the year Trustees' and Officers' liability insurance in respect of itself and its Trustees.

18.5 FINANCIAL HEALTH

Council is satisfied there are sufficient income streams and reserves to enable the organisation to provide for its current and planned welfare activities without jeopardising the organisation's financial health. The Council has invested time in revising the investment strategy for 2021/22 and will seek independent financial advice to assist with managing UBS.

18.5.1 Principal funding sources

The principal sources of funds are:

- the proceeds of functions and events organised by the organisation and branches (volunteer groups) throughout the country;
- voluntary donations from companies and individuals, collections at various events and legacies and donations in memoriam;
- structured giving by means of Power Draws and powerLottery, payroll giving and other workplace schemes;
- mental health trainings
- income from investments.

18.5.2 Reserves policy

The Council considers the adequate level of unrestricted reserves to be 24 months' worth of overall expenditure. The current level of reserves is in excess of this level, but a clear strategy is in design, to increase the level of activity in the organisation using the current reserves to fund such expansion, leaving the desired level of reserves and turnover ratio within the next five years. All funds held at the year end are unrestricted.
Free reserves (unrestricted reserves not tied up in functional fixed) assets are £4.666m against £4.540m in 2021.

18.5.3 Designated funds

Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally. The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated. No funds were designated at year end.

18.6 AUDITORS

In accordance with the Companies Act 2006, it is proposed to re-appoint Haines Watts at the 2021 Annual General Meeting.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ELECTRICAL INDUSTRIES CHARITY LIMITED

Opinion

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2022 which comprise the group Statement of Financial Activities, group and parent charitable company Balance Sheets, group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 66 to 67, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP Charity SORP (FRS102), Charities Act 2011 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of Our Report

This report is made solely to the charitable company's members and trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's [members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Susan Plumb (Senior statutory auditor)

for and on behalf of
Haines Watts, Statutory Auditor
Old Station House
Station Approach
Newport Street
Swindon
SN1 3DU

Haines Watts is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 MARCH 2022

Company Number: 2726030

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2022 Total Funds £'000	2021 Total Funds £'000
INCOME					
Income from:					
Donations and legacies	2	486	61	547	416
Trading activities at Branches		177	-	177	25
Trading activities at Head Office	3	418	-	418	393
Trading activities from subsidiary	5	818	-	818	183
Investments	4	95	-	95	92
Other income		38	-	38	13
Total income		**2,032**	**61**	**2,093**	**1,122**
EXPENDITURE					
Raising funds	6				
Raising funds at Branches		73	-	73	14
Raising funds at Head Office		301	-	301	218
Raising funds by subsidiary		624	-	624	178
Charitable activities	6				
Support, advice and helpline		469	61	530	415
Financial assistance (grants)		306	-	306	217
Other charitable costs	6	50	-	50	13
Other Costs					
Other governance	6	64	-	64	56
Total expenditure		1,887	61	1,948	1,111
Net (losses)/gains on investments		(9)	-	(9)	779
NET INCOME / EXPENDITURE		136	-	136	790
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		136	-	136	790
RECONCILIATION OF FUNDS					
Total funds brought forward		4,638	-	4,638	3,848
TOTAL FUNDS CARRIED FORWARD	**17**	**4,774**	**-**	**4,774**	**4,638**

There are no other realised gains and losses other than those shown in the above Statement of Financial Activities.

All incoming resources and resources expended derive from continuing activities.

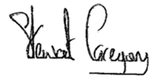
The notes on pages 85 to 91 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET
AS AT 31 MARCH 2022

Company Number: 2726030

	Notes	2022 Group £'000	2022 Charity £'000	2021 Group £'000	2021 Charity £'000
FIXED ASSETS					
Tangible assets	10	18	18	7	7
Investments	11	4,396	4,396	4,205	4,205
Programme related investments	12	90	90	91	91
		4,504	4,504	4,303	4,303
CURRENT ASSETS					
Debtors	13	601	225	451	251
Cash at bank and in hand		613	317	578	256
		1,214	542	1,029	507
CREDITORS: Amounts falling due within one year	14	(944)	(272)	(694)	(175)
NET CURRENT ASSETS		270	270	335	332
NET ASSETS		4,774	4,774	4,638	4,635
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	17	-	-	-	-
Unrestricted	17	4,774	4,774	4,638	4,635
TOTAL FUNDS		4,774	4,774	4,638	4,635

Approved and authorised for issue by the Members of Council on 17th of November 2022 and signed on its behalf by:



Stewart Gregory
President and Council Member

Jeremy Saunders
Vice President and Council Member

The notes on pages 85 to 91 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASHFLOW STATEMENT
AS AT 31 MARCH 2022

Company Number: 2726030

	Notes	2022 £'000	2021 £'000
Cash flow from operating activities	18	252	99
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(18)	(1)
Payments to acquire investments		(200)	-
Receipts from programme related investments		1	9
Net cash flow from investing activities		35	107
Cash flow from financing activities			
(Repayment) / receipt from overdraft facility		-	(1)
Interest paid		-	-
Interest received		-	-
Net cash flow from financing activities		-	(1)
Net increase in cash and cash equivalents		35	106
Cash and cash equivalents at start date 2021		578	472
Cash and cash equivalents at end date 2022		613	578
Cash and cash equivalents consists of:-			
Cash at bank and in hand		613	578
Overdraft		-	-
Cash and cash equivalents at end date 2022		**613**	**578**

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

Company Number: 2726030

1. Accounting Policies

(a) Basis of accounting

The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 65 of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2001, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

There are no material uncertainties regarding the group's ability to continue as a going concern.

(b) Consolidation

The Electrical Industries Charity Trading Limited is a wholly owed subsidiary of the charitable company. Accordingly the results of the subsidiary are consolidated on a line by line basis into these financial statements. The charitable company has taken advantage of section 408 of the Companies Act 2006 to not publish its own Statement of Financial Activities.

(c) Branch Accounting

The financial statements include the assets and accumulated funds, and the income and expenditure of the branches and is accounted for centrally.

(d) Income and expenditure account

An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on pages 82.

(e) Income

Income is accounted for on the following basis:
- Subscriptions and donations are accounted for when received.
- Investment income is accounted for on an accruals basis.
- Legacies are accrued if the Charity's legal entitlement can be confirmed and the sum can be quantified.
- Other incoming resources are accounted for when received.
- Restricted income and expenditure is treated as restricted within the terms of the agreement with the funder.

(f) Resources expended

Expenditure including irrecoverable VAT is charged to the Statement of Financial Activities on an accruals basis.

Charitable Activities
Expenditure on charitable activities comprises those costs directly attributable to the activities including grants, the administration of grants, the promotion of the charity's charitable services and the provision of advice and support. Included within charitable activities expenditure is an appropriate allocation of support costs (see below).

Governance
Governance costs include the costs of complying with the Companies Act, the Charities Act and meeting the information and compliance requirements of the Charity Commission. These costs include the preparation and audit of the annual report and financial statements. Governance costs also include the estimated cost of preparing the information required by the Trustees to manage the charity's affairs.

Support costs
Support costs comprise costs such as administration, finance, IT and general management which are necessary to the delivery of the activities of the charity but are not directly attributable to a given activity. Support costs are allocated to charitable activities cost of generating funds or governance on a consistent basis. Details are given in note 6.

Grants
Grants expenditure includes the payment of monetary grants to beneficiaries and expenditure made in providing beneficiaries with goods and services. Grant expenditure is recognised once the award of a grant has been approved and communicated to the recipient on the basis that the charity is at that point morally obliged to pay the grant.

(g) Tangible assets

Fixed assets are recorded at cost. Depreciation is calculated at rates estimated to write off the cost of assets over their estimated useful lives. The annual rates in use are:

Computer equipment – 25% straight line

(h) Donated assets

Donated assets are included in fixed assets at an estimate of their value to the charity at the date of receipt.

(i) Investments

Fixed Asset Investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activity

(j) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(k) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. Donation income

	Restricted Funds £'000	Unrestricted Funds £'000	2022 £'000	2021 £'000
Donations by:				
Appeals	61	-	61	-
Companies	-	371	371	231
Individuals	-	106	106	78
Gifts in kind	-	8	8	6
Legacies	-	1	1	101
	61	486	547	416

Of the 2021 income £nil related to restricted funds.

3. Trading activities at Head Office

	Restricted Funds £'000	Unrestricted Funds £'000	2022 £'000	2021 £'000
Annual Ball (powerball)	-	37	37	-
Lottery income	-	340	340	366
Other functions	-	41	41	27
	-	418	418	393

Of the 2021 income £nil related to restricted funds.

Other income relating to the Annual Ball (powerball) is accounted for in the trading subsidiary (see note 5).

4. Investment income

	Restricted Funds £'000	Unrestricted Funds £'000	2022 £'000	2021 £'000
Interest on deposits & bank accounts	-	-	-	-
Investment income	-	95	95	92
	-	95	95	92

Of the 2021 income £nil related to restricted funds.

5. Activities from Subsidiary Undertaking

	2022 £'000	2021 £'000
Turnover	818	183
Cost of sales and administration costs	(635)	(181)
Net profit / (loss)	183	185
Amount gift aided to the charity	185	29
Retained by the subsidiary	-	2
Assets	696	695
Liabilities	(696)	(693)
Net assets / liabilities	-	2

The wholly owned trading subsidiary The Electrical Industries Trading Company Limited pays all its profits to the charity under the gift aid scheme.

6. Expenditure

	Direct staff costs £'000	Other direct costs £'000	Allocated Support Costs £'000	Total Costs 2022 £'000	Total costs 2021 £'000
Fund Raising:					
Fund-raising by Branches	-	63	10	73	14
Fund-raising by Head Office	61	230	10	301	218
Fund-raising by subsidiary	73	551	-	624	178
Charitable activities:					
Support, advice and Help Line Services	449	24	57	530	415
Financial assistance (grants)	-	306	-	306	217
Other charitable costs	39	2	9	50	13
Governance and management costs	-	55	9	64	56
	622	1,231	95	1,948	1,111

	2022 £'000	2021 £'000
Support costs were as follows:		
Information technology	18	10
Premises and facilities	30	30
Accountancy and finance costs	29	29
Other costs	18	39
	95	108
Total expenditure for the year includes:		
Audit fees	12	12
Depreciation	7	6

7. Staff costs and numbers

	2022 £'000	2021 £'000
Total remuneration of employees was:		
Salaries	537	431
Social Security costs	55	42
Pension contributions	30	25
	622	498

One employee in 2021/22 received annual remuneration in the band of £150,000 - £159,999. (2021 one employee in the band of £100,000 - £109,999).

Included in salary costs is £nil (2021 £5k) of redundancy payments.

The average number of employees during the year based on full time equivalents was 12 (2021: 9) They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and Helpline services	5	4
Fundraising	4	2
Business Development	0	0
Finance and Administration	1	1
Graphic Designer	1	1
	12	9

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £30k (2021 £25k).

Key Management remuneration

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £187,793 (2021:£133,219).

8. Council Members Remuneration

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. £351 in expenses was claimed in 2022 by two trustee for travel and charity event expenses. (2021 £nil).

9. Parent charitable company

The unconsolidated surplus of the parent charitable company for the year was £138k (2021 surplus £816k).

10. Tangible Assets

	Computer Equipment £'000	Total £'000
Cost or valuation		
At 1 April 2021	29	29
Additions	18	18
Disposals	(1)	(1)
At 31 March 2022	46	46
Depreciation		
At 1 April 2021	22	22
Charge for the year	7	7
Disposals	(1)	(1)
At 31 March 2022	28	28
Net Book Value		
At 31 March 2022	18	18
At 31 March 2021	7	7

No fixed assets are held by the trading subsidiary.

11. Investments - Charity

	2022 £'000	2021 £'000
Investments held		
Market value at 31 March 2021	4,205	3,425
Unrealised investment gains/(loss)	(9)	780
Cash invested	200	-
Market value at 31 March 2022	4,396	4,205
Market value comprises		
Bonds	1,197	1,135
Equities	2,117	2,229
Alternative Assets	476	463
Cash	428	-
Other	178	378
	4,396	4,205

11. Investments - Group

	2022 £'000	2021 £'000
Investments - as above	4,396	4,205
Investment in subsidiary	-	-
	4,396	4,205

The charity holds 100% of the issued share capital of The Electrical Industries Trading Limited, a company registered in England and Wales (registration number 09237982) The trading subsidiary administers the annual Powerball Event along with other industry events.

12. Programme related investments - Group

Loans are made to beneficiaries at nil or bank base interest rates when the financial circumstances of the beneficiary and/or the purpose of the expenditure makes a grant inappropriate.

	2022 £'000	2021 £'000
Opening balances at 1 April 2021	91	100
Advanced in year	-	-
Redeemed in year	(1)	(9)
Closing balance at 31 March 2022	90	91

Included in loans to beneficiaries are loans of £65,362 on which no interest is charged (2021: £65,572). During the year interest rates in the range of 0.5% to 2.33% (2021: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,421 (2021: £36,401) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

13. Debtors - Group

	Group 2022 £'000	Charity 2022 £'000	Group 2021 £'000	Charity 2021 £'000
Amounts falling due within one year				
Other debtors	339	30	250	20
Amount owed from group undertakings – loan	-	-	-	100
Amount owed from group undertakings - Intercompany account	-	23	-	74
Prepayments and accrued income	262	172	201	57
	601	225	451	251

A working capital loan of £160,000 was granted to the trading subsidiary in prior years. Interest was charged annually in arrears at the rate of 1% above the Bank of England base rate and the loan was secured on the assets of the subsidiary. The loan was repayable on demand. £60,000 was repaid during 2021 with the remainder repaid during 2022 year end.

14. Creditors: Amounts falling due within one year

	Group 2022 £'000	Charity 2022 £'000	Group 2021 £'000	Charity 2021 £'000
Trade creditors	42	15	42	5
Taxation and social security	88	25	38	15
Amount due to group undertakings	-	-	-	-
Accruals and deferred income	814	232	614	155
	944	272	694	175

Included in the above is deferred income at 31 March 2022 of £737,137 (2021 £587,392) for the group and £165,200 (2021 £132,672) for the charity, all of which will be released within the next accounting period.

An overdraft facility available with UBS is secured by a fixed charge over all assets held with them.

15. Financial Commitments – Group

	2022 £'000	2021 £'000
Total future minimum lease payments under operating leases are as follows:		
Not later than one year (land and buildings)	30	30
Later than one and not later than five years (other)	-	-
Later than one and not later than five years (other)	-	-
	30	30

16. Analysis of net assets between funds

	Restricted Funds £'000	Unrestricted Funds £'000	2022 £'000	2021 £'000
Tangible fixed assets	-	18	18	7
Investments	-	4,396	4,396	4,205
Programme related investments	-	90	90	91
Current assets	-	1,214	1,214	1,029
Current liabilities	-	(944)	(944)	(694)
Net assets at 31 March 2022	**-**	**4,774**	**4,774**	**4,638**

17. Funds

	2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	2022 £'000
General funds	4,638	2,032	(1,896)	-	4,774
	4,638	2,032	(1,896)	-	4,774

Restricted Funds	1 April 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	31 Mar 2022 £'000
Case Workers Appeal	-	61	(61)	-	-
	-	61	(61)	-	-

Cases Workers Appeal – At the 2021 Powerball event the Charity raised money in support of their team of case workers. The money was to be spent on case workers' salaries.

No designated funds were held during 2022 or 2021.

18. Reconciliation of net expenditure to net cash flow from operating activities

	2022 £'000	2021 £'000
Net surplus for year	136	790
Depreciation of tangible fixed assets	7	7
Losses/(gains) on investments	9	(778)
Movement in debtors	(150)	9
Movement in creditors	250	71
Net cash flow from operating activities	252	99

19. Controlling interest and related party transactions

The charity was under the control of the trustees throughout this and the previous period.

During 2015 the charity made a working capital loan of £80,000 to its Trading subsidiary The Electrical Industries Trading Company Limited. Interest is charged annually in arrears at the rate of 1% above the Bank of England base rate. The loan is secured by a fixed and floating charge over the assets of the trading subsidiary. An additional £80,000 was loaned in 2018. During 2021 £60,000 was repaid leaving £100,000 outstanding at 31 March 2021 which was fully repaid during this year.

During the year recharges were made to and from the Trading subsidiary. All transactions were concluded at normal market conditions.

electrical industries charity

An industry charity for industry people.

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youtube/electricalcharity

www.electricalcharity.org

Registered with Charity Commission Number: 1012131 Registered as a Charity in Scotland Number: SC038811 Registered Company Number: 2726030

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

England & Wales - Charity number 1012131

Accounts

ANOTHER YEAR...

A YEAR LIKE NO OTHER

The Electrical Industries Charity Limited

2020-21 ANNUAL REVIEW

& FINANCIAL STATEMENTS

electrical industries charity

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MESSAGE FROM THE CEO

In 2019 I gave a speech at our annual powerBall event to mark the 100th anniversary of the event, and the speech focused on why powerBall was created in 1919 – the reason being the 1918 influenza pandemic. Lasting from February 1918 to April 1920, it infected 500 million people – about a third of the world's population at the time – in four successive waves and was devastating to the power and manufacturing industry in the UK. The industry had lost over 20% of the workforce from 1918 to 1919, and families needed funds to feed their children. Little did I know in a few months after our centennial event the world would change with news of a global pandemic hitting the UK.

I took immediate steps to prepare the Charity for a wave of support that might be required as a result of the COVID-19 virus. The focus was on providing services to the industry that could help as many people as possible without spending large sums of money, as we knew we wouldn't be receiving any funds from events during this time.

In March 2020 our investments had taken a 20% fall in value and there was a concern this would continue. A decision was made not to withdraw any funds if we could help it, as for every £1 removed from the investment the impact would potentially be £4 lost.

In April I wrote to all managing directors and CEOs in our industry, requesting that they do not ask for refunds for events, in order to manage the cash flow of the Charity. Our focus needed to be on helping people and not refunding companies' tickets for events that had been cancelled or moved to the following year. The industry was enormously supportive of this strategy, and it is because of that support that the Charity was able to survive the darkest days of this continuing pandemic.

A fund was set up for immediate needs financial grants (food, heating if on meters and anyone with housing issues), case workers shifted their focus to supporting families with strategies for reducing household debts, understanding funding that was available from local councils and government support and leveraging our relationship foodbanks. This was a priority strategy to ensure those furloughed and on reduced salaries were fed, given financial advice on reducing household debt, any support on mortgage holidays given straight away.

The Marketing and Events team's focus was turned to wellbeing, leading the coordination of the Champions Programme for the industry. The Programme focussed on health and wellbeing presentations delivered monthly to over 4,000 people in the industry. The topics focused on real issues the industry was experiencing during the pandemic.

KEY CHALLENGES DURING THE VARIOUS LOCKDOWNS:

Changes from April to July (lockdown 1): A decision was made to freeze all staff pay in April and to furlough anyone who was deemed as not essential. The Charity had already moved to a remote business model in 2016 following the numerous terrorist attacks in London, so we were able to immediately move people to a working from home situation prior to the government announcing the national lockdown in March. Across the industry we saw people furloughed, financial pressures, crisis interventions and people struggling with home schooling and childcare issues.

Lockdown 2 (regional lockdowns): Following the opening of the UK in the summer, the Charity found an increase in crisis interventions in the manufacturing sector due to numerous regional lockdowns in the North of England.

Lockdown 3 (all locked down over winter): Lockdown fatigue had hit hard in January and we really started to see an increase in mental health access starting to present. In January and February we typically see the highest numbers of divorces come through, but this never happened in 2021. We expect an increase over the summers of 2021 and 2022.

I think one of the key things that I saw over February and March was extreme fatigue of leaders in the industry. So many of them not having any breaks for over a year, working with a reduced workforce, increased stress, financial pressures and the fine balancing act of juggling family and work-life balance.

The long-term effects of COVID on our industry are unknown at this stage, but I think we as an industry will all be much more focused on employee wellbeing, mental health and creating positive environments for our people to thrive.

What a challenging year, but I have to say the support from all of the industry has been amazing. We would not be here without them.

Tessa Ogle, CEO

MESSAGE FROM THE CHAIRMAN

Dear Electrical Industry Charity Stakeholder,

As I write this, our industry members around the UK have been coping with an unprecedented global crisis. It is at these times that our resilience as individuals, as an industry, and as an industry's charity is tested like never before.

Upon reflection of my second year, it is an honour to be serving as President of our great Charity. Like many of you, I have faced challenges in adjusting to restrictions and the new 'normal'. However, I have taken immense pride in being part of an industry that has continued to support its Charity to ensure all services remained available to all industry members in need.

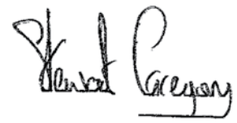
Throughout the year, the Charity has adapted its support in response to the crisis, with one in two cases encompassing mental health. Not only has our industry been confronted by the ever-present need for wellbeing support, but the United Kingdom now has mental health and wellbeing at its forefront. With the demand for mental health and wellbeing increasing tenfold, the Charity moved its already popular and insightful mental health training programme to live Zoom sessions, not only for our industry but for anyone wanting tools and a comprehensive understanding of how to manage their own mental health and to support someone with mental health. Through the mental health training sessions, the Charity has trained 25 companies, over 7,500 people and raised just under £150,000, which is an achievement to be proud of in such an unpredictable year.

Unfortunately, the Charity's usual full and much-anticipated events calendar had most of its events postponed to 2021/2022 due to the current climate. However, the Charity was able to safely and successfully run Western Golf Day, Midlands' Golf Day and National Golf in spring/summer 2020. With one of our main fundraising streams, events, unattainable we had to strategically rethink how as a Charity we could continue to support our industry and stay viable. Tessa and her head office team saw the vast increase in demand on our charitable services and moved to sustain revenue in an uncertain marketplace. The Charity implemented digital resources such as COVID-19 support updates which highlighted relief, mental health, career, and legal options for those affected by the pandemic. CV support for those who found themselves in the job market and online fundraising activities like the 12 days of Christmas. This agile and flexible approach to the Charity's mission proved invaluable with 1,394 financial grants given and revenue in excess of £1m.

I would like to thank the Board of Trustees for their dedication in guiding the Charity through their skills and experience to ensure our compliance and governance. I also thank the Emerging Board for championing campaigns and the synergy between the industry and Charity. Thanks also to the Regional Committees who volunteer to provide quality industry events which raise vital funds to help those who need it most, and our working groups in both the finance and the welfare audit groups. Although they were not able to fulfil the usual busy social calendar, they have worked tirelessly to ensure the calendar is full for the coming year. Finally, thank you to the companies/associations and various organisations who recognise the value the Charity brings to the industry, and who are prepared to provide both financial and resource support. We could not have got through this extraordinary year without each and every one of you.

Over our 100 years we have continually developed to remain relevant and accessible to the industry, and 2020/2021 was no different. The Charity adapted to the challenges faced by the industry with understanding and determination for a better tomorrow. While much of our focus will remain on mental health and wellbeing in our industry, we will continue to grow our workplace lottery and champions programme partnerships, both of which are key to enhancing our support for the upcoming year. Our connection to the industry is our underlying fundamental, and we look forward to connecting with you all in person at our training and industry events.

