



# 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.

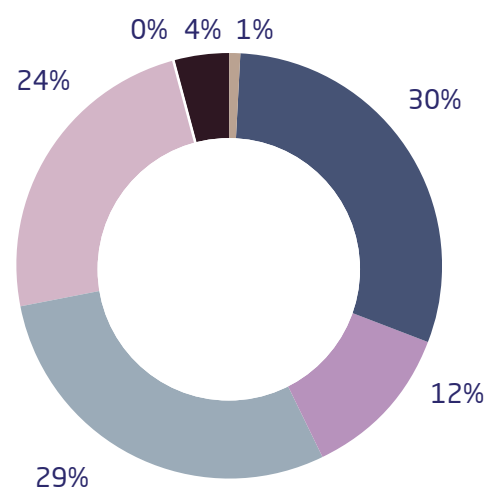
Though the road ahead may be uncertain, we stand united in gratitude for the support we have received from our late Queen. As we remember her, let us also look forward with hope, knowing that the seeds she sowed will continue to flourish, nourishing the lives of countless souls. And as we move onward, 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.



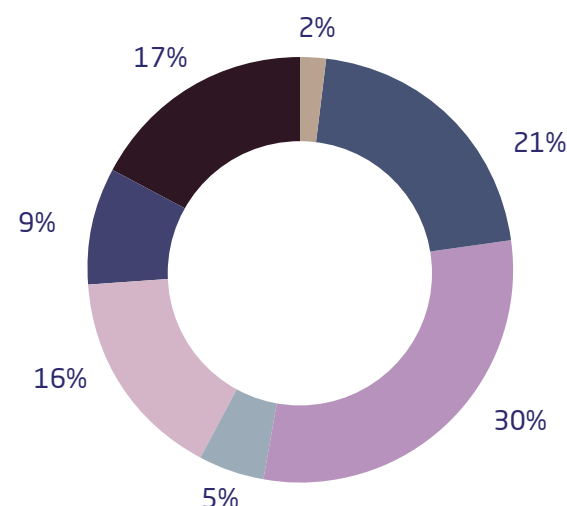
## 4. 2022-2023 Snapshot

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
<b>Total</b>		<b>£2,732,334</b>



### 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
<b>Total</b>		<b>£2,752,753</b>

*\*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 31<sup>st</sup> 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.