Yours faithfully,

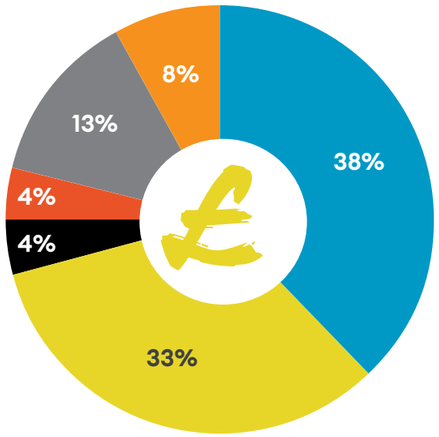


Stewart Gregory
Chairman of the
Electrical Industries Charity

2020-2021 SNAPSHOT

The summary financial information shows the income raised, the cost of fundraising and the amounts spent on our charitable activities. The information is taken from the full financial statements for 2020-21

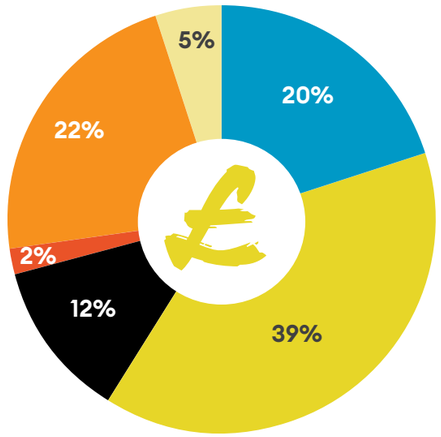
WHERE THE MONEY CAME FROM



Donations & Legacies	£416,284
Lottery proceeds	£366.544
Regional committees events	£41,648
powerBall	£47,232
Fundraising at HO	£145,474
Realised investment income	£92,282
Other fundraising	£12,581

TOTAL £1,122,081

HOW WE SPENT THE MONEY



Direct financial assistance	£217,401
Support, helpline, advice & information	£428,545
Lottery prizes & administration	£136,635
Regional committees events	£24,899
Other fundraising	£243,945
Governance and management	£56,491
PowerBall	£3,966

TOTAL £1,111,881

electrical industries charity

32,410
INTERVENTIONS
- remained at the same level of the previous year despite funding shortages.

1.3 MILLION
people reached through our services, business programmes, training, and interventions.

£645,955
GIVEN BACK TO THE INDUSTRY

£149,000
of training delivered in Mental Health Awareness and First Aid

72
VIRTUAL WELLBEING
presentations delivered on 12 topics to 4,234 people

Mental health training sessions delivered to 25 companies,

training over 7,500 people and generating revenues of just under £150,000

457,874
media mentions, social and website visits

QUARTER 1

We launched the **EIC Wellbeing Programme** – a Virtual Wellbeing Programme for Industry.

The programme was designed to support the industry with mental fatigue and stress.

QUARTER 2

We were able to hold four sporting events to fundraise money for the Charity **raising over £60k**.

We launched the **Virtual Mental Health First Aid training** generating revenues of just under £150,000

QUARTER 3

We launched the **12 days of Christmas Campaign** raising just over £36,000.

QUARTER 4

We focused on getting in as many corporate donations as possible.

4. STRATEGIC OVERVIEW

4.1 OUR MISSION

Our mission deserves nothing less than our best. We will strive to develop and guide the lives of the people we support and the industries we serve.

4.2 OUR VISION

We will be the leading provider offering preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. This vision will serve the industry for the next 100 years.

4.3 OUR VALUES

PEOPLE FOCUS
An industry charity for industry people, providing a hand up to those in need.

SMART
Solutions which transform the lives of the people and businesses we support for the longer term.

SUSTAINABLE
A charity that can truly say every £ invested goes back to our industry.

GROWTH
An industry charity sized to cater for growth in the sector by increasing the number of people that we support year-on-year.

LEADERSHIP
A charity designed to support the industry with clear leadership and wellbeing programmes geared towards addressing industry issues.

TRANSPARENT & ACCESSIBLE
Trustworthy, truthful, and honest about all our activities. Dependable and available now and in the future.

4.4 OUR STRATEGIC AIMS

COMMUNITY
- WE ARE 1.3M PEOPLE

1. Our employee and family stakeholders from entering the industry to end of life.
2. Our industry stakeholders from small to large.
3. Our influencers, and our ability to influence with our partners and broader operating landscape.

APPROACH

1. Strengthening our leadership position on industry-wide issues.
2. Utilising technology platforms to deliver services regionally and nationally consistently.
3. Using training to support the industry with education in relevant health topics important to our industry.
4. Working to address our assistance as early as possible in the cycle of distress to crisis.
5. Continuing to advocate for a framework that supports early assistance and ameliorates risk to referring employers.

TACTICS
- EARLY INTERVENTION
- HEALTH AND WELLBEING

1. Providing clarity on the statistics that underpin specific issues within the industry.
2. The introduction of virtual awareness training through digital media (having already made the step-change to utilise technology in the provision of assistance).
3. Strong messages on commitment to outcomes with emphasis on 'Stories & Numbers'.

ASSISTING APPRENTICES TO STAY IN THE INDUSTRY

- Supporting their often-difficult transition from adolescent to young adult.
- Providing appropriate bursary support when they are caring for family members due to death, illness, and incapacity.
- Working collaboratively with apprentice training providers in reaching young people in need of our support.
- Delivering mental health awareness training to every apprentice in the UK.

SUPPORTING THE WORKFORCE AND BUSINESSES THROUGH WELLBEING PROGRAMMES

- Improving their wellbeing at work and at home with practical programmes designed for small and large workforces.
- Working collaboratively with business and trade organisations in reaching as many people as possible so they know where to turn in times of need.
- Becoming the key provider of support services to people in our industries.
- Promoting mental health awareness across businesses in our sector.

HELPING THOSE IN RETIREMENT

- Increasing their independence and improving their wellbeing.
- Supporting those providing full-time care.
- Being there for those who have worked in our industries when they need us.

SECURING SUPPORT FOR OUR WORK

- Sustaining and growing financial and products support.
- Building a strong and vibrant regional fundraising network.
- Developing effective communications that engage our supporters and raise awareness.
- Developing volunteers across the regions we operate in.
- Securing commitment in annual training budgets from business to deliver mental health training.
- Drive Commercial Participation Agreements to support alternative income stream in the manufacturing and wholesale sectors.
- Secure model for funding with Associations such as an option for 10% membership fee to go to the Charity.

5. OUR YEAR IN NUMBERS

VOLUNTEERS

The Charity relies on the significant support and generosity of the regional committee members, council and working group volunteers to run regional fundraising events and support governance commitments.

151

STAFF NUMBERS

The Charity has maintained FTE numbers of 9 for the 2020/21 financial period.

INVESTMENT DIVIDEND

The Charity's investment strategy required the portfolio manager to deliver a 1.5% cash return. After a change in asset allocation the investment dividend return has outperformed every year since its inception.

£92K

FINANCIAL ASSISTANCE

£217,401 given out in financial assistance, reductions due to the loss of income from events and fundraising activities.

EVENTS CANCELLED

NUMBER OF GRANTS GIVEN

Number of grants is 1394, down from 3,200 in 2019-20.

56%
DOWN

NET ASSETS

Net assets amounted to £4,638m as of 31st March 2021 from £3.848m as of 31 March 2020, which is up on last year due to government intervention and economic stimulation.

4,638
MILLION

ACHIEVEMENTS DURING 2020-21

REMOTE WORKING

Just like many other workplaces across the world, the Charity moved to remote working in March 2020 as a safety precaution in response to the global crisis. The Charity was already a forward-thinking, flexible workplace with all employees previously set up for remote working, due to the nature of events and casework. Moving to full-time remote working, the Charity identified three areas to focus on: employee wellbeing, engagement, and culture.

Employee wellbeing has always been a focus for the Charity, but with the isolation and restrictions of 2020 it became a focal point. We were determined to implant a strategy that kept our employees connected, engaged, and motivated with a strong work-life balance. Through investment in technology, our employees were able to keep in touch virtually with each other, stakeholders, cases, and regional volunteers. This saw an increase in FaceTime, Zooms and Teams with cases, regional volunteers, and stakeholders due to the decrease in travel requirements. This allowed us to more effectively maintain the personal touch and rapport we pride ourselves on as an industry's charity, set up for the members and by the members.

The first national lockdown saw employee engagement fluctuate due to household and workspace changes. To combat disengagement and household/family commitments, we adapted working hours to suit individuals. We placed four employees on the furlough scheme and championed a more fluid work time approach. Employees were and continue to be encouraged to take regular breaks, get outside for fresh air, and virtually socialised with each other on a personal basis.

This year we implemented our first wellbeing benefit which assisted employees financially to take notice of their health and wellbeing physically and mentally. We have employed regular virtual catch-ups, such as Monday around the grounds, Tuesday lunches and Friday drinks, to ensure that social interaction and our inclusive culture is maintained. To further inspire a healthy work-life balance, we created two employee challenges: the most steps/workouts completed by an individual in nine weeks and EIC Race Across Europe. EIC Race Across Europe had employees split into teams to see which team could cover the 1,606 miles the quickest over eight weeks.

Overall, remote working has seen productivity levels remain equal to or exceed in-office levels. It has assisted in identifying inefficiencies, which we have then been able to rectify through small changes. Although our employees and the Charity have had to adapt frequently to the changing work environment and duties, we have seen an increase of 8% for promoters in our annual employee survey. Moving forward, we will continue with a remote and in-office split for working with bimonthly full-team face-to-face meetings. This will ensure our culture continues to go from strength to strength and we remain a desirable employer.

TRAINING AS A NEW INCOME STREAM

Since 2018, Mental Health Training has been a priority for the Charity with the launch of the Mental Health First Aider and Mental Health Awareness trainings. With one in two cases encompassing mental health, our sector suicide rate is 2.7 x higher than the national average with men three times more likely to complete suicide than women. Our predominantly male sector continues to need tools and a comprehensive understanding of mental health to combat these statistics.

As mental health was brought to the forefront for the nation this past year, the Charity embarked on expanding its audience and focus areas for trainings. We now have four training programmes which cover a diverse look into mental health. The Mental Health First Aider Training covers topics including but not limited to depression, suicide, addiction and anxiety, and gives participants the tools to help someone who is showing signs of these mental illnesses. Participants who complete this course become a certified Mental Health First Aider. Mental Health Awareness Training for Managers is a two-hour introductory course aimed at raising mental health awareness with managers through challenging the corporate stigma, work-life culture, and strategies for spotting, approaching, and supporting mental illness in the workplace. Mental Health Awareness Training for Employees is a one-hour introductory course aimed at raising mental health awareness with employees. It does this by highlighting and explaining common mental health illnesses and supplying the tools to identify and support mental health. Mental Health Awareness Training for Apprentices is a one-hour free introductory course sponsored by Aico. It provides a basic understanding of common mental health issues, tools to support someone with mental health, and how to confront the stigma surrounding mental health.

We introduced four one-hour wellbeing courses to raise awareness of the most prevalent issues within our industry. Anxiety and Depression Training offers a breakdown of commonalities and differences between anxiety and depression. It provides tools to better engage with the subjects of anxiety and depression and support strategies for self and others in need. Stress Training approaches the subject of stress – what it is and how we experience it. It delves into stress management and coping strategies. Relationship Breakdown and Repair Training discusses what relationship breakdown is and how we can repair it, how our relationships are tested, and support strategies we can use to help ourselves and others in need. SOS (Save our Sanity!) Parenting 101 with the EIC training covers how to support your family, or a colleague/employee's family, through difficult times. It offers an overview of general challenges faced with different child developmental stages. It also gives you tools to support your child/teenager who may be dealing with issues including the effects of COVID and best way to support a child going through a parental relationship breakdown.

With the development of our mental health trainings from two to four offerings, the inclusion of four wellbeing courses, the advancement of virtual deliveries and expansion to include anyone wanting to challenge the stigma around mental health, we have been able to train over 2,000 people to date and raise just under £150,000. In a year of financial uncertainty this has been a much-needed lifeline for the Charity to continue to help our industry members in need. For the coming year we will continue to deliver our trainings virtually and in person with the aim of growing our course range and in turn our income stream.

CORPORATE DONATIONS

With restrictions limiting our usual income streams, and as a Charity focused on continuing to make a huge difference to our sector through our Employee Assistance Programmes, 2020 saw us call on the sector and our corporate partners like never before.

Through an extraordinary year of challenges, our corporate partners went above and beyond to financially support the Charity in any way they could. We had 2 companies sign up to our workplace lottery, totalling a monthly donation of £286. 3 businesses and 89 employees signed on to our Charity Stand Down Hour where they donated the monetary equivalent of one hour of their salary to EIC, resulting in a £6579 donation. Our Champions Programme saw 11 companies become champions for the Charity, focused on supporting and promoting the services we provide. We look to develop our Champions Programme further this coming year to grow our network base, gain further in-depth industry knowledge, and tailor our support offerings.

The Electrical Industries Charity relies on corporate donations to support our industry members in need. The need for that support grew with over 3200 people contacting the Charity in the last year. For 2020/2021 we saw an increase in donations resulting in £416,285. This invaluable support allowed us to continue to offer our full range of charitable services including crisis-related additions with no restrictions for those in our sector who needed it most.

Our full and well-anticipated annual event calendar only managed to run three events safely and successfully: Western golf day, Midlands golf day and National golf in spring/ summer 2020. Our main revenue stream of over £1.155m in 2019-20 brought in £72K for the year. With this enormous deficit, the marketing and events team turned their focus to how they could create a revenue stream during a global pandemic.

Quickly the team introduced three campaigns: EIC Day £100k, Grand EIC Day raffle and 12 Days of Christmas. EIC Day £100k launched at the start of the first lockdown with a target of raising £100k by 10th September 2020, the day the Charity was created over 100 years ago. The campaign asked industry members to pledge £10 each, just like our 10 electrical industry colleagues who founded the Charity, with the goal of supporting industry members when they need it the most. Just like our founders, the industry stepped up to ensure that the Charity could continue to help or target of over over 10,000 industry people per year who need assistance. With support from our charity champions and regional volunteers, this campaign was well received by the industry with over £6,754 being raised. With restrictions still a reality on EIC Day 2020, the Charity launched the Grand EIC Day Raffle to celebrate being a pillar in the sector for over a century, and to continue to close the income shortfall we had from the constant postponement or cancellation of events. For just £10 a ticket, the raffle included three mystery prizes valued at £500, £250 and £100. Over £2,500 was collected to ensure we were able to help those in our sector suffering from mental health issues. The 12 Days of Christmas raffle offered participants 12 days of chances to win luxury prizes for just £12 a ticket. The industry got into the festive spirit with all prizes being donated by EDA, NICEIC / Certsure, Schneider Electric, Glen Dimplex Heating and Ventilation, EDF Energy Generation, Armah Switchgear, Heat Mat, Marshall Tufflex, Park Electrical Distributors, EDF Energy NNB, Edmundson Electrical Wolverhampton, Skanwear, CEF, CED and Aico. Not only were all prizes donated, but almost £36,000 was raised to ensure no industry member would fall on hard times over the holiday season.

SLEEPSTATION

As an industry charity it is more important than ever to not only help support those in the industry in terms of their physical and financial wellbeing, but also their emotional wellbeing. Sleep is the foundation of good health. It is vital to survival – just like food, air, and water – but many people are missing out on the benefits that good sleep can bring. When we sleep well, everything feels better. Last year, to help our industry members get the best sleep possible, we partnered with Sleepstation to provide free access to a clinically proven sleep improvement programme. We launched this programme as a free service to our industry members as 40% of people suffer from sleep issues. These were heightened during the multiple national/ regional lockdowns and contribute to poor mental health. Sleep problems can be complex and different for everyone. The programme combines core sleep improvement principles with personalised recommendations from dedicated sleep coaches, medical doctors, and sleep experts. Over 200 industry members have viewed the programme with many reporting huge improvements to their sleep and emotional wellbeing.

CV SUPPORT

With the UK unemployment rate increasing and 56,000 fewer people in payrolled employment, the Charity took the early initiative to partner with PurpleCV to support our industry colleagues who found themselves in the job market after job losses or redundancies. A total of 273 industry members have used this service to date which provides a dedicated professional CV writer. This CV writer will produce a CV that showcases the individual's skills, experience, and achievements in the best possible way to put them at the top of the recruiting list for their next role. The Charity is proud to grow our available services and be able to offer this free non-means-tested service to the industry. As we continue to understand the ramifications on the workforce and industry due to COVID-19, we aim to maintain and grow our support services to ensure they remain relevant and accessible to those who need them most.

7. CHARITABLE ACTIVITIES & PROGRAMMES

7.1 CHARITABLE ACTIVITIES SUMMARY

Our services are available to anyone who works or has worked in the energy and electrical industries.

7.2 SUPPORT SERVICES

As an industry charity it is more important than ever to not only help support those in the industry with physical and financial wellbeing, but also their emotional wellbeing. We know that intervention requires a holistic approach and that each person will have their own unique requirements.

Our services are available to anyone that works or has worked in the energy and electrical industries. Therefore, we are currently providing a wide variety of key services with focused support to meet every individual's needs, such as:

7.2.1 Non-means tested:

- General legal advice (family law only) to support with divorces, child agreement orders inquests, will and estate issues.
- Counselling and mental health support (capped at four to six sessions).
- Bereavement support (including those affected by suicide).
- Psychiatric assessments.
- Support for those suffering with a terminal illness.
- Dyslexia support.
- Clinical Occupational Therapist (OT) for those who do not have access to this through their workplace, who help to write and support with return-to-work plans after a serious mental health absence from work.
- CV support following redundancy and job loss.
- Complex case management support: assigned case worker to help get you back on your feet.

7.2.2 Means tested:

- Legal support will service.
- Holistic-based intervention (acupuncture and nutrition support).
- Counselling and mental health support including ADHD and ASD assessments.
- Financial assistance and grants – immediate urgent need and serious illness/ disability.
- Debt advice – how to manage debt and get ahead with professional advice and assistance.
- Apprentice bursary scheme – additional financial support for apprentices with carer responsibilities and/or illness and disability.
- Severe illness support with the establishment of a Lasting Power of Attorney.

7.3 WELFARE SERVICES PARTNERSHIPS

7.3.1 Helping you to sleep better with EIC and Sleepstation

Evidence shows that poor sleep can have a negative impact on almost every aspect of our lives. Conversely, when we sleep well everything feels better. The ongoing pandemic has disrupted routine and increased levels of anxiety on a global scale, causing more people to look for help to address sleep problems. That is why we have partnered with Sleepstation to offer our industry members free and open access to their online sleep support programme.

Sleepstation combines psychology and sleep science with dedicated support and guidance to help people get great sleep. Their clinically validated service is delivered entirely online and overseen by a dedicated team of sleep coaches, medical doctors, and sleep experts. They will take the time to listen to you and learn about your sleep. They will help you pinpoint the causes of your sleep problem and will advise you on the best approaches to overcome it.

They will give you more than just the theory; they will also be there, every step of the way, to support and guide you on your journey to better sleep. Sleepstation is available to those in need and who meet our charity eligibility criteria.

7.3.2 Counselling support through Mynurva

It goes without saying that the current coronavirus pandemic is unprecedented and is impacting on society and the world in lots of different ways. Everything from our health services to our supermarkets, to the way we live our lives every day, has been affected. On top of this, with social distancing and self-isolation measures in place, it's not surprising that it's having an effect on many people's mental health.

That's why now more than ever, being able to access online mental health therapy is so important. Also, the fact that lots of people are now unwilling or unable to access face-to-face therapy, due to their health and ongoing government restrictions, means that online support is currently the preferred route for many during this time. We had already wanted to establish a partnership with a GP-led therapy support service, and this was achieved through Mynurva. The Charity now has complete access to a full suite of mental health support interventions that can be accessed from any location and cross-referred through to the NHS support services.

7.4 HEALTH AND WELLBEING PRESENTATIONS TO THE INDUSTRY

It is important to take care of yourself and get the most from life. We are working to support our industry in becoming more pro-active in understanding what mental health is and how we can all maintain or improve our well-being. We tend to prioritise time to ensure our physical health is maintained, but we rarely find time to look after our mental health, which is just as important. Our health calendar is a great tool to provide you with information, stats, and guidance on the services we can provide to you, a family member, colleague, or employee.

Health issues can put significant pressure on an individual and their family, therefore, having a larger support network is crucial to help them overcome these struggles and have a brighter future ahead. Mental health issues can occur due to many factors including work- or family-related stress, financial problems such as debts, caring for a loved one, starting a new family or having a family breakdown. In our sector, stress and depression are some of the most common matters to deal with, but 95% of people in the industry never discuss feeling depressed with a significant other.

It could be anyone around you who is currently suffering from the effects of health problems and who needs support to help them get back on their feet. The Electrical Industries Charity is here to help because if you work or have worked in our industry, you will never be alone.

7.4.1 Topics from Health Calendar

7.5 INDUSTRY INSIGHTS

38,000 redundancies were initiated over the industry

Average reemployment time was 7 weeks

The number one reason for support this year was unemployment (this includes financial assistance, mental health issues caused by this, support applying for benefits, interview prep and CV writing support).

Over the last year, 1 in 2 of cases we have dealt with has encompassed mental health issues.

Typically we see the highest number of relationship breakdowns in January following a strained Christmas and New Year period. This year was completely different; we saw the lowest number of divorces and relationship breakdowns that we have ever recorded.

Diagnosed childhood mental health issues was the number one reason apprentices reach out for help changing from 5 years of homeless issues previously.

In 42% of our mental health cases financial difficulties are present, dropping from 87% the previous year.

Self-harming was up 78% and eating disorders were exacerbated by long periods of lockdown.

If you are working in our industry you are 2.7 x more likely to complete suicide than the national average. The worst affected age group was the under-30s in our industry with 14 suicides by apprentices, the highest number since recording our industry statistics.

This year we have dealt with 43 deaths by suicide down on the previous year by 1.

287 people reported attempting to take their life down from 564 the previous year. We believe this is significantly under-identified as we have seen an increasing amount of people not discussing issues as a result of them feeling it's too minor in comparison to what's going on with the pandemic.

5,746 people contacted the Charity at crisis point, up from 3,943. The worst affected sector was manufacturing and it was more financially related than mental health for the first time.

91% of cases asking for mental health support had never been seen or diagnosed by a psychiatrist.

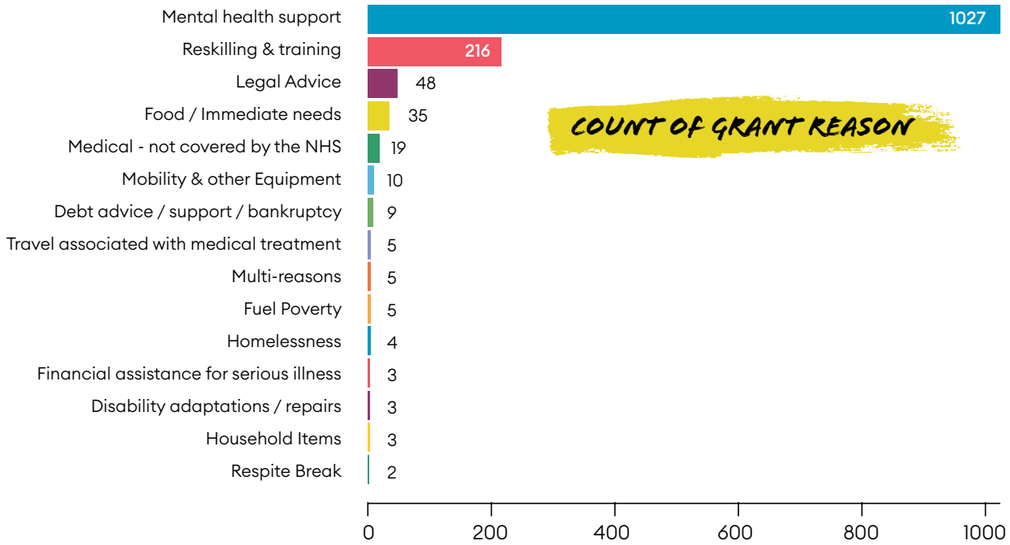
Only 13% of cases utilising the EIC mental health services reported telling their employer, decreasing even further from 17% the previous year.

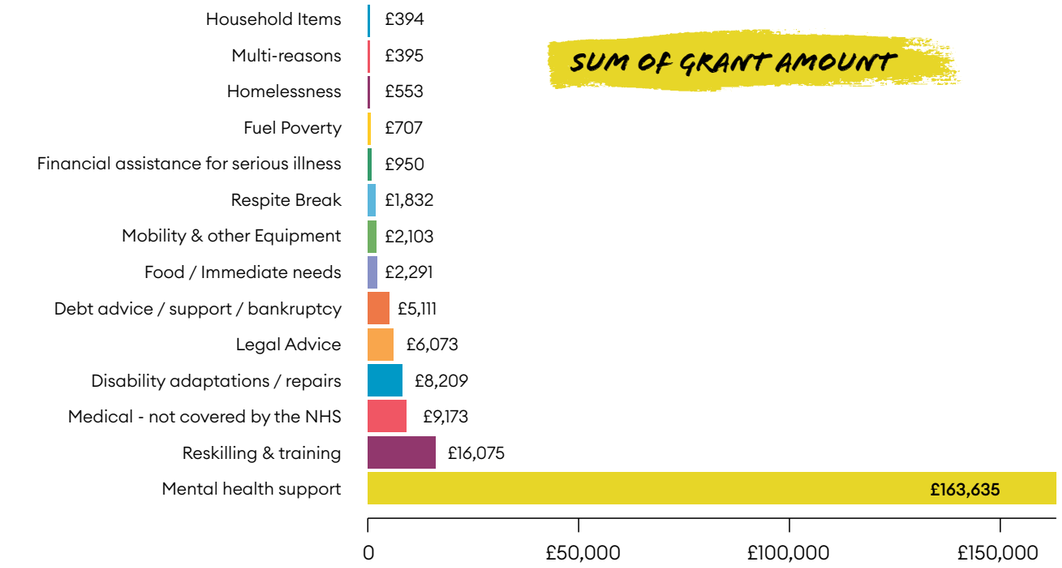
There was a 217% increase in addiction cases with powdered cocaine being the number one drug of choice in the industry.

The amount of alcohol consumed increased in almost all cases that we assessed, from an average of 8 units a week to 11 units a week.

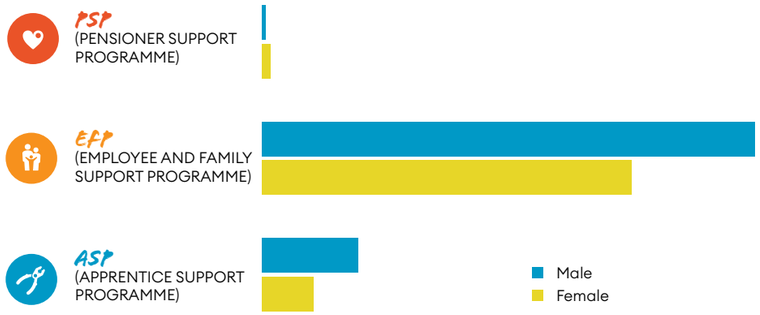
34% of our Psychiatric Assessments were diagnosed with complex mental health issues compared with only 7% the previous year.

7.6 DEMOGRAPHICS

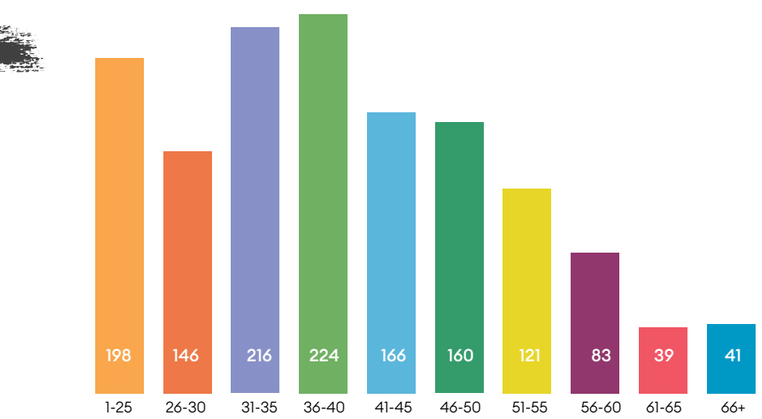




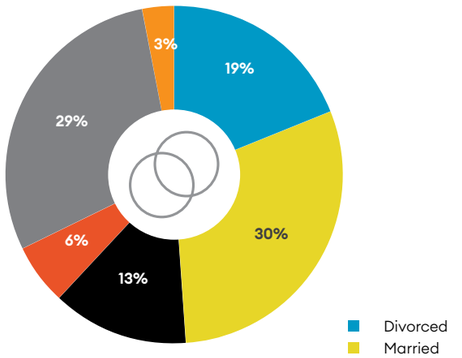
GENDER BY PROGRAMME



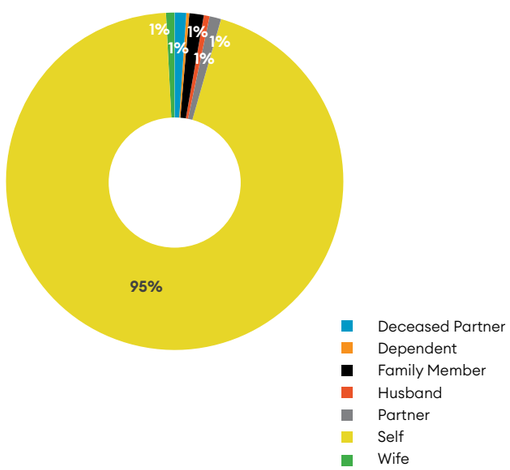
AGE DEMOGRAPHIC



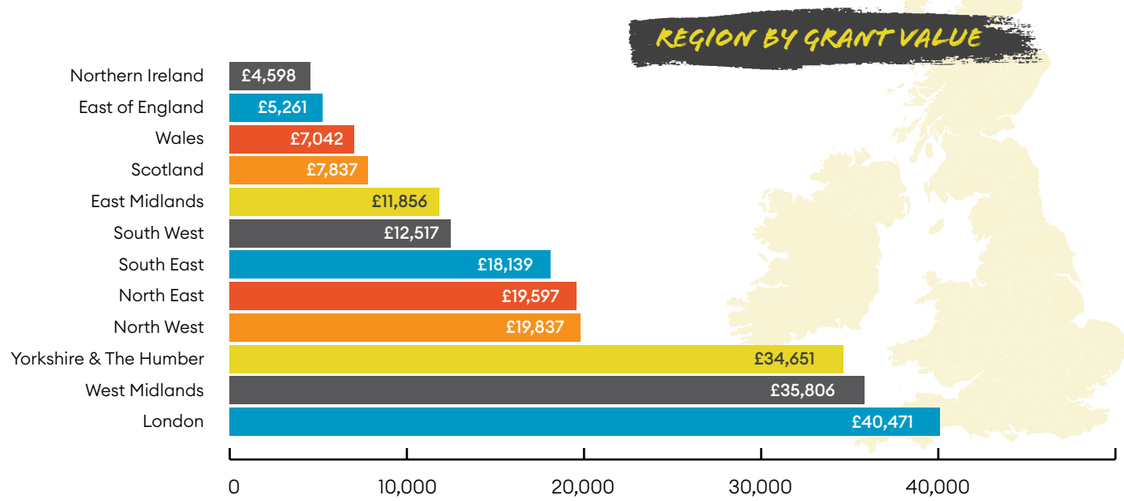
MARITAL STATUS



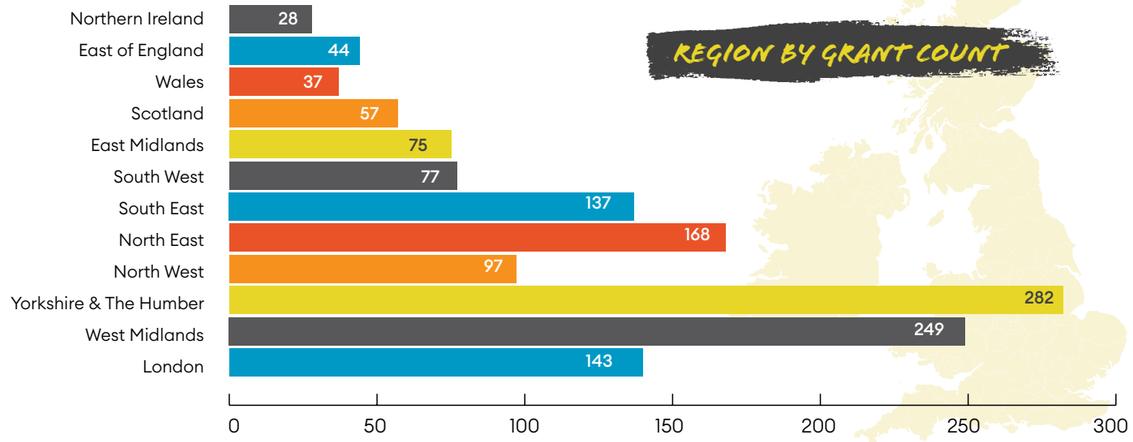
ELIGIBILITY



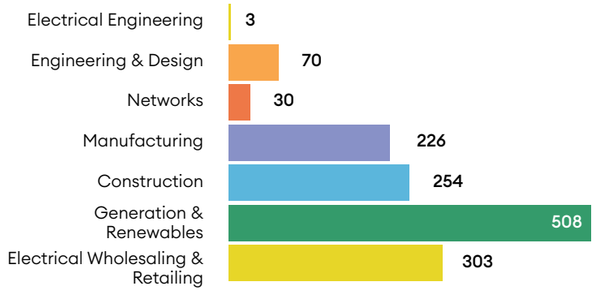
REGION BY GRANT VALUE



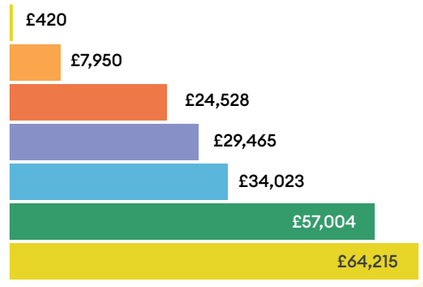
REGION BY GRANT COUNT



SECTOR BY GRANT COUNT



SECTOR BY GRANT VALUES



2020 EIC SURVEY REVIEW AND STATISTICS

A small sample survey of 50 charity service users was conducted to establish the ramifications of COVID-19 on individual and industry welfare. Although the compiled statistics cannot be reliably correlated to the 1.3 million industry population, useful findings are transferable to industry experience.

DEMOGRAPHICS

Respondents were 52% male and 48% female providing a balanced gendered response.

Age groups with the highest distribution were between (26-35), (36-50) at 30% respectively and 26% of respondents were aged between (51-65). Leaving the lowest respondent rates between the ages (16-25) at 12% and 66+ at 2%.

Collectively, 30% of respondents had a partner/spouse, 26% had partner/spouse and children. 16% lived with parents or family, 14% of respondents lived alone, 8% lived with children only and 6% in a house-share.

Before March 2020 when Covid-19 resulted in a national lockdown, 76% of participants reported that they worked full-time, 12% worked part-time, 2% were self-employed and working, 2% were retired and 8% were unemployed. In comparison, since the first lockdown began in March, there was a great decline in the number of participants still working full-time to just 45%. 10% reported working part-time, while 29% of the industry was furloughed when completing the survey. Employment rates rose to 12% and 4% had retired.

Participants selected their appropriate yearly earnings bracket before March 2020 from the following options:

Up to £10,000 (16%), £10,000-20,000 (20%), £21,000-30,000 (16%), £31,000-40,000 (25%), £41,000-50,000 (12%), £51,000-60,000 (0%), £61,000-75,000 (6%), £75,000-£100,000 (2%) and £100,000+ (2%).

Prior to March 2020, a majority of participants reported to have earned between £31,000 - 40,000 per year (25%). However, this average dropped when participants stated their earnings during lockdown, most reporting to have been receiving between £10,000-20,000 per year (20%) since March.

Interestingly, participants earning above £75,000 have seemingly not received deductions to their pay as a result of Covid-19, however the group's average earnings have declined on the whole.

A larger sample size would provide a more reliable indication of this, as too few participants reported to have earned above £75,000 to begin with.

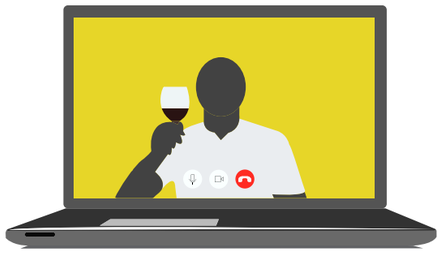
Participants reported that since lockdown, their earnings per year were within the following intervals: Up to £10,000 (20%), £10,000-20,000 (25%), £21,000-30,000 (18%), £31,000-40,000 (16%), £41,000-50,000 (12%), £51,000-60,000 (2%), £61,000-75,000 (2%), £75,000-£100,000 (2%) and £100,000 + (2%).

At the time of completing the survey, 66% of participants stated that they were not in receipt of any State Benefits (including a State Pension).

The remaining 34% of participants reported to be receiving one or more of the following benefits: Carer's Allowance (2%) Child Benefit (21%), Council Tax Reduction (2%), Disability Living Allowance (2%), Free School Meals (4%), Housing Benefit (2%), Personal Independence Payment (4%), State Pension (2%), Tax Credits (6%), Universal Credit (9%), Working Tax Credit (2%) and Other benefit not listed (2%).

FINDINGS

Anxiety and depression remain the highest diagnoses of mental illness in our industry at respectively 59% and 55%. 47% of respondents are currently taking medication to help with their mental health. 20% of individuals contacted the charity for support because of work-related stress. 14% for relationship breakdown, 12% for bereavement, 12% for family issues and trauma and financial distress at 6% respectively.



71% of respondents relayed COVID had not increased their drinking habits. It is important to acknowledge that this behaviour might have changed since the collection of survey responses. These compiled statistics are not dissimilar in breakdown to that of the 2019 statistics.

50% of respondents relayed that COVID-19 had worsened their mental health. 49% of respondents felt they lacked daily motivation, this is likely to increase with the extended lockdown rules and regulations curbing individual freedoms and interpersonal connection. 54% felt fatigued despite the reduction in travel and working from home has created new challenges, such as home schooling, domestic issues, and proximity (environmental closeness).

50% engaged in negative self-talk and 47% struggled with sleep deprivation. This experience informs the increase in feelings of helplessness at 35% and feeling on-edge at 42%. Overall, anxiety pertaining to feeling nervous, uncontrollable worry, restlessness and fear were the leading causes of distress among respondents.

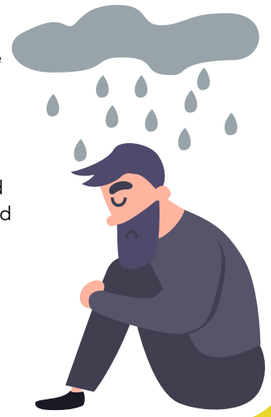
The key outcomes of COVID-19 on individual well-being have been an increase in fear/uncertainty (69% increase resulting from financial distress and difficulties home schooling), confinement (55% of respondents agreed that lockdown caused them to feel isolated and they had struggled to cope with this experience), and loneliness (67% experienced a disconnection with friends, family, and their social environment.

Positively, in comparison to the 2019 survey 56% of relationships were unaffected by the lockdown. Comparatively, in the 2019 survey divorce rates were at 69.8% and resulted from excess travel followed by infidelity. 2020 statistics suggest lockdown had a positive affect on relationships however, a follow-up is required to confirm reliability.

SUICIDE

The description of suicide used in the survey asked whether the person had engaged in suicidal thoughts or considered harming themselves. 65% of respondents reported they engaged in suicidal thought and considered self-harm. Concerningly, 27% relayed that they had acted on these thoughts.

This suggests the prevalence of suicidal thought and correlated risk remains high in our industry. 18% contacted the charity at crisis point, 65% did not contact the charity for support. The latter statistic is concerning as it suggests 65% of individuals suffered in silence or sourced alternate supports.



SUPPORT PROVISION

80% respondents contacting the charity for support received counselling. 41% of them received the cognitive behavioural therapy modality. Interestingly, 82% contacted the charity for mental health support as opposed to only 8% contacting their GP and 4% through their Employee Assistance Programme (EAP).

This confirms issues in support provisions provided by GP and workplace EAPs for example, waiting periods, confidentiality, limited support provision, not meeting 'thresholds' for support.

ALCOHOL CONSUMPTION

Prior to the pandemic, 35% of participants reported to drink 0 units of alcohol per week which remained the same throughout lockdown. It may or may not have been the same individuals who continued to abstain from alcohol, but it's interesting that the percentage remained exactly the same.

Interestingly, those who admitted to drinking more alcohol prior to the pandemic seemed to increase their consumption during lockdown; those consuming 1-3 units per week decreased from 16% to 12% and those consuming 4-8 units also decreased from 16% to 10%. Individuals who reported consuming 9-15 units increased from 14% to 20%, while 16-20 units decreased from 14% to 12%; this decreases likely due to these respondents increasing their alcohol consumption to the 21+ units' category, which accounted for just 4% of participants prior to lockdown and an increase to 10% during lockdown.

In summary, 29% of participants reported that their consumption had increased, but only by participants who reported to consume one or more units of alcohol per week prior to the pandemic and 10% of these stated concerns about their consumption.

EMPLOYER SUPPORT

Of those who sought mental health support from the EIC, 68% of participants stated that they had informed their employer of their struggles.

The positive feedback clients made about their employers included:

"Good communication."

"Provided with PPE."

"He calls me daily to check on my well-being and listens and guides me."

"My employer is always supportive."

"My manager has done everything he can to ensure my safety and comfort in the workplace, psychologically which has been crucial to my recovery."

"They have been really good with me because of it (my mental health struggle) and they understand it as well unlike my parents."

"She has taken steps to support me."

"I feel I can freely challenge my employer if I feel precautions are not being followed correctly."

Negative feedback regarding employers included:

"Could do better."

"I need ongoing support."

"It's difficult to open up to people so it's hard to open up to my manager, he's not very approachable"

"Not enough safety precautions in place for Covid-19."

"Unpleasant workplace ethos, blame culture and unprofessional comments which I feel unable to challenge."

"All departments are returning to work in different ways, so it feels disorganised."

"My employer could try to understand my condition better."

"I would rather not go back to work than challenge my employer if I felt something was wrong."

"I wish my manager would listen more and be more empathetic"

"I didn't hear from my manager for weeks while I was furloughed."

"I'd like more 1:1 communication."

EIC SUPPORT

Of survey participants who have all received EIC support, 89% stated the support was 'Excellent' and 11% said it was 'Good' and 100% would recommend us to a friend or colleague.

Some of the clients' feedback about the support received from the EIC included:

"Quick effective support, excellent communication."

"Access to an excellent therapist, offered online psychiatric assessment."

"Case worker absolutely amazing. She has gone above and beyond with providing me with help, she's an angel.'"

"Very understanding to the situation, felt very reassured, been a great help."

"Had a good experience and wouldn't change a thing, from right at the start I received above and beyond support."

"They were in constant contact to see how I was getting on, they found me a therapist who I trust, I had someone I could talk to and I felt understood – sympathetic to how I felt."

"Constant check-ups"

"Super support"

"My case worker worked very quickly to get me professional support which I was able to extend, cannot fault any aspect of the support."

"Personal contact."

"Having an incredible support team around me is probably why I am still alive today."

"The care and compassion, regular contact, a willingness to help, I could not thank them enough."

"Caring, very sympathetic, actually listening to my problems and helping me and my family a lot which I am very grateful for."

"I had a quick response to my initial email and the person I spoke to was very understanding and easy to talk to. They regularly checked up on me and made the whole process less daunting."

"Having the counselling needed has been an amazing support and help to longer term try and improve our circumstances but changing the way of thinking of years of damage and all lock down it's been a hard job. The supports not felt rushed or dismissive like the NHS."

For more information on The Electrical Industries Charity and the support they provide please contact **support@electricalcharity.org** or **0800 652 1618**

www.electricalcharity.org

"

WE CAN MISTAKENLY THINK THAT MENTAL HEALTH IS ABOUT TREATING MENTAL ILLNESS, BUT THIS IS ONLY HALF-BAKED.

Mental health is also about building good mental and emotional health, it's about practicing mental health self-care and enhancing well-being.

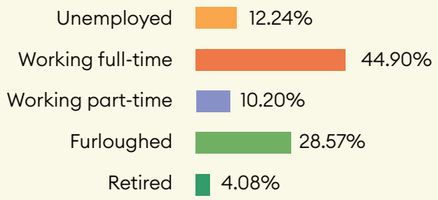
"

2020 EIC SURVEY STATISTICS

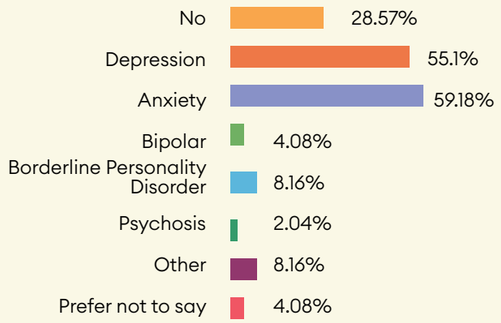
A small sample survey of 50 charity service users was conducted to establish the ramifications of COVID-19 on individual and industry welfare. Although the compiled statistics cannot be reliably correlated to the 1.3 million industry population, useful findings are transferable to industry experience.

Visit www.electricalcharity.org for more info

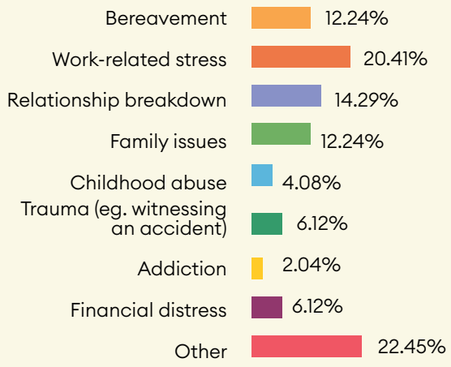
What has been your employment status during COVID-19?



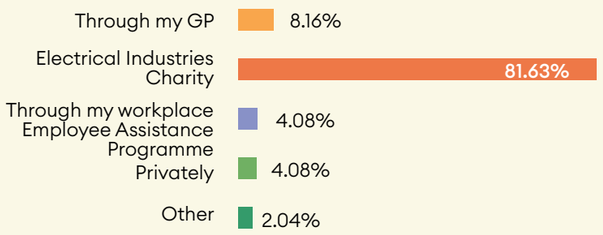
Do you have any existing mental health conditions diagnosed?



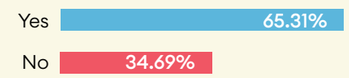
What was your reason for seeking support?



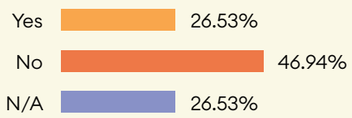
Where did you seek the most recent therapeutic support received?



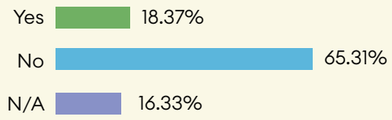
Have you ever experienced suicidal thoughts, or considered harming yourself?



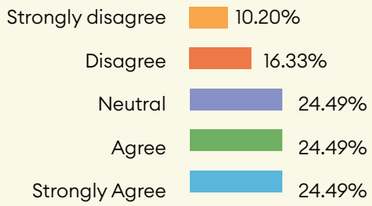
If so, have you ever acted on these thoughts?



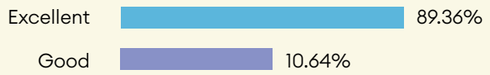
Did you contact the EIC at crisis point (when you felt that you were going to act on your suicidal thoughts)?



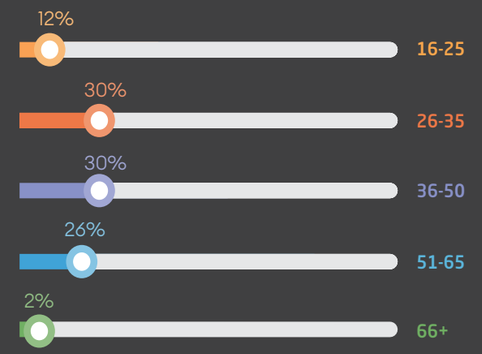
Please select your most appropriate response to the following statement: 'COVID-19 and being in lockdown has caused my mental health condition to worsen.'



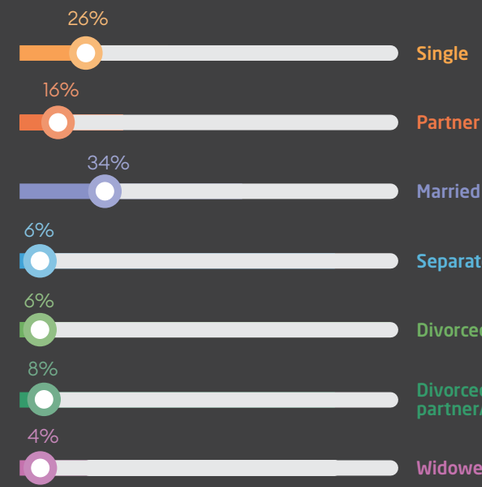
How would you rate the support you received from the EIC?



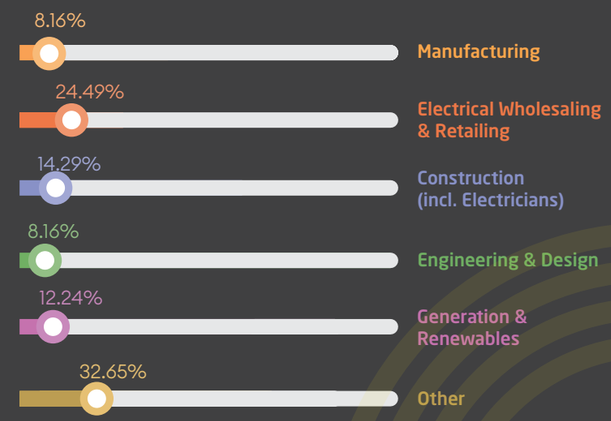
Which age bracket do you fit into?



Which best describes your current marital status?



Which employment sector do you work in?

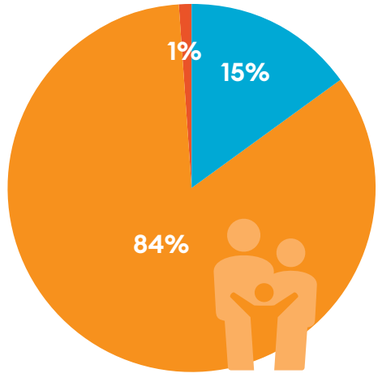


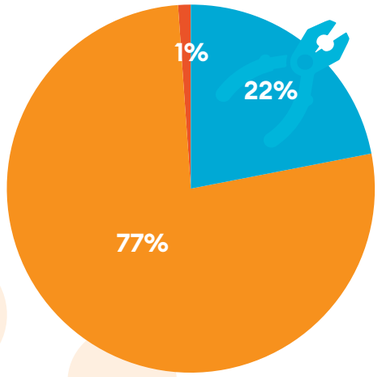
8. WORKPLACE PROGRAMMES

The Electrical Industries Charity is proud to be a full-service support provider to our stakeholders. To extend our outreach to the working population we have packaged our free and confidential services in a suite of programmes. These are designed to comprehensively serve our market demographic, clearly outline the benefits for users, and be easily understood and adopted within the workplace.

- **ASP** (APPRENTICE SUPPORT PROGRAMME)
- **EFP** (EMPLOYEE AND FAMILY SUPPORT PROGRAMME)
- **PSP** (PENSIONER SUPPORT PROGRAMME)

% OF COUNT OF GRANTS

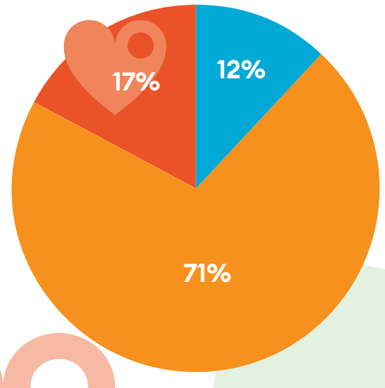




% SUM OF GRANT AMOUNT

COUNT OF INTERVENTIONS

32,140



8.1 EFP, ASP, PSP & PPP

EMPLOYEE AND FAMILY SUPPORT PROGRAMME (EFP)

The **Employee and Family Support Programme (EFP)** is our flagship programme, developed specifically for the working heartland of our industry. It is designed to make an immediate and sustainable positive impact on your business and your people.

Staff productivity is a critical factor for any organisation but equally as important is recognising the personal life of employees.

Staff productivity is an important factor for any organisation but equally as important is recognising that the personal life of employees is central to their wellbeing. When things go wrong the Electrical Industries Charity is here to help with a range of services which address issues such as family or relationship problems through to debt advice, ill health and disability.

APPRENTICE SUPPORT PROGRAMME (ASP)

The ASP delivers financial grants and practical assistance to apprentices and their families.

An apprentice going through a rough patch at home that puts their work performance at risk needs support to allow progression, and to achieve a lifetime of productive, satisfying work.

Supporting the industry through education is a key focus for the Electrical Industries Charity and the launch of the Apprenticeship Support Programme is designed to help young people deal with some of the key challenges that affect them as they embark on their career.

PENSIONER SUPPORT PROGRAMME (PSP)

For many people, being retired means a reduced income which can leave individuals struggling to pay household bills, unsecured debts, or both. Any unexpected expenses, such as replacing a broken appliance, may become difficult to cover.

Businesses adopting the PSP can reach out to their retired colleagues in need, often providing a vital community connection that can be lost in retirement.

The Charity can provide a hand-up with financial grants and assistance services. To achieve the best outcomes for our PSP clients we work seamlessly with a broad range of professional charitable and service providers across the community, health, welfare, legal, financial and psychology spectrum.

PRACTICAL PARTICIPATION PROGRAMME (PPP)

Our invaluable stakeholders within the electrical and energy industries are perfectly placed to support this initiative.

When handing out financial grants to people in need of building rectification or modification to assist with disability access, we often require practical assistance in terms of building materials, engineering and installation skills and equipment to support the upgrades. Another way our industry can support the Charity is to participate in our Practical Support Programme, which allows individuals and companies to provide services and materials on a voluntary basis and as a result dramatically reduce the cost of these projects.

The Practical Participation Programme harnesses your specialist skills in terms of time, equipment and materials – providing practical help where it is needed most.

You will work alongside the EIC (and our leading charity partners) in solving or contributing to solutions, for those in desperate need of your help. Once you have registered as a PPP partner we will approach you on an as-needed basis to ask for your assistance.

8.2 CASE STUDIES

SUPPORTING IN EVERY CAPACITY WITH EIC

Within the UK 850,000 people live with dementia and by 2025 it is predicted 1 million people will be living with dementia within the UK. The older you are, the more likely you are to develop dementia. The risk of developing dementia when over 65 years old is 1 in 14 while over 80 it increases to 1 in 6 people. There are lots of different types of dementia including Alzheimer's, Huntington's disease and vascular dementia. Christine approached the charity when her mother, aged 83, began to display signs of dementia.

Christine had worked for a major wholesaler for over a decade when she was forced to retire early at the age of 62 to care for her mother Marie. As Marie was Christine's dependant, both Marie and Christine were eligible for support through the Pensioner Support Programme facilitated through the Charity's Employee Assistance Programme. Marie has been living with Christine for more than three years, but her health had begun to decline.

Marie's behaviour had become erratic and her personality was changing day to day. She was verbally and physically abusive to Christine, and she suffered several falls within their home. Christine contacted the Electrical Industries Charity who, using their Pensioner Support Programme, signposted her to local social services for practical support. Social services recommended and facilitated a move into permanent residential care for Marie, which alleviated some of the stress from Christine.

While living within residential care Marie's behaviour remained challenging, and she would often insult care staff. She began to refuse to eat, drink and take medication. Marie would physically challenge staff who came to care for her. Meanwhile, Christine was still struggling to get a formal diagnosis for her mother and was pushed from pillar to post within the health system. Marie was asked to leave the home, and she had to move back in with Christine.

Struggling with the stress of her mother's behaviour at home and mounting frustration with the lack of diagnosis, Christine's mental state began to deteriorate. Christine contacted the Electrical Industries Charity again for emotional support. The Electrical Industries Charity provided some virtual talking therapy which took place over video chat so Christine could still manage her mother's care. The Charity can provide support to any former or current employee of the electrical and energy sector using the four branches of the Charity's Employee Assistance Programme (EAP). Utilising the EAP, the Electrical Industries Charity also funded a private consultation with a senior consultant geriatrician. The geriatrician diagnosed Marie with an acute form of frontotemporal dementia which explained Marie's change in personality and ever-changing behaviour.

Equipped with a formal diagnosis and better understanding of Marie's needs, Christine was able to find a more suitable residential home and Marie's needs, although increasing, are well catered for.

The Electrical Industries Charity also supported Christine with legal advice and helped her to put Enduring Power of Attorney in place if Marie's mental state continues to decline.

Christine is now in a much better frame of mind and is comfortable knowing her mother is being supported as best as possible in a specialist home. The Electrical Industries Charity were able to support Christine in achieving the peace of mind she needed to safeguard her and her mother's wellbeing. Christine has now found new freedom to pursue a part-time role within the industry and is moving in with a long-term partner.

The Electrical Industries Charity can help you gain peace of mind in trying times. If you need assistance, please contact the Electrical Industries Charity welfare team on **0800 652 1618** or **support@electricalcharity.org**

850,000
people live with dementia in the UK

AN ENVIRONMENT FOR RECOVERY

According to the World Health Organisation (WHO), nearly two-thirds of people with a known mental disorder do not seek help from a health professional. Stigma, discrimination, and neglect prevent care and treatment from reaching people with mental disorders. Mental health is one of the many areas in which the Electrical Industries Charity (EIC) can provide support through its Employee Assistance Programmes (EAP). Financial assistance and grants, counselling and providing medical support are just some of the ways the Charity can help a person going through a difficult period in their life.

Maintaining a feeling of independence was something that was very important to Howard Field, who was referred to EIC by Macmillan Cancer Support after serious health problems and extremely unpleasant living conditions made his life incredibly stressful.

In 2014 Howard developed cancer of the throat and mouth, resulting in the removal of his teeth and the partial removal of his jaw and tongue, which means he can only eat puréed food. Things got worse for Howard after he developed gout following his chemotherapy and radiotherapy treatment. A year later the cancer returned, and Howard underwent a further operation to remove more of his jaw. He has since been having MRI scans every six months in order to keep the cancer at bay.

When a person is suffering with a serious illness a comfortable home environment can play a big part in helping them feel more at ease with their circumstances. Unfortunately, Howard's privately rented flat became infested with scabies mites in 2017, adding to his woes. His landlord paid for fumigation and a professional clean, but the infestation meant that Howard had to get rid of all items that the scabies may have infested, including his bed, sofa, armchair, towels, clothes, carpets and rugs. Howard was left with just a wooden table and chair and an airbed to sleep on, while the rest of his belongings were taken away in a skip – a heart-breaking experience.

Replacing all of his furniture, along with purchasing his recommended food to maintain good nutrition was financially challenging for Howard, but he was determined to maintain some independence and therefore preferred to continue buying his own specially prepared meals, which cost £5 each, with his sister's support. However, he could only afford one per day and had to make up the rest of his diet with soup, which affected his nutritional intake.

Howard had applied for Personal Independence Payment (PIP) but was advised that it would take months. The Charity provided an initial grant of £1,000 for the purchase of a sofa, armchair, rugs for his lounge and bedroom, and a few towels and clothes. EIC also partners with other charities, including Florence Nightingale Aid in Sickness Trust (FNAIST), which pledged £500 for a new bed, and Independence at Home (IAH), which donated £200 towards bed linen. Howard is still struggling to secure his PIP income, and EIC continues to support him with his application completion and provides £35 towards his specially delivered meals.

The Charity is now working with Howard to help him return to work in an adjusted capacity, potentially as a driver for an electrical wholesaler or tutoring with JTL. He is excited by both prospects.

Howard's case is an example of how the Charity works to identify the most appropriate ways to offer support through its various EAPs and help people in the electrical sector who have fallen on hard times enjoy a bit more stability in their lives and give them some hope for the future. Find out how you can donate to the Charity or get involved in your own fundraising challenge by contacting Jess Vailima: **jess.vailima@electricalcharity.org**

OVERCOMING ADDICTION WITH EIC

Developing alcohol addiction is not a character flaw or a sign of weakness, but it takes more than willpower to overcome the problem. Abusing alcohol intake can significantly damage not only physical health, but it can also lead to serious mental health problems such as anxiety, depression, and suicide.

A recent report produced by Drinkaware stated that in 2014, there were 6,592 alcohol-related deaths, and 194,706 prescriptions for drugs to treat alcohol dependency were prescribed in England. Additionally, reports published by the Journal of the American Medical Association reveal that roughly 50% of individuals with severe mental disorders are affected by substance abuse, and 37% of alcohol abusers have at least one serious mental illness.

The Electrical Industries Charity (EIC) recently launched the Employee Assistance Programme (EAP), which is solely funded by powerLottery, to help people within the electrical and energy-related sectors who are struggling to beat their alcohol or drug addiction by offering them a wide range of support services. Through EAP, the Charity provides support services, including financial and legal assistance, telephone and face-to-face counselling, cognitive behaviour therapy and rehabilitation support.

Recently, EIC offered their support to an electrician, Daniel, who was referred to EIC by his concerned HR Manager following an alcohol addiction which resulted in poor health and a deterioration in his mental health. Daniel had become more and more erratic, with bouts of anger and severe depression, and was drinking excessively. He was having time off with alcohol-related illnesses and was admitted to hospital having had an alcohol-induced fit which put him into coma. Daniel was estranged from his family and had gone into a further downward spiral following the death of his mum about 18 months earlier.

Daniel recognised that his alcohol dependency was worsening and that he needed help. EIC supported him with full alcohol detox and rehabilitation in order to help him turn his life around. Daniel's alcohol dependency and history of fitting meant it could be too dangerous for him to go without 24-hour medical care. He therefore underwent a hospital detox before entering a full rehabilitation unit where, if successful, he could then move to supported housing and back to a full and productive life.

Daniel's initial progress was good, and he was enormously grateful for the Charity's help as without the intervention of detox he could have died because his liver was in such a poor state. However, he started to find it difficult to really open up to the counsellors and support workers on site at the rehabilitation unit, and his old anger issues resurfaced. He was angry at himself that he hadn't stopped and looked for help earlier, that he had let his family down and that he had not addressed his alcohol problem when his mother was alive. He was also unable to address the real reasons he had started drinking originally, his grief over his mum's death, and he could not continue on the rehab programme. Since then, he has been able to maintain sobriety but is finding it very difficult alone.

Overcoming addiction can be one of the most difficult tasks for anyone who is suffering from alcohol dependency, but recovery is never out of reach, no matter how hopeless someone's situation seems or how many times they have tried and failed before. With the right treatment and support, change is possible. By showing your support to EIC you can help those who are struggling to battle their addiction to embark on their road to recovery and lead a better quality of life.

So why not show your support by signing up to become a partner of EAP or by taking part in powerLottery today and help someone like Daniel to beat their alcohol addiction?

If you or someone you know has been experiencing any form of addiction and requires assistance, please contact the EIC support team: **support@electricalcharity.org** or **0800 652 1618**.

For further information, to take part or if you would like to know more about how your contribution can make a difference, please contact Jess Vailima: **jess.vailima@electricalcharity.org**

CARING FOR YOURSELF WHILE CARING FOR SOMEONE ELSE WITH EIC

It's a fact of life that many of us will have to care for our parents in some capacity at some point. We often feel it is our duty to care for them in their twilight years as they took such care for us in our formative years. While caring for a parent may seem part and parcel of life it can still be challenging, stressful and tiring to care for someone who may be increasingly frail and dependent on you. 72% of carers report to struggle with ill mental health and 61% have reported physical illness as a result of caring. Caring for elderly parents can be a huge source of strain on the individual and familial and/or romantic relationships. Annie began to struggle caring for her mother after a deterioration in her mother's health.

Annie's mother had been living with her and her partner Mike for almost a decade after the sudden loss of Annie's father. Annie's mother lived in a self-contained annex and despite having some health difficulties including a heart murmur, Annie's mother lived independently with little help from Annie or Mike. Both Annie and Mike noticed changes in Annie's mother's behaviour; she experienced episodes of confusion, appeared disorientated and became prone to falling. With signs of worsening health, Annie and Mike chose to move Annie's mother into their home and support her more closely.

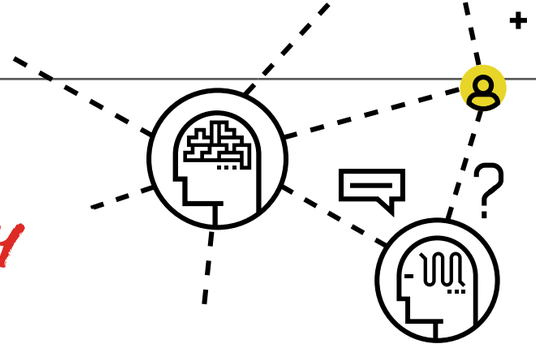
Unfortunately, Annie's mother's health continued to decline, and her behaviour became more challenging. She would regularly wander out of the property and on several occasions police were called to help locate Annie's mother. Annie's mother would awake in the night and, disorientated, she would shout at Annie and Mike when they came to comfort or check on her. Mike worked long hours managing a team for an electrical distributor so had respite during work, and he found he was finding excuses to not return home. Concerned about the impact Annie's mother's behaviour was having on both him and Annie, he encouraged Annie to contact the Electrical Industries Charity for support using their Employee and Family Programme.

Annie contacted the Electrical Industries Charity welfare team and spoke of how she was becoming depressed and anxious. Annie was on edge worrying about her mother and when her next episode will be. The Charity welfare team referred Annie for telephone counselling support to offer her an impartial party to confide in and vent to. Annie found speaking to an outside party extremely beneficial and found her weekly sessions a huge relief.

The Electrical Industries Charity also signposted Annie to the relevant social services who can help support her with caring for her mother. Involving social services also meant Annie knew of the additional support services available to both her and her mother should they need them.

Annie's mother continued to live with Annie and Mike for another year. Unfortunately, Annie's mother's health continued to decline, and she moved into a permanent residential care. Since moving into residential care Annie's mother's health has stabilised and Annie visits her mother regularly. Annie's mother enjoys life within the care home and has established good friendships with fellow residents, and she has rekindled her love for bridge and crochet. Annie is in a much better place and her feelings of depression and anxiety have dissipated since telephone therapy. She has much more peace of mind with her mother receiving around-the-clock care, and she feels well supported by the care team within the home.

The Electrical Industries Charity have since closed Annie's case, but Annie understands should she require any additional assistance the welfare team are available 365 days a year to support our industry. If you require support, a guiding hand or a listening ear, the Electrical Industries Charity welfare team can assist you. Contact them for free and confidential support on **support@electricalcharity.org** or **0800 652 1618**.



9. MENTAL HEALTH TRAINING COURSES ACROSS THE INDUSTRY

The EIC offers an exciting range of training programmes delivered by accredited trainers. Our courses are available to anyone and provide training on mental health with diverse focus areas. This is the full range of courses available to our industry.

MENTAL HEALTH FIRST AIDER TRAINING

Our two-day course qualifies you as a Mental Health First Aider.

Focus on health as much as you focus on safety within your business and qualify your staff as Mental Health First Aiders. The Mental Health First Aider Training covers topics including but not limited to depression, suicide, addiction, anxiety and gives you the tools to help someone who is showing signs of these mental illnesses.

Our Mental Health First Aider Training can also be delivered virtually over four days and provides the same benefits as the standard training.

Mental Health First Aiders have:
- An in-depth understanding of mental health and the factors that can affect wellbeing.
- Practical skills to spot the triggers and signs of mental health issues.
- Confidence to step in, reassure and support a person in distress.
- Enhanced interpersonal skills such as non-judgemental listening.
- Knowledge to help someone recover their health by guiding them to further support – whether that's self-help resources, through their employer, the Electrical Industries Charity, the NHS, or a mix.

What to expect:
Through a mix of group activities, presentations and discussions, each session is built around a Mental Health First Aid action plan.

The virtual course is delivered through the MHFA England Online Learning Hub. Learning takes place through four live training sessions, spread across a week, with self-learning activities in between.

Everyone who completes the course gets:
- An MHFA manual to keep and refer to whenever they need it.
- An MHFA workbook including a helpful toolkit to support their own mental health.
- A link to EIC Workplace items – posters, postcards and wallet cards.
- EIC guide to our support tools & services leaflet.
- An official MHFA certificate to say they are a Mental Health First Aider.

MENTAL HEALTH AWARENESS TRAINING FOR MANAGERS

This two-hour session is an introductory course to raise awareness of mental health with managers. This course can be delivered virtually or at a location of your choice.

It is designed to give:
- Highlights and explains some of the common mental illnesses and disorders.
- How to spot the signs of mental ill health in employees/colleagues/friends/family.
- Which steps to take if you spot the signs of somebody with mental health issues.
- How to approach the conversation with an employee with mental health issues.
- Strategies a manager can use to support an employee with mental health issues.
- What to do if somebody is self-harming/ suicidal.

What to expect:
- Opportunity for complex case discussion.
- Challenging work-life cultures – interactive discussion and group tasks.
- How to challenge corporate stigma within your organisation.

Everyone who completes the course gets:
- An electronic copy of the training presentation to refer to whenever they need it.
- A link to EIC Workplace items – posters, postcards and wallet cards.
- EIC guide to our support tools and services leaflet.

MENTAL HEALTH AWARENESS TRAINING FOR EMPLOYEES

This one-hour session is an introductory course to raise awareness of mental health for employees. This course can be delivered virtually or at a location of your choice.

It is designed to give:
- Highlights and explains some of the common mental illnesses and disorders.
- How to spot the signs of mental ill health in colleagues/friends/family.
- Which steps to take if you spot the signs of somebody with mental health issues.
- What to do if somebody is self-harming/ suicidal.

What to expect:
Learning takes place through a mix of presentations, group discussions and workshop activities. We limit numbers to 25 people per course so that the instructor can keep people safe and supported while they learn.

Everyone who completes the course gets:
- An electronic copy of the training presentation to refer to whenever they need it.
- A link to EIC Workplace items – posters, postcards and wallet cards.
- EIC guide to our support tools and services leaflet.

MENTAL HEALTH AWARENESS TRAINING FOR APPRENTICES

The Electrical Industries Charity are passionate about championing apprentices coming into the electrical and energy sector.

To champion apprentices starting their industry career, Aico have partnered with EIC to provide ALL apprentices coming into the sector FREE Mental Health Awareness Training to arm them with the tools they need to head into their future. This community initiative would not have been possible without the ongoing support of our industry hero – Aico. The one-hour Mental Health Awareness Training Course will cover the following topics and is specifically tailored to apprentices:
- An understanding of what mental health is, how to challenge the stigma and a basic knowledge of some common mental health issues.
- Confidence to support someone in distress or who may be experiencing a mental health issue.
- Access to support services and advice through the Charity.

WELLBEING COURSES

Our four wellbeing courses are one-hour virtual sessions to raise awareness of the most prevalent issues within our industry.

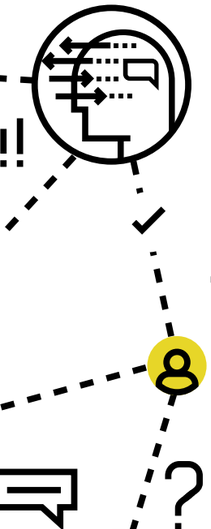
Anxiety and Depression-Focused Virtual Training Session:
- Learn to better engage with the subjects of anxiety and depression.
- We break down the diagnosis commonalities and differences and develop interactive discussions on anxiety and depression.
- Case study and support solution discussions.
- We delve into support strategies for self and others in need.

Stress-Focused Virtual Training Session:
- Approach the subject of stress – what it is and how we experience it.
- We discuss stress-management coping strategies.
- How to protect yourself from both physical and psychological stress-related issues.
- We discuss the help options that are available.

Relationship Breakdown and Repair-Focused Virtual Training Session:
- What is relationship breakdown and how do we repair it?
- How are our relationships tested?
- We discuss the relationships we have with ourselves and how to improve on them.
- We look at support strategies we can use to help ourselves and others in need.

SOS (Save Our Sanity!) Parenting 101 with the EIC, Virtual Training Session:
- How to support your family, or a colleague/employee's family, through difficult times.
- We tackle some of the general challenges you may encounter with your child at different developmental stages (eg. infants/children/teenagers)
- We help you to support your child/teenager who may be dealing with issues.
- We highlight some of the difficulties facing children if parents go through a relationship breakdown and how best to support them.

What to expect:
- Download Microsoft Teams and/or Zoom and join an online session with our trainer.
- Download Kahoot! for our team quiz – winner gets a prize.
- Access to PowerPoints, video and interactive communication types.
- Safe and open interaction with trainer and attendees.
- Maximum of 6 participants.



SCHNEIDER ELECTRIC'S TOMORROW RISING FUND

Project: Mental Health Support During COVID-19 Period

The money donated for the mental health support initiative during the COVID-19 outbreak has been hugely beneficial.

The grant has allowed the Charity to support a further 43 people with 6 sessions of psychological therapy during a very difficult time.

The Tomorrow Rising Fund has donated the following sums:
- 6/8/2020 –£4,421.57
- 14/10/2020 £2,883.71

Total £7,305.28

Staff fundraising that happened during the period:

Schneider's UK staff engaged in a virtual fundraising activity where they walked 'Around the World in 80 days' so 50 million steps.
- Schneider Electric's Power Products Team – **Total raised £1,880.**
- Schneider Electric's Home & Distribution Team – **Total raised £3,245.**
- Schneider Electric's Finance Team **– Total raised £210.**

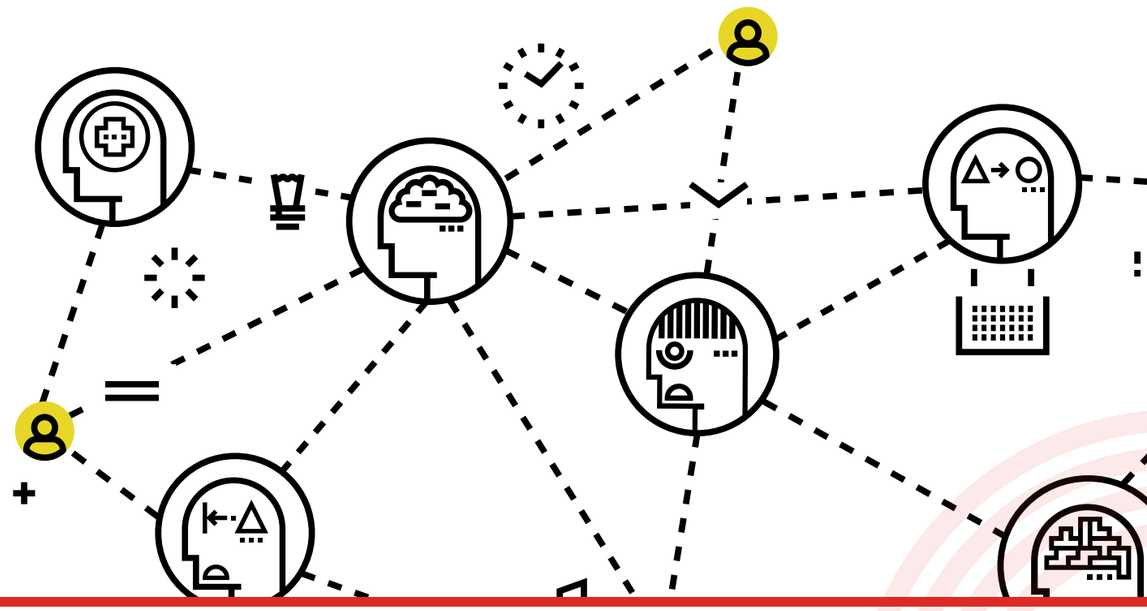
Total raised £5,335.

This has allowed the Charity to provide 17 additional Psychiatric Assessments.

5 Ferry Cycle Challenge was organised by John Patton and had Schneider staff doing a 130km cycle across the West Coast of Scotland using 5 ferries. The team included John Patton, Barry Grier, Tony Garnett, Trevor Catley, Andy Ryan, Neil Hopkins, Harry Smith, Chris Wheeler, Andy Goodwin, Glen Irving, and Mark Wilson.
- Schneider Electric 5 Ferries Cycle – **total raised £4,648.**
- Schneider UK matched the fundraising **total of £4,648.**

Total raised £9,296.

This has allowed the Charity to provide 332 additional psychological therapy sessions.



GRAHAM has spent 20 years working as an electrical contractor. He came to the Charity in April 2020, at the height of the pandemic. His son had unexpectedly passed away in his sleep at 25 years old just the month prior, and he was later diagnosed with COVID-19, having displayed no symptoms. This understandably left Graham and his wife feeling incredibly distressed, shocked, and confused. The EIC sourced and funded a block of bereavement therapy sessions for both Graham and his wife. Due to the ongoing pandemic, therapy was delivered virtually to Graham and his wife. In the most difficult period of his life Graham found solace in the Electrical Industries Charity and said the therapists the Charity provided were exactly what he and his wife needed. Both Graham and his wife have completed their Charity-funded sessions and are continuing to self-fund their therapy as their support has been 'invaluable'.

Looking after our mental health is just as important as our physical health.

NEIL works for a large electrical wholesale company and sought mental health support for his wife Kate who had been suffering from worsening panic attacks since May. Neil assumed Kate's panic attacks had been triggered by the passing of her mum in February. The Charity contacted Kate and spoke of her previous mental health, and Kate mentioned that she had taken her grandma's death badly as a child. Upon further conversation Kate's charity case worker referred her to a CBT therapist who helped Kate via online video sessions. Kate's health is now much improved and her panic attacks much reduced. Despite initially doubting the tips the therapist had given Kate, she found they worked really well and really helped her to combat her panic attacks.

I was very sceptical about therapy, but what it has done for me I cannot recommend enough.

MELANIE was referred to the Electrical Industries Charity by the occupational health department of a large power station where she worked. Melanie had been off work for several weeks with severe anxiety and panic attacks triggered by the uncertainties surrounding COVID-19 and ongoing lockdown measures. After speaking with the Charity her welfare caseworker referred Melanie for online CBT therapy which she found hugely beneficial. After six sessions she was able to return to work and manage her day-to-day work stresses more effectively. Melanie could not praise her therapist enough and thanks the Charity for giving her exactly what she needed at this time.

Do not suffer in silence; with the support from the Charity I am back at work feeling like I'm making a difference.

SCOTT works for an electrical wholesale company and contacted the EIC in May. His daughter's boyfriend tragically passed away at Christmas last year, and this sudden loss impacted their family tremendously. The extent of the grief had only truly surfaced since lockdown began. Scott felt helpless, unsure of where to turn. In the first instance Scott spoke to his GP, but the wait for an NHS bereavement counsellor was 8 months and his family's sessions would be very limited. The stress of supporting his family through the loss had taken its toll, and combined with lockdown, Scott was reaching breaking point. It was then that Scott contacted the Charity. The EIC sourced a specialist bereavement counsellor for Scott who he was able to speak to weekly via Zoom. These sessions really helped to reduce Scott's anxiety and allowed him the time to process what had happened in his own space, where he could let out the emotion he had been bottling up. As Scott is on a low income, he was able to apply to the EIC for funding to cover additional sessions beyond his initial block of six sessions.

Reaching out for help made all the difference with dealing with my grief and my ability to help my family.

PETER works for a lighting manufacturer and sought support from the Charity for his wife Jane. Jane needed a formal diagnosis for severe SAD (Seasonal Affective Disorder) and wanted to explore therapy options. SAD was affecting every part of her life from late July through to February every year. This made her working life and personal life incredibly difficult. The Electrical Industries Charity referred her for a psychiatric assessment with a SAD specialist. The specialist confirmed a SAD diagnosis and recommended CBT therapy. The Charity have sourced a local CBT therapist who has provided socially distanced sessions to help Jane. Jane is finding her sessions challenging at present but is very pleased that we have been able to support her in managing her condition.

I finally feel like I have support. I'm only at the start of my journey, but that has already made a difference.

KATE works for a small electrical contractor and was struggling with severe anxiety, leaving her feeling constantly tired and demotivated. The charity sourced a therapist for Kate, and she is currently receiving therapy support. As a result of COVID-19, her working hours have become irregular and although she would have preferred face-to-face therapy, telephone therapy using Zoom was better suited to support her erratic working schedule. Since commencing therapy, she has developed an understanding of her anxiety and is developing coping strategies to manage her symptoms. Kate had struggled with anxiety since childhood and is so thankful for the Charity's support.

The coping strategies my CBT therapist advised me to use helped me to manage my daily struggle with anxiety.

JOHN contacted the Charity during lockdown after experiencing extreme stress which resulted in panic attacks. John and his wife are both frontline key workers, and his wife, a carer for the elderly, became very ill with suspected COVID-19. With the shortage of testing both John and his wife had to self-isolate for two weeks. They isolated in separate rooms of the home and understandably this caused a lot of stress. John was later furloughed but soon returned to work as a driver. He found the return to work very difficult and started to experience panic attacks on the job. He described feeling out of his body when caught in panic, feeling very alone and frightened. John felt more comfortable engaging with telephone counselling; since his initial contact, he has completed his block of telephone counselling sessions and has reported feeling much better. John has since returned to work without a problem.

'With therapy support I took control of my panic attacks'

EMILY was referred to the charity by her father who works for a large power generation company. Emily is a student and found the loss of routine and structure due to the COVID-19 lockdown difficult to manage. Emily had experienced a past bereavement that had affected her deeply and caused her ongoing emotional distress. The protracted period of isolation exacerbated her distress, and she attempted to take her life on two occasions. The Charity referred Emily for an online video psychiatric assessment. Emily was diagnosed as suffering from mild depression and anxiety and her medication was adjusted. Subsequent to her assessment Emily has been referred for therapy support through the Charity. Emily's diagnosis has meant she now has a greater certainty of how she can manage her psychological and emotional distress, and she is now feeling happier. Emily has returned to college and is enjoying having her routine and structure reinstated.

'Having the Charity there to support my daughter when I didn't know where to turn has made all the difference'

10. EIC CHAMPION BUSINESSES

To keep our free and confidential services available to the industry we rely on organisations to help promote our fundraising initiatives across the sector, by becoming an EIC Champion Business. As an EIC Champion Business they receive monthly health presentations from EIC discussing our health calendar and have access to a wealth of materials online, as well as the same support our whole industry is entitled to. To become an EIC Champion Business we ask them to implement three fundraising initiatives into their organisation to support our industry and our industries charity.

The three fundraising initiatives are the **Charity Stand Down Hour**, which works on the premise of each member of staff donating just one hour of their salary to EIC. It is facilitated completely through the company payroll and will be automatically deducted as a one-off donation annually.

EIC Day is a fundraising day which can be implemented across the business with the aim of each employee fundraising or donating just £10 to EIC. EIC Day can happen in the form of a trivia night, a dress-down day, a bake sale, or a fancy-dress day.

Our industry has a lottery that funds the health and wellbeing services of the electrical industry. To implement the **workplace lottery**, staff are given access to a portal to register and a payroll contact is delivered a deduction report for the monthly payroll. For as little as £1 per month staff could win up to £1,000 a month with 40 cash prizes plus a mega prize draw of £10,000 to be won twice a year in June and December.

We launched our **Champions campaig**n last year and it has been well received by the industry. Eleven companies have become business champions and generated funds to support our growing range and demand on services. For the coming year we will be focused on growing our business champions to ensure we remain visible to the industry and maintain the new revenue stream for our support services.

11. FUNDRAISING AND PUBLICITY

11.1 KEY FUNDRAISING ACTIVITIES

11.1.1 PowerLottery

Company lottery schemes and the Electrical Industries Charity's powerLottery generated gross proceeds of £366, 544. powerLottery is EIC's number one fundraising stream, and it helps us provide support to apprentices, pensioners, employers, and their families at the toughest times of their lives.

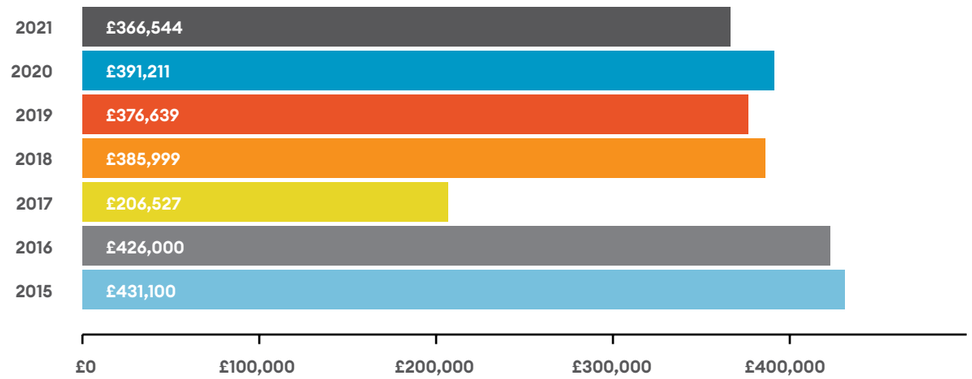
In addition to powerLottery we have in place a workplace lottery. For companies to set up the payroll process they will have to qualify with the below outline requirements:

- Minimum of 150 employees/staff members
- HR portal in place
- HR portal is linked to their payroll system,

as the number of members of the powerLottery or their details could change every month, so they will need to have the ability to run the administration each month.

The PowerLottery provided the Charity's only source of annuity funding during the pandemic. We aim to continue to encourage large industry companies to implement the workplace lottery, allowing them to expand the free-of-charge services available to their employees, through the Charity's services.

Society lottery all draws



WHEN LOVE BECOMES A DRUG

Marriage is a clear life goal for many people and often leads to a time of settling down and having children. The initial bond between spouses is invariably very strong and when this relationship begins to break down, it can turn to bitterness, resentment and anger, especially where addictions are involved.

If we were asked to think of an addiction, we would probably think of substance addictions such as alcohol or drugs. When specifying behavioural addictions, we may consider gambling or shopping, but what do we know of love and sex addiction and how can this lead to deterioration of mental health?

Alcohol addiction is very common and therefore widely understood, but a sex and love addiction is very different. Currently, in the UK up to 1 in 25 people are suffering from sex and love addiction of which 80% are men. Whilst still an addiction, it is not measured or diagnosed in quantity but instead by the negative impact and consequences associated with the behaviour, on the individual and others. It is characterised by obsessive feelings and behaviours which the individual feels compelled to repeat regardless of the consequences. These behaviours and thoughts get progressively worse, ultimately resulting in the breakdown of personal relationships.

Every year, thanks to powerLottery, which funds the Electrical Industries Charity's (EIC) Employee Assistance Programme (EAP), the Charity is able to offer support to hundreds of employees and their families who are struggling to cope with life challenges that are standing in the way of a happy family life.

Recently, EIC helped Sean, father of a seven-year-old son and husband to Sarah. Sean was working for a large electrical contractor and was suffering from an alcohol and sex and love addiction which resulted in a family breakdown.

Sean's employer contacted the Charity for help after becoming concerned about their employee's wellbeing, following behavioural changes at work. EIC immediately got in touch with Sean, and after spending time talking to him, the Charity concluded that he may have an alcohol and a sex and love addiction. As a result of this, EIC funded 12 weeks in a private rehabilitation facility for Sean and during this time Sean was diagnosed with both an alcohol and a sex and love addiction.

Sean responded well to the treatment he received from a specialist therapist, and at the end of the 12 weeks, he felt like a changed person. However, one of the conclusions which Sean had reached during this period was that he needed to devote all of his time and energy into making himself stronger in order to overcome his addictions. As a result, he decided that he couldn't become the person he wanted and needed to be while still being married to Sarah.

Sarah had continued to support Sean throughout his rehabilitation and initially was very positive that the treatment was going well. But these thoughts soon turned to a feeling of immense shame for Sarah when Sean decided to end their marriage.

Sarah was very committed to her relationship with Sean and like most people wanted to have a fulfilling relationship with her husband. She struggled to cope with his decision to end the marriage, and the feeling of immense shame began to manifest itself in feelings of anger and hate towards him.

In a short period, Sarah became so consumed by this hate that she was unable to apply sensible logic to her everyday life which began to affect the whole family. Sarah constantly found herself reinforcing negative comments about her husband's behaviour to her son, which created a divide between him and his parents.

Once again, the Charity was there for the family and provided support, but this time for their son, to help in coping with what had sadly become a very toxic and highly challenging environment in his family home. With the Charity's support, Sean's relationship with his son has now improved, and they are working together as father and son to mend their relationship.

Unfortunately, Sarah and Sean's relationship has now completely reached the end, but despite this, they have agreed that their son should be their priority and the anger which they feel towards each other should not have a detrimental effect on their son. In addition, their son continues to receive counselling, which is being funded by EIC, to ensure that he is able to deal with the breakdown of his family unit.

Dealing with a relationship breakdown is one of the toughest experiences that anyone can have. The tremendous feelings of devastation and loss are often worsened by hurtful behaviours that occur before, during, or after the relationship breakdown and can dramatically impact the mental health and wellbeing of the whole family. By signing up to the Electrical Industries Charity's powerLottery for as little as £1 per month, you can ensure that employees and their family members like Sean and Sarah can access the vital support services needed to overcome difficulties that are standing in the way of a happier and healthier future.

11.1.2 PowerBall

It was with a heavy heart that we announced powerBall, 'A French Affaire' had been postponed to Friday the 12th November 2021. With ongoing governmental restrictions and no clear indication of when large-scale indoor events can go ahead, the Charity felt we could not deliver the phenomenal event that you know and love.

At the 100th anniversary we spoke of how powerBall was founded. The powerBall fundraising event was originally created to support families in the industry who had lost loved ones in the 1918/19 flu pandemic. 2020 was the first year since World War II that powerBall has been postponed. Back then it was because the Grosvenor Hotel was bombed during the Blitz.

While we were upset that we were not be able to whisk you to the streets of Paris for an unforgettable evening inspired by the Moulin Rouge, the postponement of powerBall was necessary to ensure the safety of guests, staff and suppliers.

powerBall, 'A French Affaire' will return this year on Friday 12th November 2021 to transport you to the magic of Paris. We can't wait to celebrate with you then and deliver a night of decadence. As with any cancellation of events there is a cost to the Charity. We cancelled all events across the UK, and this had a financial impact on the Charity of £1.4 million. We would like to extend a huge thank you to those who have agreed to donate their table to the charity during a tough period.

11.1.3 Challenge for a cause – Three Peaks

THREE PEAKS SCALED FOR EIC

This August a group of 15 electrical explorers took on the National Three Peaks Challenge for EIC to raise vital funds for our industry colleagues.

The team took shape with Lee McGrandles from Rexel alongside David McAteer, Ollie Bishop from Stearn, Andie Morris – Eastern Committee Chairman and Glen Dimplex frontrunner – Sam Jones and Matt Sturgeon from Bexhill Electrical, Dave Emerton, Ian Strugnell plus Sam Stuart and Ben Smith who completed the dream team. They were also joined by CEO and challenger extraordinaire, Tessa Ogle. The explorers tackled Ben Nevis, Scafell Pike and Mount Snowdon all in 24 hours to generate much-needed funds and really put the word 'challenge' into Challenge for a Cause!

The team started in Fort William with a steep and challenging climb up Ben Nevis ahead of them. Nevis sits 1,345m in the sky and the group had five hours to scale and descend the famous mountain before heading on to the Lake District. Scafell Pike was the next to be defeated, and once the group had finished a dangerous and unusual night climb to the top, they then did it all again at Mount Snowdon where they watched the sun rise from the summit.

A huge congratulations to all of our challengers on completing the National Three Peaks and raising an incredible total of £15,775 for their industry charity – we can't thank you enough.

11.2 OUR INDUSTRY SUPPORT.

QUARTER 1

11.2.1 Quarter 1

Lew Electrical Distributors donate to EIC

Lew Electrical Distributors have always been keen supporters of EIC and their constant support has been vital throughout the pandemic to keep our assistance going to our industry colleagues. Lew
Electrical Distributors donated a brilliant £788 to EIC to help fund our services. We would like to say a massive thank you to everyone at Lew Electrical Distributors.

EIC receives charitable donation award from RWE

RWE are consistent champions of EIC and all we do to support our industry. RWE were the first to do a Charity Stand Down Hour to support EIC and continue to champion our support to their own employees and beyond. EIC received the 2019 end of year award by the RWE Charities Committee and were awarded a £1,000 donation to help support he essential service we provide. A huge thank you to RWE for their donation and ongoing support to the charity.

BASEC support EIC

BASEC donated £500 to EIC to support charity assistance throughout the pandemic. £500 can provide five families with food for the week. Since the start of the pandemic the charity has seen a ten-fold increase in demand for emergency financial assistance for things like food and hygiene products. 22% of our industry lives week to week and £500 can help to purchase essentials for families who have been struggling to make ends meet. A huge thank you to everyone at BASEC for their generous donation.

Regional committees back fundraising video

To launch our £10 to £100K campaign we asked our regional committee volunteers to come together and make a video with a special message to all of our industry members. Volunteers from all our regional committees up and down the UK recorded a message from their homes to remind all our eventgoers that we will be back soon and encourage them to donate just £10 to EIC. We would like to say thank you to all of those who participated in our video message.

powerLottery player gives back to the industry

Each month we crown 40 players with cash prizes from our powerLottery, an exclusive lottery run for industry members by their industry charity to support our industry colleagues. Our recent powerLottery winner, Mr Phipps, won £100 in our powerLottery and chose to donate his winnings back to EIC so he can continue to support our sector members. We would like to thank Mr Phipps for his donation and continuous support of the powerLottery.

WAGO donate to keep EIC services going

WAGO champion EIC services and proved their business to be an EIC Champion Business by donating £1,800 to the Electrical Industries Charity to help fund vital mental health services which otherwise would have not been funded throughout this period. £1,800 can fund four psychiatric assessments, 45 counselling sessions and the continued support of the welfare team to our caseload. We want to say a massive thank you to everyone at Wago for helping to support vital mental health services.

QUARTER 2

11.2.2 Quarter 2

Thank you to Schneider Electric, our industry heroes!

Schneider are true industry heroes and have been ongoing supporters of the charity throughout the year, proving their superhero status.

Recently, the Electrical Industries Charity have been lucky enough to be supported by Schneider's 'Tomorrow Rising' fund, a fund specifically set up to support community projects and charitable causes which share Schneider's ethos. Schneider Electric's support to EIC is invaluable, and their commitment to cultivating a working environment that really cares for its employees is fantastic. The Tomorrow Rising fund have agreed to match whatever the Schneider Electric UK's 'Around the World' fundraiser collects to EIC to support mental health services to our industry, an amazing donation from an incredible foundation.

The team have already reached over £15,000, which will go a long way towards assisting the whole of our sector. It can be used for 37 psychiatric assessments to help diagnose those who may be suffering with a mental health condition, it can fund 375 counselling sessions for the vulnerable within our sector, or it can support our entire caseload for almost a month, 1 in 3 of which are utilising EIC support for mental health reasons. It is because of incredible donations like Schneider's that we can continue to support our sector.

A huge thank you to everyone at Schneider and the Tomorrow Rising fund for your ongoing support.

Thank you to Edmundson Electrical, our industry heroes!

Following the postponement of powerBall 2020, 'A French Affaire' and the huge puncture this is going to put into EIC fundraising for the year, industry heroes Edmundson Electrical have donated £10,000 to our sector.

This huge amount will help the charity to support those within our sector who are seeking mental health support, bereavement counselling, financial assistance, food grants, heating support and a listening ear.

During this trying time EIC have received more calls than ever and continue to support existing cases as well as new. £10,000 can support 25 psychiatric assessments, 25 emergency financial assistance grants, 134 food vouchers, and it can even support our entire caseload for two weeks.

We can't thank Edmundson Electrical enough for their donation and continuing support of EIC and our sector. You are industry heroes!

Our golfers head to Aston Wood Midlands Golf Day to support EIC

We were finally able to get out and see some of our charity supporters in the Midlands region at the always-super Aston Wood Midlands Golf Day, which returned to the outskirts of Birmingham this August.

A brilliant day was had by all and it was great to see so many faces on the course enjoying the best of the summer weather in aid of EIC. The Aston Wood Midlands Golf Day was our first event post-lockdown and to have so many still eager to support the charity was great to see! While social distancing measures were abided by, meaning some aspects of our day were a little different, it was brilliant to understand how our golfing events can work in the future. The day raised over £8,733 for the Electrical Industries Charity, and we had

some great attempts at longest drive and nearest the pin. We were also joined by ACE golf pro Ady who entertained all participants with some nifty trick shots from the top of whiskey bottles, balanced on yoga balls and swung a ball backwards off a stepladder.

Attendees enjoyed a fresh taste of summer after the golf day with a delectable BBQ selection, which really hit the spot after a long day on the course. We would like to say a massive thank you to all of those who attended, headline sponsors V-Tac, Schneider for their assistance with goody bags and the running of the day, and Aston Wood Golf Course for having us – we can't wait to do it all again next year!

QUARTER 3

11.2.3 Quarter 3

Edmundson Electrical Doncaster swing for success with golf day

In August 2020, a team from Edmundson Electrical Doncaster took to the fairways to fundraise for the Electrical Industries Charity. They had a great day on the course and took a chance on longest drive, nearest the pin and a hole in one. Edmundson Electrical Doncaster managed to raise £500 for the Charity and our industry, and we can't thank them enough!

NICEIC and ELECSA Contractors raise fantastic total for our sector

The NICEIC and ELECSA Contractors have recently completed the 'Your Voice Matters' Customer Insight Survey and asked those partaking to donate to the Electrical Industries Charity. Together, they raised £1,083 for those in our sector who need a helping hand in the New Year. Thank you to both the NICEIC and ELECSA and their members for this donation.

A huge thank you to Legrand Electric Ltd and Elle

The team at both Legrand Electric and Elle have clubbed together to raise an astonishing £5,000 for our industries charity. £5,000 will go a long way in supporting our industry colleagues who need assistance most and can help to fund 12 psychiatric assessments, 50 family shops, 84 nights of emergency housing and 72 CV revamps. We would like to say a huge thank you to everyone at both Legrand and Elle.

Mark from AWEBB runs his way to a winning total for EIC

Mark from AWEBB challenged himself to run a marathon a week for a month to raise funds for our industry colleagues as AWEBB's normal AGM was cancelled due to the pandemic. Mark successfully managed to complete his marathon a week and raised an incredible £11,250 for the EIC! A phenomenal total from a great organization. We would like to say thank you to Mark for taking on this huge challenge and all his supporters for helping him reach this amazing amount.

Thank you to Voltimum and their Advent calendar supporters

Over the Christmas period, the Electrical Industries launched the 12 Days of Christmas Raffle, and to coincide with this raffle launch, Voltimum, industry supporters, helped to back this fundraiser with their own annual Advent calendar. With the support of Brother, Electrium, Ideal, the Electrical Distributors' Association, Ansell, Greenbrook Electrical, ABB, Legrand, JTL, Ovia Lighting, C.K. Home Appliances, Schneider Electric, ECA, Keystone, Megger, Click Energy, Pro Certs, BEW, Knipex, Knightsbridge, B.E.G., Prysmian, Wiha, Signify and SimPRO, Voltimum have managed to raise £15,000 for the Electrical Industries Charity! This is an incredible total which will go such a long way in supporting our sector in the New Year.

Thank you to EJ Parker Technical Services for their donation

Thank you to everyone at EJ Parker Technical Services for their donation of £2,000 to support the electrical and energy sector this New Year. £2,000 will go a long way in supporting those struggling with mental health as we transition into the New Year.

Bonus ball gives EIC an added bonus over Christmas

A huge thank you to Darren Wetherill who after the cancellation of Southern Christmas Lunch 2020 celebrated Christmas by hosting a bonus ball competition in the Southern region. Geoff involved some of the Christmas lunch regulars including Geoff Kerly from Kew Electrical, Daren Pool from Triple Star Fire, Simon Millard – Phase Electrical, Andy and Adrian – Tunbridge Wells ECA, Andy Prager – Paine Manwaring, Dayna and Jess – Tungsten Training and Luke Crossley – AJ Taylor. Together they raised over £7,100 for the Electrical Industries Charity which will go a long way in supporting our industry over the Christmas period.

A huge thank you to the ECA North East Region

In 2019 the Electrical Industries Charity received a brilliant Christmas present from the ECA North East Region. The North East region kindly donated £2,000 to the charity this year to support vital services to our sector. The South Durham and North Yorkshire branch treasurer and secretary Barry Osborne and Mike Meynell donated their honoraria to the charity totalling £450 and the West Riding of Yorkshire division have donated £250. A huge thank you to the ECA and their branches for their ongoing support of the Charity and our sector.

Professional Engineering Services donate to EIC

Professional Engineering Services have helped to support our sector into the start of the New Year with a donation of £1,000 to assist industry colleagues who need a hand up. This will help to support ten families needing a food voucher, 18 nights of emergency housing or 35 counselling sessions.

The season of giving from Legrand Electric

In the spirit of Christmas, 11 generous staff members from Legrand Electric have donated their Christmas bonus to support our sector colleagues who may need a hand up this holiday season. Together they have donated £550 to the Electrical Industries Charity, which could support four families in getting their Christmas shop or assist 15 people with an emergency heating grant. Thanks so much to all of them!

Certsure staff 'walk' to New York for New Year's Day

On Monday 23rd November 2020, Certsure staff took on a five-week challenge to boost their physical and mental wellbeing and raise much-needed funds for EIC. There are 3,439 miles from their office in Luton to New York which equates to 6,878,000 steps. Staff were walking, running, cycling, swimming, doing yoga and many other activities and exceeded their target on 1st January 2021 by 2,822,386 steps, leaving plenty of steps left over for 'sightseeing'. In support of our industry Certsure donated £1 for every mile their staff completed between Luton and New York, totalling £3,439, which will go a long way in supporting people in our industry. Well done to all and a huge thank you for supporting EIC!

Holland House Electrical help EIC

Thank you to everyone at Holland House Electrical who helped to spread festive cheer over the holiday season with a £500 donation to our sector charity. Thank you so much for your ongoing support and for helping us to assist our industry colleagues who need it.

AWESOME!

QUARTER 4

11.1.7 Quarter 4

A gift in memory

A legacy gift can help to make a difference to the future of families and individuals within our industry. Deepest thanks go to the late Mr Butler, who left a gift of £100,000 to the Electrical Industries Charity to support sector colleagues. This gift will make a huge difference to those who need a hand up during these difficult times and will help to support the ever-growing caseload who seek assistance from EIC.

Thank you to SELECT

SELECT have been consistent supporters of the Electrical Industries Charity and our ongoing work within the sector. To help the Charity continue to assist those most in need throughout these difficult times, SELECT have made a donation of £1,000 to EIC. £1,000 can help to assist those needing mental health support, bereavement counselling, financial grants, disability adaptations, emergency housing and emergency heating grants. With more and more sector colleagues needing support and immediate assistance, sector donations have helped to meet their needs.

Thank you to The Twelve Electric Club

The Twelve Electric Club have again been supporting the Electrical Industries Charity and have donated £500 to support the Charity's work within the sector. A huge thank you to all members of the Twelve Electric Club for their ongoing support. We couldn't do it without you!

A massive challenge for a massive cause

Ben Swift from Luceco completed a huge 4 x 4 x 48 challenge for the Electrical Industries Charity and has raised over £1,080 for our sector colleagues in need. The challenge saw Ben run 4 miles, every 4 hours for 48 hours, an incredible feat. Ben kept his feet going and helped his industry charity to support our sector. A huge thanks to Ben and his fundraising feet! You're an industry hero.

RWE Stand Down to Raise Funds

Every year RWE colleagues can opt into a Charity Stand Down Hour where employees can choose to donate just one hour of their pay to support industry colleagues. This year is no different. Despite ongoing difficult times and lots of employees working from home, the Charity Stand Down Hour still raised £586 to support the industry. We'd also like to extend thanks to RWE Generation for further donations of £1,175, £1,000 and £850.

A huge thank you to everyone from the ECA for their generous donations throughout the beginning of 2021!

The Electrical Industries Charity would like to extend a huge thank you to everyone at the ECA for their ongoing support throughout the beginning of 2021. Thanks go to the ECA West Riding of Yorkshire branch for a £426 donation, the Newcastle and South Durham Branch for an £830 donation and the North Yorkshire branch too. ECA Grimsby have also supported EIC by donating £682 to the Charity.

The ECA West Regional Branch have also joined in the donating fun and given £500 to EIC to support our ever-growing caseload, plus the ECA Gloucester District Branch who have donated £100. The ECA Bath and Bristol Branch have also matched the £100 donation. A ginormous thank you to ECA North East Region who donated £6,000 to the charity to support vital assistance to our sector. We would like to say thank you to all ECA branches and their members for their generosity.

GREAT JOB

THANK YOU TO EDA MEMBER ORGANISATIONS

An incredible total raised of £45K from incredible industry members!

The EDA and the EIC have always been close supporters of one and other. The EIC is the EDA's charity of choice and over the years the Charity has benefitted from raffles, auctions and donation drives hosted by the EDA. Usually, the EDA fundraise for the Charity at their events hosted throughout the year but due to the pandemic, events have been unable to happen, and many association members have missed the chance to network, socialise and recognise each other's achievements.

With this considered the EDA offered their members a 10% refund on their membership fee and offered each organisation the opportunity to donate their refund to the Electrical Industries Charity.

Some organisations chose to make their donation anonymous.

11.2 OUR SOCIAL MEDIA AWARENESS & CAMPAIGNING

#MENTALHEALTHAWARENESSWEEK

With 40 chances a month of winning £50 – £1000 why not sign up today for just £1

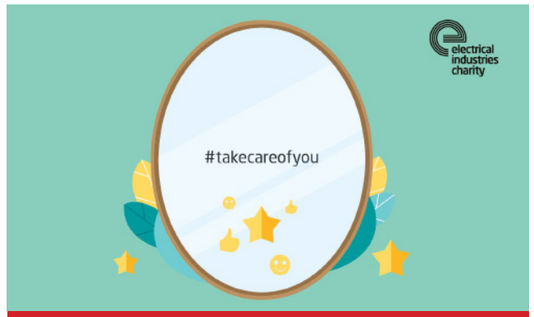
#ElectricalCharity #powerLottery

Are you in it to win it? Play the powerLottery and see how £1 can win you much more.

#ElectricalCharity #powerLottery

Call those most important to you today and ask them how they REALLY are. Sometimes an open conversation is all that's needed to make someone's day.

#MentalHealthAwarenessWeek
#KindnessMatters



It's time to look in the mirror – are you being kind to yourself? We all have bad days, when everything seems to be falling apart. Make a list of the things you feel grateful for today. It could make all the difference.

#MentalHealthAwarenessWeek
#KindnessMatters

#KINDNESSMATTERS

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#ElectricalCharity #powerLottery

Are you in it to win it? Play the powerLottery and see how £1 can win you much more.

#ElectricalCharity #powerLottery

We may not be able to see each other face to face, but we can still have fun, be kind and help others. Organise a virtual quiz night and change a life:

#PowertoMakeaDifference
#ElectricalCharity

Wear orange for the EIC this working week and help the EIC make a positive change for someone in our industry

#PowertoMakeaDifference
#ElectricalCharity

Electrical Industries Charity needs your help! Start your fundraising journey today and make a difference to a fellow industry member's life!

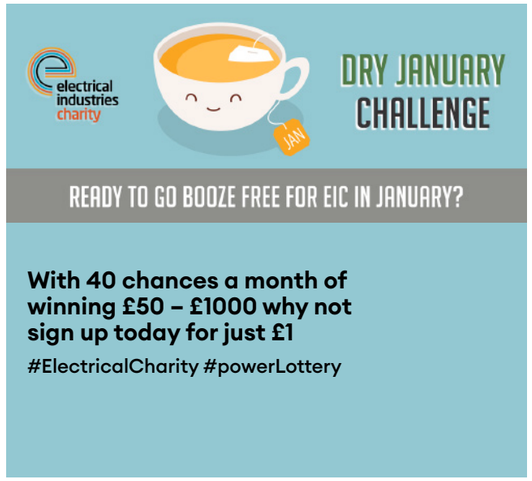
#PowertoMakeaDifference
#ElectricalCharity

#ELECTRICALCHARITY

#HEALTHCALENDAR

This month we talk about stress. While we cannot control what happens around us, we can take control of our outlook and understand how to spot, prevent and treat stress in both our personal and work lives. Check out our health calendar for useful tips!

#HealthCalendar
#ElectricalCharity



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#MentalHealthAwarenessWeek
#KindnessMatters

#KINDNESSMATTERS

#POWERLOTTERY

Sarah's tip of the day: Stay active to take care of your mental and physical health. 30 min in the morning can set you up for a better day. What's your tip for getting through lockdown? Share with us using hashtag

#ElectricalCharity #powerLottery

Working from home is a new concept for many. We thought it would be fun to show you how our team are getting on with it over the coming weeks. What does your #WorkingFromHomeLife look like? Share your photos and tag @ electricalcharity!

#ElectricalCharity #powerLottery

What's your #lockdownhobby? Share with us and together we can flood this virtual space with positivity. Tag us @ electricalcharity and we'll share with the rest of the industry!

#ElectricalCharity

This is where Melaina our clinical case officer spends her days and gets inspiration for her daily #lockdowntips. Have you got a working buddy too? Share your #workingfromhomelife photos and tag @electricalcharity!

#ElectricalCharity

Gill, our senior case manager, has started mindfulness colouring. Will you share your #lockdownhobby with us?

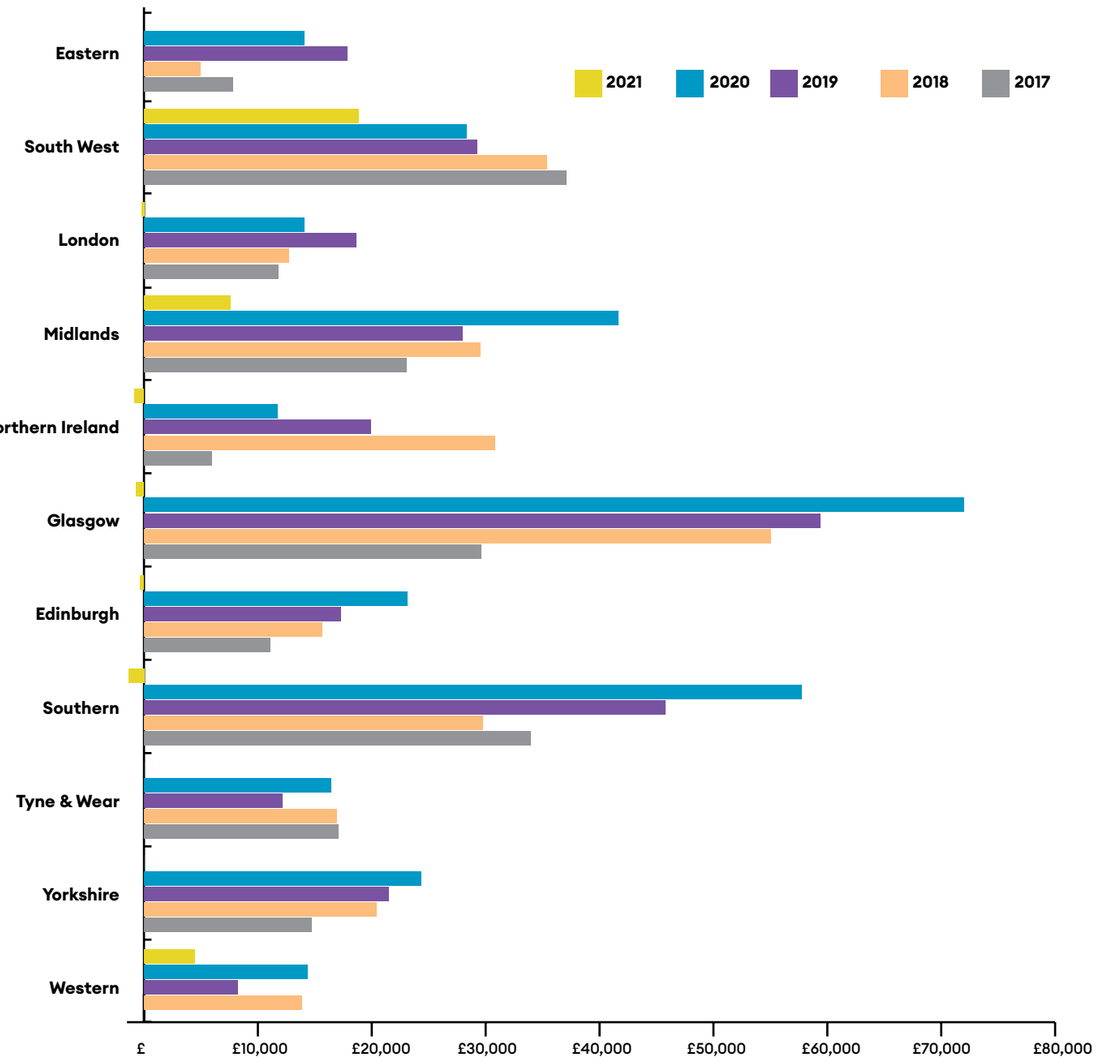
Tag @electricalcharity
#ElectricalCharity

#ELECTRICALCHARITY

12. REGIONAL COMMITTEE FUNDRAISING EVENTS

Our Regional Committees organise and host many events annually for the Charity which results in an income of £1.4 million. Due to the 2020 pandemic we had to cancel 37 charity events, although we were able to run three regional events safely and successfully, raising £72K.

PROFIT (£) GENERATED BY REGIONAL EVENTS



electrical industries charity

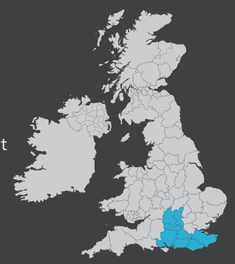
EASTERN REGIONAL COMMITTEE

Andie Morris (Chairman) - Dimplex
Martin Cordrey – ECA
vVictoria Foster – JCC Lighting
Mark Grafflin – Edmundson Electrical
Nigel Ford – Luceco
Ken Bird – Allied Services
Jason Clarke– Stearn
Ben Wakeman – DPL Group
Sean Stutely – Lark Technology

Event	Net proceeds
Clay Shoot	Cancelled
Golf Day	Cancelled
Christmas Lunch	Cancelled

SOUTHERN REGIONAL COMMITTEE

Mark Mitchell (Chairman) – Kew Electrical
Jo Stimson (Vice Chairperson) – Heat Mat
Ian Lawson – Zumtobel Group
Kevin Rolfe – Legrand Electric
Adrian Coveney – Luceco
Neil Chapman – Timeguard
Paul Russell – Schneider Electric
Chris Tolfrey – LE Installations
Terri George – Ansell Lighting
Daren Pool – Triple Star Fire and Security



Event	Net proceeds
Spring Ball	Cancelled
Golf Day	Cancelled
Sportsperson's Dinner	Cancelled
Christmas Lunch	Cancelled

NORTHERN IRELAND REGIONAL COMMITTEE

Karen McAvoy (Chairperson) – Ireland's Electrical Magazine

YORKSHIRE REGIONAL COMMITTEE

Andy Roach (Chairman) – Morgan Sindall
Eric Dyer – EWS Limited
Diane Bywell – Timeguard
Alwyne Booth – Retired
Matthew Barnett – Morgan Sindall
Ian Dennon – Scolmore Group
Peter Thorpe – National Grid
Graham Coxon – Edmundson Electrical
Paul Hodgson – Edmundson Electrical
Mark Ginn – Hager
James Coss – City Electrical Factors
Angus Long – Skanwear

Event	Net proceeds
Yorkshire powerBall	Cancelled
Christmas Lunch	Cancelled

TYNE & WEAR REGIONAL COMMITTEE

Fred Dickinson (Chairman) – CP Electronics
Fred Hood (Secretary) – McNally and Thompson
Chris Burt (Treasurer) –Dougal and Railton
Noel Plant (Committee Member) – Meldrum Facilities Ltd
Karl Snowdon (Committee Member) – Park Electrical Distributors Ltd

Event	Net proceeds
Summer Lunch	Cancelled
Christmas Lunch	Cancelled

EDINBURGH REGIONAL COMMITTEE

Derick Ramsay (Chairman) – Zumtobel Group
Neil MacEachern – Schneider Electric
Alistair Maltman – Tofco CPP Ltd
Shaun Harrison – Scolmore
Kenneth Wilson – Rexel
Derek Howie – Tetra Tech

Event	Net proceeds
Christmas Lunch	Cancelled

GLASGOW REGIONAL COMMITTEE

Derick Ramsay (Chairman) – Zumtobel Isabel Smith (Chairperson) – Edmundson Electrical
Ken McQuaker (Secretary) – Rexel
Barry McInally – Schneider Electric
Gerry Young – Siemens
David MacDonald – MACD Electrical
Gregor Morrison – Aico

Event	Net proceeds
Sportsperson's Dinner	Cancelled
Christmas Lunch	Cancelled
Valentine's Ball	Cancelled

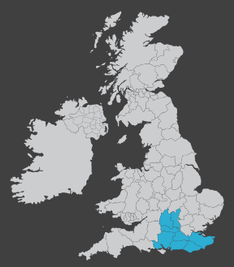
SOUTH WEST REGIONAL COMMITTEE

Steve Vaslet (Chairman) – EDF Energy
Dave Chalk (Secretary)
Dave Miller (Treasurer) – EDF Energy
Roy Christie (Vice Chairman)
Steve Jerram – Schneider Electric
Andy Waldis (Golf Chairman) – EDF Energy
Tony Mills (golf)
Paul Meddings (golf)
Tony Vearncombe (golf)

Event	Net proceeds
Golf Day	Cancelled: £18,870 from donated teams
Annual Ball	Cancelled

LONDON REGIONAL COMMITTEE

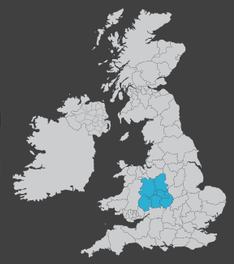
David Fielder (Chairman) – Edmundson Electrical
Tina Hemmings – Edmundson Electrical
Ian Young – Edmundson Electrical



Event	Amount raised
Fishing Day	Cancelled
Valentine's Ball	Cancelled

MIDLANDS REGIONAL COMMITTEE

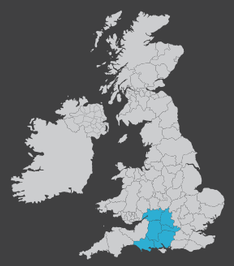
Stewart Gregory (President) – Schneider Electric
Butch Rai (Chairman) – IDS Electrical
Belinda Colwell – Bell Lighting
John Fellows – Edmundson Electrical
Rachel McMurray - Zumtobel Group
Paul McHale – Central Electrical Distributors
Mike Burnard –
Nicola Surman – Hager
Robin Weaving – Edmundson Electrical
Lee Austin – Legrand
Tracey Hazlewood – Hager
Eddie Featherstone – H & S Electrical Wholesalers
Adrian Parry – Scolmore
Jon Chamberlain – Marshall Tufflex
Matthew Coulson – Schneider Electric
Andy Guy – Rexel
Andy Procter – City Electrical Factors



Event	Net proceeds
Golf Day at Aston Wood	£7,739
Comedy Night	Cancelled
Golf Day at Stoneleigh Deer Park	Cancelled
Christmas Gala Ball	Cancelled
Christmas Lunch	Cancelled

WESTERN REGIONAL COMMITTEE

Gary Hutchins (Chairman) – City Electrical Factors
Steve Mace (Vice Chair)
Mick Brown – Kew Electrical
Joanna Mee – 3Phase Recruitment
Neil Crook – Kosnic Lighting



Event	Net proceeds
Golf Day	£4,813
Equinox Ball	Cancelled

13. OUR PR & MEDIA PARTNERS

The Electrical Industries Charity is fortunate to have close ties with many industry organisation's PR and media departments, who generously provide opportunities to raise awareness of the Charity, Charity campaigns and fundraising initiatives. Our PR and media partners for 2020/21 included:

BUILDING SERVICES

BSEE
Building Engineer
CIBSE Journal
Energy in Buildings & Industry (EiBI)
Modern Building Services
The Energyst
Smart Buildings
Building Services News, Ireland

ELECTRICAL

Large contractors
Cable Talk (Scotland SELECT)
ECA Today
Electrical (Ireland)
Electrical Contracting News
Electrical Engineering
Electrical Review
Electrical Trade Magazine
Voltimum
ERT Magazine
JIB Newsletter
Engineering Update

SMALL CONTRACTORS

Electrical Times
Professional Electrician

APPRENTICES

Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical News
Innovative Electrical Retailing
reNEWS
Voltimum
ECA Today
ECA Today
Process Engineering
Trimble
NAPIT Magazine
NIC EIC

LIGHTING

LEDs Magazine
RIBA Journal
Lighting
Lighting Industry Association
Architecture Today
Lux Magazine
ARC (Lighting in Architecture)
A1 Lighting
The Architectural Review
Architects Journal
Icon
Dezeen
Architect's Choice
RWE

14. LEGAL & ADMINISTRATIVE INFORMATION

The Electrical Industries Charity Limited is a company limited by guarantee, registered in England and Wales (No 2726030) and a charity registered with the Charity Commission for England and Wales (No. 1012131) and the Office of the Scottish Regulator (No SCO38811).

PATRON
Her Majesty the Queen

COUNCIL
The Electrical Industries Charity is governed by a Council which meets a minimum of four times during the year. The President is the Chair of Council, which consists of up to 11 Members including the President.

MEMBERS OF COUNCIL
Council comprises the following Members, who are Trustees and Directors, and who held office during the period:

PRESIDENT AND CHAIRMAN OF THE COUNCIL
Mr S Gregory
Vice President
Mr S Stark (resigned in March 2021)
Mr J Saunders
Mr N Hooper

MEMBERS OF THE COUNCIL
Mr S Mackenzie
Ms P Cooke
Mr A Simms
Mr T Foreman
Mr S Phillips
Mr D Gardiner
Mr I Lawson (Resigned during the year)

MANAGING DIRECTOR/ CEO & COMPANY SECRETARY
Tessa Ogle

REGISTERED OFFICE
Rotherwick House, 3 Thomas More St, London, E1W 1YZ

BANKERS
National Westminster Bank plc
Commercial Banking Centre
2nd Floor, County Gate 2, Stacey's Street
Maidstone, Kent ME14 1ST

FINANCE
ExcluServ
WeWork Moorgate
1 Fore Street Avenue
London EC2Y 9DT

INVESTMENT MANAGERS
UBS
5 Broadgate Cir
London EC2M 2QS

STATUTORY AUDITORS
Haines Watts
Old Station House, Station Approach
Newport Street
Swindon, Wiltshire SN1 3DU

SOLICITORS
MacRoberts LLP
Capella, 60 York Street
Glasgow G2 8JX

15. STRUCTURE, GOVERNANCE & MANAGEMENT

15.1 THE ROLE OF COUNCIL

Council leads and controls the Electrical Industries Charity via the Managing Director to deliver the organisation's aims and objectives and to set strategic direction and policy so as to uphold its mission, vision and values.

15.1.1 Council responsibilities
In directing the affairs of the Electrical Industries Charity, ensuring it is solvent, well run and delivering the outcomes for which it was founded, Council's strategic and leadership responsibilities (which cannot be delegated) are to:

- ensure compliance with the objects, purposes and values of the Electrical Industries Charity and with its governing instrument (Memorandum and Articles of Association);
- approve policies, plans and budgets to achieve those objectives and to monitor performance against them;
- ensure the solvency, financial strength and good performance of the organisation;
- ensure the Electrical Industries Charity complies with all relevant laws, regulations and requirements of its regulators (taking appropriate advice);
- set and maintain a framework of delegation and internal control;
- agree or ratify all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise;
- approve financial statements for each financial year, which give a true and fair view of the position.

15.1.2 Council Members and their statutory responsibilities
The Council Members are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Operations Accepted Accounting Practice). Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity's SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 charitable company will continue in business.

The Council Members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.
In so far as Council Members are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Council Members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

15.1.3 Appointment to Council
All appointments to Council are subject to approval by Council. Names are put forward either to fill a vacancy on Council which arises during the year; as part of The Electrical Industries Charity's retirement processes (as set out in the Articles of Association); or to fill a skills gap in Council. Council considers those individuals whose skills and experience meet the needs of the organisation in the following (broad) areas:

- governance
- welfare
- fundraising, marketing, business, and relationship development
- finance, asset management, investments
- IT systems
- stakeholders and branches
- staff HR, health, and safety

A President may be appointed by Council for a period of three years or more. The President's role is to chair Council meetings, to provide leadership and focus on the Electrical Industries Charity's activities and to be the principal point of contact between Council and the Managing Director.
The President may be assisted by Vice President(s) in furtherance of the President's role externally, but not necessarily on Council.

15.1.4 Council Members' training
Induction – a full pack of information relating to roles and responsibilities, strategic issues and reports on activities is given to new Council Members, together with one-to-one training and advice (usually by the Managing Director) as required.
Training can also be provided by:

- formal sessions at Council as required
- attending training sessions provided by third parties
- informal advice and circulation of papers and reports.

15.2 SUBGROUPS OF COUNCIL

President's Group – To discuss and review proposals presented by the Managing Director/CEO and review and make recommendations to Council on specific issues.

The President's Group comprises the President, Vice Presidents, Immediate Past President, up to two Council Members and the Managing Director/CEO when required.

Welfare Audit Group – This subgroup provides independent assessment of the quality and effectiveness of the Electrical Industries Charity's welfare care programmes. The Welfare Audit Group met four times in 2020/21. Welfare Audit Group members during 2020/21: J Ong (Chair), M. Sullivan, J. Leggot, A. Boldero, B. Venables, R. Radford, B. Whitfield and M. Dore.

Working Groups were set up during the year to provide specialist advice and support to the Managing Director and reports to the Council.

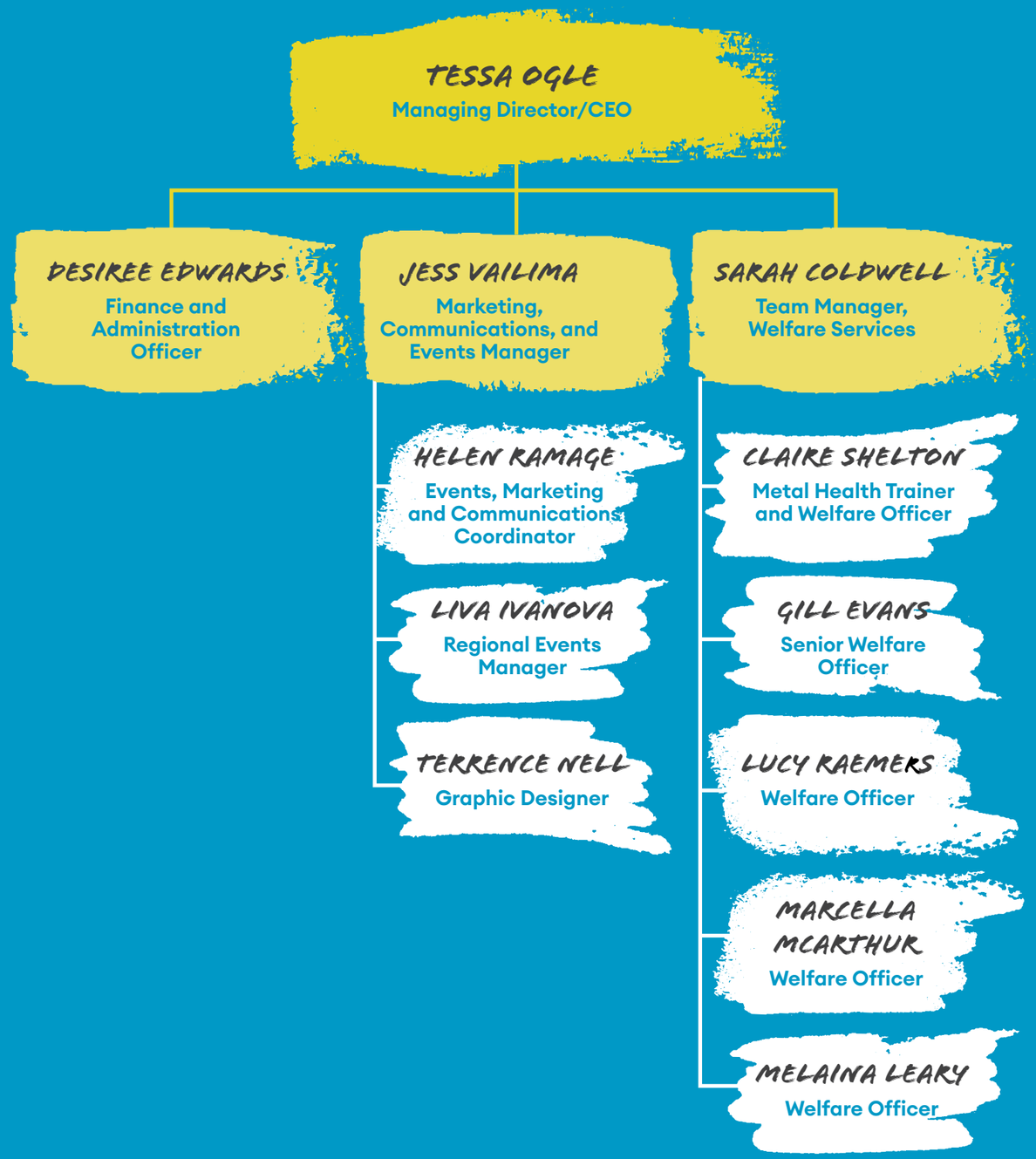
Finance, Business Planning, Investment, and IT – The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities including financial risk management. Its role includes Budgeting and Financial Performance, Internal Financial Control and Financial Risk Management, Financial Reporting and External Audit, Reserves and Investments, and IT Strategy. Members during 2020-2021 – Mr T Appleton, Mr T. Foreman, Mr D. Gardiner and Mr T Lambeth.

Fundraising Committee – The purpose of the Fundraising Committee is to derive strategies for maximising Charity presences within the industry, as well as develop, grow and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 2020/2021. Members during 2020-2021 – E. Embleton, S. Gregory, N. Hooper, A. Moseley and J. Saunders.

15.3 MANAGEMENT AND STAFF

The Managing Director/CEO is the senior member of staff who reports to and is accountable to Council. The Managing Director is responsible for all operational aspects of the Charity's activities and also has a leading role in devising the strategy and taking recommendations to Council for review and approval.

There are departmental functions for charitable (welfare) services, fundraising and marketing, employing nine staff. Financial processing and IT support are outsourced under contract with ExcluServ and TechQuarters. The Electrical Industries Charity has a Finance and Office Administrator who acts as the liaison with ExcluServ and supports the Managing Director and manages other aspects of office administration.



15.4 ACCOMMODATION & FACILITIES

The head office is based in London in Rotherwick House, 3 Thomas More St, London, E1W 1YZ.

The building is with other industry trade associations.

The ECA and BESA kindly gave the Charity a 6 month rent holiday to support the industry with rising mental health demands.

15.5 VOLUNTEERS

The benefit from a volunteer base with dedicated input into the Electrical Industries Charity's activities is incalculable. All Council Members and subgroup Members are volunteers and devote considerable time and effort. The Regional Committees covering England, Scotland and Northern Ireland boasted over 100 volunteer members who actively raise funds and awareness for the Charity.

15.6 FUNDRAISING

15.6.1 Fundraising approach
We rely on several different fundraising approaches in order to raise funds cost-effectively from a range of sources, raising awareness of our work and allowing supporters to contribute in ways that are most appropriate for them. This includes fundraising face-to-face at industry events, emails, online and press advertising, legacies and corporate partners. Most individual fundraising is done through online platforms such as Virgin Money Giving and Just Giving.

15.6.2 Fundraising standards
We are members of the Institute of Fundraising (IOF) and the Fundraising Regulator, and as such abide by the Code of Fundraising Practice as well as the rulebooks for event fundraising. We abide by the Fundraising Regulator's Fundraising Promise, and strive to ensure our fundraising is open, honest, legal and respectful. We have moved to an 'opt-out' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity or trading company-run events.

15.6.3 Fundraising on our behalf
As an industry charity we engage with our members to carry out fundraising on our behalf. This is done on a volunteer basis. They engage our industry in our industry event by discussing ways in which they can support us, appropriately and proportionately. Every year, we work with 10 regional committees across the Country to fulfil this objective. At any event run by the trading subsidiary or the Charity our in-house fundraising team will be present and both the staff and regional committee members will speak to potential supporters in this way. As a result of these conversations, many are inspired to start individual challenge fundraising, generating significant income that we direct to supporting people in crisis in our industry. We require any regional committee working on our behalf to adhere to our fundraising standards. All regional committees are issued regional income and expenditure reports every quarter to ensure transparency with our members. We don't engage any professional fundraising organisations and don't intend to in the future. We work with a number of strategic corporate partners who support our work through financial and non-financial donations, as well as employee and customer fundraising.

We also receive one-off support from companies, particularly as part of challenge-for-a-cause appeals. Our corporate partnerships are subject to our ethical policy.

15.6.4 Monitoring of fundraising activities and protecting people in vulnerable circumstances
We have policies in place, endorsed by our Board of Trustees, which govern our fundraising activities, whether they are carried out internally or through our regional committees. We have regional reports in place to monitor our in-house teams and regional committee fundraisers, as well as the conversations they have on our behalf with both supporters and members of the industry. This includes thorough monitoring, regular interfacing with our fundraising staff and a policy for complaints and remedial actions. Our aim is to ensure that potential supporters feel informed, genuinely thanked, and inspired by their conversation, regardless of its outcome. We are committed to ensuring that we always treat the industry sensitively and respectfully, taking special care to protect people who may find themselves in vulnerable circumstances.

Our fundraisers trained in-house are aware of the signs of potential vulnerability in anyone they speak to on our behalf, as well as the steps we expect them to take on the rare occasions when they do have concerns. This approach has been developed in consultation with our specialist welfare staff, and is in line with the requirements of the Charities (Protection and Social Investment) Act 2016, the Mental Capacity Act 2005, as well as with the Institute of Fundraising's Treating Donors Fairly Guidance.

15.6.5 Complaints
We have a robust and well-established complaints procedure. In 2020-2021 we received no complaints from members of the industry about our fundraising activities. We have nothing to report in respect of failures and/or breaches, which we have taken to include complaints or breaches referred to, and upheld by, either the ICO or the Fundraising Regulator.

16. FUTURE PLANS

Challenge 2025 outlines an ambitious but achievable plan to become the leading charity offering preventative and high-impact solutions that genuinely meet the wellbeing needs of the electrical and energy industries. Challenge 2025 is the roadmap for the future of our Charity and our commitment to serve our industry by continuing the ethos that has underpinned who we are and what we do for the last 100 years.

Our plans for the future are designed to be simple and meaningful. We will focus on becoming a leading provider offering preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. The most acute learnings that embody our future plans are as follows:

FUTURE THINKING

Every large case that we take on contains a multitude of quite separate problems. But when approached as complicated rather than complex we can successfully address the parts of the whole in best helping our clients. The EIC is quite unique in its ability to do this. We will capture and grow this capacity by taking a leading-edge position on pragmatic caregiving.

FUTURE FUNDING MODEL

Large cases will now be funded under the Challenge for a Cause model, giving donors a direct and tangible role in the outcomes that are possible. And membership of powerLottery will be tied to the provision of extensive counselling options.

Using technology platforms to drive fundraising and capitalise on the COVID technical uptake.

NEW FRONTIERS: ADVOCACY + ALTRUISM

We are expanding on two fronts – altruism and advocacy. The EIC is moving into new territory with its advocacy on issues of major significance. So, outwardly, advocacy on issues of mental health, anchored by a growing internal focus on the giving aspect of altruism. This will be called the EIC Campaigns programme.

This will be decoupled from the 'theoretical' aspect of giving through the expansion of powerLottery as a unique identifier for industry members to define their own values and contribution.

COMMERCIAL PARTNERSHIPS CHANGING OUR FUNDING MODEL

Our emphasis on partnering is a key feature of our future plans. Our internal partners – electrical firms, fundraising groups and committees – will be the high-density fabric of the EIC. They will increasingly be seen as the conduit to our industry, and increased emphasis on their role will see new and stronger communities emerge.

Externally our partners will continue to grow year on year – providing umbrella coverage across both issues and communities.

GREATER THAN>

Growth in our profile will be accelerated by and for the programmes. We will grow based on our leadership position in providing a 'greater than' return to our industry.

17. TRUSTEES' FINANCIAL REVIEW

17.1 FINANCIAL POSITION

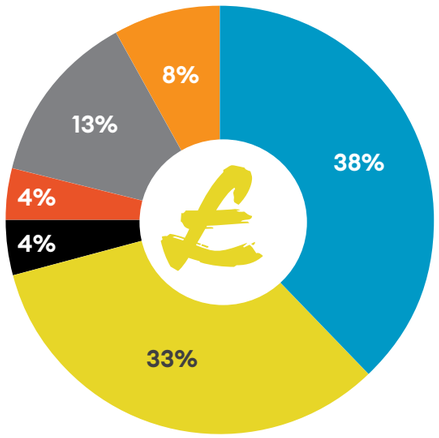
The financial statements incorporate the results of the trading subsidiary Electrical Industries Trading Company Limited, the subsidiary-administered powerBall and all regional industry events.

Total income decreased significantly due to covid from £2.094m in 2019/20 to £1.122m in 2020/21. The Charity was supported by the industry with corporate donations and individual fundraising efforts, the online Challenge events pushing up both individual and corporate donations. Total costs decreased from £2.584m in 2019/20 to £1.111m in 2020/21.

The cost decreases were a direct result of restricting financial grants (due to government funding allocations) and little to no expenditure on events. The resources expended have been allocated to cost headings in accordance with the SORP.

The basis of allocation is disclosed in Accounting Policies note (e) on page 82. Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year.

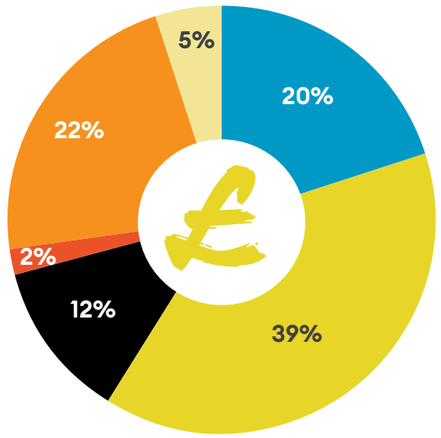
WHERE THE MONEY CAME FROM



Donations & Legacies	£416,284
Lottery proceeds	£366.544
Regional committees events	£41,648
powerBall	£47,232
Fundraising at HO	£145,474
Realised investment income	£92,282
Other fundraising	£12,581

TOTAL £1,122,081

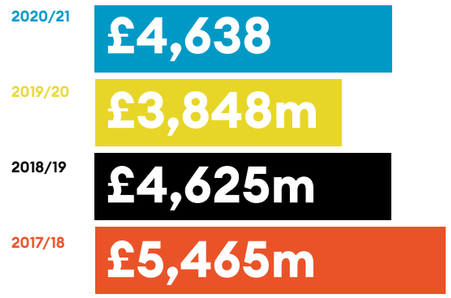
HOW WE SPENT THE MONEY



Direct financial assistance	£217,401
Support, helpline, advice & information	£428,545
Lottery prizes & administration	£136,635
Regional committees events	£24,899
Other fundraising	£243,945
Governance and management	£56,491
PowerBall	£3,966

TOTAL £1,111,881

17.1.1 Net Assets



17.2 INVESTMENT STRATEGY

The Electrical Industries Charity is a benevolent charity managed by Trustees, whose purpose is to provide people in the electrical industries with a hand-up in their time of need. The financial objective of the Charity is to grow real value of the investment portfolio while generating a stable and sustainable return; to fund a shortfall of income and to ensure grant giving remains at 25% of total income or higher.

The inflation measure most relevant to the Charity's expenditure is the Retail Price Index. The Charity has approximately £4m in a balanced investment portfolio with investment manager UBS. The Charity aims to distribute grants of between £400k and £500k per annum, but this can vary from year to year depending on the number of financial grant applications and investment returns. The operating expenditure has remained relatively consistent over the last three years.

The Trustees of the Charity have delegated decision-making on investment matters to the Finance Working Group (Committee) and appointed an Independent Investment Advisor to work with the Committee in undertaking quarterly reviews and biannual reviews with our investment manager.

17.2.1 Investment objectives

- The Charity seeks to produce the best financial return within an acceptable level of risk.
- The investment objective is to generate a return of 3% per annum over the long term, after expenses.
- This should allow the Charity to at least maintain the real value of the assets, while providing funding for annual expenditure and grant making.
- The Charity adopts a total return approach to investment, generating the investment return from income and capital gains or losses. It is expected that if in any one year the total return is insufficient to meet the budgeted shortfall in income, then the Charity will take out cash to fund the shortfall from the investment.
- In the long term the real value of the Charity will still be maintained in accordance with the investment objective above.

17.3 RISK

17.3.1 Attitude to risk

The Charity relies on the investment return to fund shortfall in income.

Financial grants have largely been operating at 20% to 27% of income for the last 10 years. The Charity approach to risk is to place risk where it is best placed to be managed, hence the appointment of the Independent Financial Advisor and retaining UBS to manage our investment with a clear mandate to obtain returns of 5% net per annum.

The Trustees are able to tolerate volatility of the capital value of the Charity, as long as the Charity is able to meet its commitments through either income or liquid capital assets.

17.3.2 Use of leverage

An independent investment advisor has provided cash flow models showing the inclusion of leverage within the portfolio to increase the potential return without increasing the volatility of assets within the portfolio.

In brief, UBS will provide a loan facility secured against the investment portfolio at a rate of 1.8% over the 3-month LIBOR* (circa 0.5%), and these funds will be invested to provide income and capital growth.

The portfolio managers will alter the style of the portfolio to ensure cover is in place for interest payments.

Here is an example of how it works:

£5,000,000 original portfolio at 5% growth
= £250,000

£2,500,000 cash from loan at 5% growth
= £125,000

£2,500,000 loan at 2.3% interest
= £57,500

Net profit from leverage = £317,500 which is an increased net growth of 6.35% over the original 5%.

Assets
The invested assets can be invested widely and should be diversified by asset class, by manager and by security. Asset classes could include cash, bonds, equities, property, hedge funds, structured products, private equity, commodities, and any other asset that is deemed suitable for the Charity.

The Finance Working Group will have the role of reviewing UBS (the Investment Manager) portfolio but will not direct investment decision. UBS are charged with agreeing a suitable asset allocation strategy with the finance working group, which is set to achieve the overall investment objective. Annually the Finance Working Group will advise UBS of cash-flow needs. Additionally, an independent advisor will review the performance of UBS against both their own panelled peer group and against industry benchmarks.

17.3.3 Currency
- The base currency of the investment portfolio is sterling.
- Investment may be made in non-sterling assets depending on market conditions within the investment portfolio.
- Hedging is permitted.

17.3.4 Liquidity requirements
The Charity aims to distribute financial grants of between £400 and £500k per annum. This can be funded from both income and the investment. The trustees wish to keep at least 25% of the assets in investments that can be realised within three months. To allow for volatility of capital values, the Trustees wish to maintain at least 1 years' worth of budgeted grant making in liquid investments. A minimum of 4% of the total investment portfolio should be kept in cash or near cash investments at all times.

17.3.5 Time horizon
The Charity is expected to exist in perpetuity, and investments should be managed to meet the investment objective and ensure this sustainability. The Charity adopts a long-term investment time horizon focused on certainty over the next 10 years.

17.4 STAFF & TRUSTEES

The number of employees during the year whose gross pay and benefits fell within the following bands was:

Banding	Group. 2021 No	Group 2020 No.	Group 2019 No.
£20,000 - £30,000	3	3	3
£30,001 - £40,000	4	7	7
£40,001 - £50,000	1	1	1
£50,001 - £60,000	0	0	0
£60,001 - £70,000	0	0	0
£70,001 - £80,000	0	0	0
£80,001 - £90,000	0	0	0
£90,001 - £100,000	0	0	0
£100,001 - £110,000	0	0	0
£110,001 - £120,000	0	0	0
£120,001 - £130,000	1	1	1

a) Remuneration
The pay of all staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the Charity, the Trustees' benchmark against pay levels in other benevolent associations and other charities of a similar size and consider industry experience. The remuneration benchmark is the mid-point of the range paid for similar roles adjusted for a weighting of up to 25% for any additional responsibilities. If recruitment has proven difficult in the recent past, a market addition is also paid with the pay maximum no greater than the highest benchmarked salary for a comparable role. The total compensation paid to Ms Ogle for services provided to the charity was £130,633.

Ms Ogle brings substantial experience and skills in managing large and complex operations to the Electrical Industries Charity, strengths that are reflected in her salary, which is on a level comparable with that of others of like position in the sector. Our market research showed that, in the same year, the median pay of other charity chief executives was £135,700 and the median pay of industry managing directors was £149,800.

b) Trustees
Trustees were not reimbursed any expenses in 2020/21 (2020 £1,813 was paid to two Council Members for travel and accommodation costs). This represents travel and subsistence incurred in attending meetings and events in their official capacity. As permitted by the articles of association, the Trustees have the benefit of a qualifying third-party indemnity provision as defined by Section 234 of the Companies Act 2006. It was in force throughout the last financial year and is currently in force. The Charity purchased and maintained throughout the year Trustees' and Officers' liability insurance in respect of itself and its Trustees.

17.5 FINANCIAL HEALTH

Council is satisfied there are sufficient income streams and reserves to enable the organisation to provide for its current and planned welfare activities without jeopardising the organisation's financial health. The Council has invested time in revising the investment strategy for 2020/21 and will seek independent financial advice to assist with managing UBS.

17.5.1 Principal funding sources
The principal sources of funds are:
- the proceeds of functions and events organised by the organisation and branches (volunteer groups) throughout the country;
- voluntary donations from companies and individuals, collections at various events and legacies and donations in memoriam;
- mental health training;
- structured giving by means of Power Draws and powerLottery, payroll giving and other workplace schemes;
- income from investments.

17.5.2 Reserves policy
The Council considers the adequate level of unrestricted reserves to be 12 months' worth of overall expenditure. The current level of reserves is in excess of this level, but a clear strategy is in design, to increase the level of activity in the organisation using the current reserves to fund such expansion, leaving the desired level of reserves and turnover ratio within the next five years.

All funds held at the year end are unrestricted. Free reserves (unrestricted reserves not tied up in functional fixed) assets are £4.540m against £3.735m in 2020.

17.5.3 Designated funds
Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally. The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated. No funds have been designated at the year end.

17.6 AUDITORS

In accordance with the Companies Act 2006, it is proposed to re-appoint Haines Watts at the 2021 Annual General Meeting.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ELECTRICAL INDUSTRIES CHARITY LIMITED

OPINION

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2021 which comprise the group Statement of Financial Activities, group and parent charitable company Balance Sheets, group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2021, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funders, suppliers and wider economy. The trustees' view on the impact of COVID-19 is disclosed in the accounting policies note on page 80.

OTHER INFORMATION

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the trustees' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement [set out in Section 17], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error

and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charities Act 2011 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

USE OF OUR REPORT

This report is made solely to the charitable company's members and trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

S Plumb

Susan Plumb A.C.A.
(Senior statutory auditor)

for and on behalf of
Haines Watts,
Chartered Accountants
and Statutory Auditor
Old Station House
Station Approach
Newport Street
Swindon
SN1 3DU

Haines Watts is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP STATEMENT OF FINANCIAL ACTIVITIES
(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2021 Total Funds £'000	2020 Total Funds £'000
INCOME					
Income from:					
Donations and legacies	2	416	-	416	413
Trading activities at Branches		25	-	25	239
Trading activities at Head Office	3	393	-	393	477
Trading activities from subsidiary	5	183	-	183	840
Investments	4	92	-	92	117
Other income		13	-	13	8
Total income		1,122		1,122	2,094
EXPENDITURE					
Raising funds	6				
Raising funds at Branches		14	-	14	110
Raising funds at Head Office		218	-	218	319
Raising funds by subsidiary		178	-	178	751
Charitable activities	6				
Support, advice and helpline		415	-	415	538
Financial assistance (grants)		217	-	217	733
Other charitable costs	6	13	-	13	46
Other Costs					
Governance and management costs	6	56	-	56	87
Total expenditure		1,111	-	1,111	2,584
Net gains/(losses) on investments		779	-	779	(285)
NET INCOME / EXPENDITURE		790	-	790	(775)
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		790	-	790	(775)
RECONCILIATION OF FUNDS					
Total funds brought forward		3,848	-	3,848	4,623
TOTAL FUNDS CARRIED FORWARD	**17**	**4,638**	**-**	**4,638**	**3,848**

There are no other realised gains and losses other than those shown in the above Statement of Financial Activities.
All incoming resources and resources expended derive from continuing activities.
The notes on pages 82 to 91 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET
AS AT 31 MARCH 2021

Company Number: 2726030

	Notes	2021 £'000 Group	2021 £'000 Charity	2020 £'000 Group	2020 £'000 Charity
FIXED ASSETS					
Tangible assets	10	7	7	13	13
Investments	11	4,205	4,205	3,425	3,425
Programme related investments	12	91	91	100	100
		4,303	4,303	3,538	3,538
CURRENT ASSETS					
Debtors	13	451	251	460	238
Cash at bank and in hand		578	256	473	221
		1,029	507	933	459
CREDITORS: Amounts falling due within one year	14	(694)	(175)	(623)	(178)
NET CURRENT ASSETS		335	332	310	281
NET ASSETS		4,638	4,635	3,848	3,819
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	17	-	-	-	-
Unrestricted	17	4,638	4,635	3,848	3,819
TOTAL FUNDS		4,638	4,635	3,848	3,819

Approved and authorised for issue by the Members of Council on

and signed on its behalf by:

Stewart Gregory
President and Council Member

Jeremy Saunders
Vice President and Council Member

The notes on pages 82 to 91 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £'000	2020 £'000
Cash flow from operating activities	18	99	(1,470)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(1)	(5)
Receipts from sale of investments		-	1,413
Receipts from programme related investments		9	1
Net cash flow from investing activities		107	(61)
Cash flow from financing activities			
(Repayment) / receipt from overdraft facility		(1)	862
Interest paid		-	(4)
Interest received		-	-
Net cash flow from financing activities		(1)	858
Net increase in cash and cash equivalents		106	797
Cash and cash equivalents at start date 2020		472	(325)
Cash and cash equivalents at end date 2021		578	472
Cash and cash equivalents consists of:-			
Cash at bank and in hand		578	473
Overdraft		-	(1)
Cash and cash equivalents at end date 2021		578	472

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 MARCH 2021

1. ACCOUNTING POLICIES

(a) Basis of accounting
The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on section 14, Legal & Administrative Information, of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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 (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2001, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The on-going COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funding, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is that, given the measures that could be undertaken to mitigate the current adverse conditions and the current resources available, they can continue to adopt the going concern basis in preparing the financial statements.

(b) Consolidation
The Electrical Industries Charity Trading Limited is a wholly owed subsidiary of the charitable company. Accordingly the results of the subsidiary are consolidated on a line by line basis into these financial statements. The charitable company has taken advantage of section 408 of the Companies Act 2006 to not publish its own Statement of Financial Activities.

(c) Branch Accounting
The financial statements include the assets and accumulated funds, and the income and expenditure of the branches and is accounted for centrally.

(d) Income and expenditure account
An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on page xx.

(e) Income
Income is accounted for on the following basis:
- Subscriptions and donations are accounted for when received.
- Investment income is accounted for on an accruals basis.
- Legacies are accrued if the Charity's legal entitlement can be confirmed and the sum can be quantified.
- Other incoming resources are accounted for when received.
- Restricted income and expenditure is treated as restricted within the terms of the agreement with the funder.

(f) Resources expended
Expenditure including irrecoverable VAT is charged to the Statement of Financial Activities on an accruals basis.

Charitable Activities
Expenditure on charitable activities comprises those costs directly attributable to the activities including grants, the administration of grants, the promotion of the charity's charitable services and the provision of advice and support. Included within charitable activities expenditure is an appropriate allocation of support costs (see below).

Governance
Governance costs include the costs of complying with the Companies Act, the Charities Act and meeting the information and compliance requirements of the Charity Commission. These costs include the preparation and audit of the annual report and financial statements. Governance costs also include the estimated cost of preparing the information required by the Trustees to manage the charity's affairs.

Support costs
Support costs comprise costs such as administration, finance, IT and general management which are necessary to the delivery of the activities of the charity but are not directly attributable to a given activity. Support costs are allocated to charitable activities cost of generating funds or governance on a consistent basis. Details are given in note 6.

Grants
Grants expenditure includes the payment of monetary grants to beneficiaries and expenditure made in providing beneficiaries with goods and services. Grant expenditure is recognised once the award of a grant has been approved and communicated to the recipient on the basis that the charity is at that point morally obliged to pay the grant.

(g) Tangible assets
Fixed assets are recorded at cost. Depreciation is calculated at rates estimated to write off the cost of assets over their estimated useful lives. The annual rates in use are:

Computer equipment – 25% straight line

(h) Donated assets
Donated assets are included in fixed assets at an estimate of their value to the charity at the date of receipt.

(i) Investments
Fixed Asset Investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activity

(j) Debtors and creditors receivable / payable within one year
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(k) Funds
Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. DONATION INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Donations by:				
Companies	-	231	231	148
Individuals	-	78	78	170
Gifts in kind	-	6	6	6
Legacies	-	101	101	89
	-	416	416	413

Of the 2020 income £66k related to restricted funds.

3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Annual Ball (powerball)	-	-	-	19
Lottery income	-	366	366	391
Other functions	-	27	27	67
	-	393	393	477

Of the 2020 income £168k related to restricted funds.
Other income relating to the Annual Ball (powerball) is accounted for in the trading subsidiary (see note 5).

4. INVESTMENT INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Interest on deposits and bank accounts	-	-	-	-
Investment income	-	92	92	117
	-	92	92	117

Of the 2020 income £19k related to restricted funds.

5. ACTIVITIES FROM SUBSIDIARY UNDERTKING

	2021 £'000	2020 £'000
Turnover	183	840
Cost of sales and administration costs	(181)	(761)
Net profit / (loss)	2	79
Amount gift aided to the charity	29	-
Retained by the subsidiary	2	79
Assets	695	691
Liabilities	(693)	(662)
Net assets / (liabilities	2	29

The wholly owned trading subsidiary The Electrical Industries Trading Company Limited pays all its profits to the charity under the gift aid scheme.

6. EXPENDITURE

	Direct staff costs £'000	Other direct costs £'000	Allocated Support costs £'000	Total costs 2021 £'000	Total costs 2020 £'000
Fund Raising:					
Fund-raising by Branches	-	3	11	14	110
Fund-raising by Head Office	-	207	11	218	319
Fund-raising by subsidiary	58	120	-	178	751
Charitable activities:					
Support, advice and Help Line Services	339	12	64	415	538
Financial assistance (grants)	-	217	-	217	733
Other charitable costs	-	2	11	13	46
Governance and management costs	-	45	11	56	87
	397	606	108	1,111	2,584

	2021 £'000	2020 £'000
Support costs were as follows:		
Information technology	10	11
Premises and facilities	30	71
Accountancy and finance costs	29	40
Other costs	39	20
Consultancy	-	(1)
	108	141
Total expenditure for the year includes:		
Audit fees	12	10
Depreciation	7	6

7. STAFF COSTS AND NUMBERS

	2021 £'000	2020 £'000
Total remuneration of employees was:		
Salaries	431	475
Social Security costs	42	48
Pension contributions	25	27
	498	550

One employee in 2020/21 received annual remuneration in the band of £100,000 - £109,999. (2019/2020 one employee in the band of £100,000 - £109,999).

Included in salary costs is £5k (2020 £nil) of redundancy payments.

The average number of employees during the year based on full time equivalents was 9 (2020: 12) They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and Helpline services	4	4
Fundraising	2	4
Business Development	0	1
Finance and Administration	1	1
Graphic Designer	1	1
	9	12

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £25k (2020 £27k).

Key Management remuneration

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £130,633 (2020:£129,744).

8. COUNCIL MEMBERS REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. No expenses were claimed in 2021 (2020 £1,813 was paid to two Council Members for travel and accommodation costs).

9. PARENT CHARITABLE COMPANY

The unconsolidated surplus of the parent charitable company for the year was £816k (2020 deficit £854k).

10. TANGIBLE ASSETS

	Computer Equipment £'000	Total £'000
Cost or valuation		
At 1 April 2020	28	28
Additions	1	1
Disposals	-	-
At 31 March 2021	29	29
Depreciation		
At 1 April 2020	15	15
Charge for the year	7	7
Disposals	-	-
At 31 March 2021	22	22
Net Book Value		
At 31 March 2021	7	7
At 31 March 2020	13	13

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS – CHARITY

	2021 £'000	2020 £'000
Investments held		
Market value at 31 March 2020	3,425	5,123
Unrealised investment gains/(loss)	780	(285)
Cash withdrawn	-	(1,413)
Market value at 31 March 2021	4,205	3,425
Market value comprises		
Bonds	1,135	1,116
Equities	2,229	1,672
Alternative Assets	463	432
Cash	-	64
Other	378	141
	4,205	3,425

11. INVESTMENTS – GROUP

	2021 £'000	2020 £'000
Investments - as above	4,205	3,425
Investment in subsidiary	-	-
	4,205	3,425

The charity holds 100% of the issued share capital of The Electrical Industries Trading Limited, a company registered in England and Wales (registration number 09237982) The trading subsidiary administers the annual Powerball Event along with other industry events.

12. PROGRAMME RELATED INVESTMENTS – GROUP

Loans are made to beneficiaries at nil or bank base interest rates when the financial circumstances of the beneficiary and/or the purpose of the expenditure makes a grant inappropriate.

	2021 £'000	2020 £'000
Opening balances at 1 April 2020	100	101
Advanced in year	-	-
Redeemed in year	(9)	(1)
Closing balance at 31 March 2021	91	100

Included in loans to beneficiaries are loans of £64,612 on which no interest is charged (2020: £65,572). During the year interest rates in the range of 0.5% to 2.33% (2020: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,401 (2020: £36,380) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

13. DEBTORS

	Group 2021 £'000	Charity 2021 £'000	Group 2020 £'000	Charity 2020 £'000
Amounts falling due within one year				
Other debtors	250	20	273	26
Amount owed from group undertakings – loan	-	100	-	160
Amount owed from group undertakings - Intercompany account	-	74	-	-
Prepayments and accrued income	201	58	187	52
	451	251	460	238

A working capital loan of £160,000 has been granted to the trading subsidiary in prior years. Interest is charged annually in arrears at the rate of 1% above the Bank of England base rate and the loan is secured on the assets of the subsidiary. The loan is repayable on demand. £60,000 was repaid during the year.

14. CREDITORS

	Group 2021 £'000	Charity 2021 £'000	Group 2020 £'000	Charity 2020 £'000
Amounts falling due within one year				
Overdraft	-	-	1	1
Trade creditors	42	5	18	15
Taxation and social security	38	15	74	14
Amount due to group undertakings	-	-	-	57
Accruals and deferred income	614	155	530	91
	694	175	623	178

Included on the above is deferred income at 31 March 2021 of £587,392 (2020 £485,675) for the group and £132,672 (2020 £49,171) for the charity, all of which will be released within the next accounting period.

The overdraft facility available with UBS is secured by a fixed charge over all assets held with them.

15. FINANCIAL COMMITMENTS – GROUP

	2021 £'000	2020 £'000
Total future minimum lease payments under operating leases are as follows:		
Not later than one year (land and buildings)	30	30
Later than one and not later than five years (other)	-	-
Later than one and not later than five years (other)	-	-
	30	30

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Tangible fixed assets	-	7	7	13
Investments	-	4,205	4,205	3,425
Programme related investments	-	91	91	100
Current assets	-	1,029	1,029	933
Current liabilities	-	(694)	(694)	(623)
Net assets at 31 March 2021	-	4,638	4,638	3,848

17. FUNDS

	2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	2021 £'000
General funds	3,848	1,901	(1,111)	-	4,638
	3,848	1,901	(1,111)	-	4,638

No restricted or designated funds were held during 2021.
Movements on restricted funds during 2020 were as follows:-

	1 April 2019 £'000	Income £'000	Expenditure £'000	Transfers £'000	31 March 2020 £'000
RWENBS	758	126	(244)	(640)	-
Fundraising for a Cause	-	-	(18)	18	-
Safe a Life Cancer Appeal	-	66	(66)	-	-
	758	192	(328)	(622)	-

RWENBS – Following a successful merger with the Charity, RWE Npower Benevolent Society ceased to exist on 23 January 2015. The Trustees assumed responsibility for investments and cash balances held by the Charity for the purposes of providing practical support and financial assistance to employees and pensioners of RWE Npower. The fund was merged with the main charity at 31 March 2020.

Fundraising for a Cause – Electrical Industries Charity had a goal, through its Challenge for a Cause, to raise £250,000 to purchase a house and through its Practical Participation Programme, worked with industry partners to carry out renovation work which was required to safeguard the future of Caz Dickinson and her family. The project was completed at 31 March 2020.

Safe a Life Cancer Appeal – At the 2019 Powerball event the Charity raised money for families dealing with cancer. £1000 per person was donated to light up a life in the industry. The money was spent on mental health support, financial assistance and disability adaptions for individuals and families affected by cancer.

18. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £'000	2020 £'000
Net surplus / deficit for year	790	(775)
Depreciation of tangible fixed assets	7	6
(Gains) / losses on investments	(778)	285
Movement in debtors	9	(73)
Movement in creditors	71	(913)
Net cash flow from operating activities	99	(1,470)

19. CONTROLLING INTEREST AND RELATED PARTY TRANSACTIONS

The charity was under the control of the trustees throughout this and the previous period.

During 2015 the charity made a working capital loan of £80,000 to its Trading subsidiary The Electrical Industries Trading Company Limited. Interest is charged annually in arrears at the rate of 1% above the Bank of England base rate. The loan is secured by a fixed and floating charge over the assets of the trading subsidiary. An additional £80,000 was loaned in 2018. During the year £60,000 was repaid leaving £100,000 outstanding at 31 March 2021.

During the year recharges were made to and from the Trading subsidiary. All transactions were concluded at normal market conditions.

electrical industries charity

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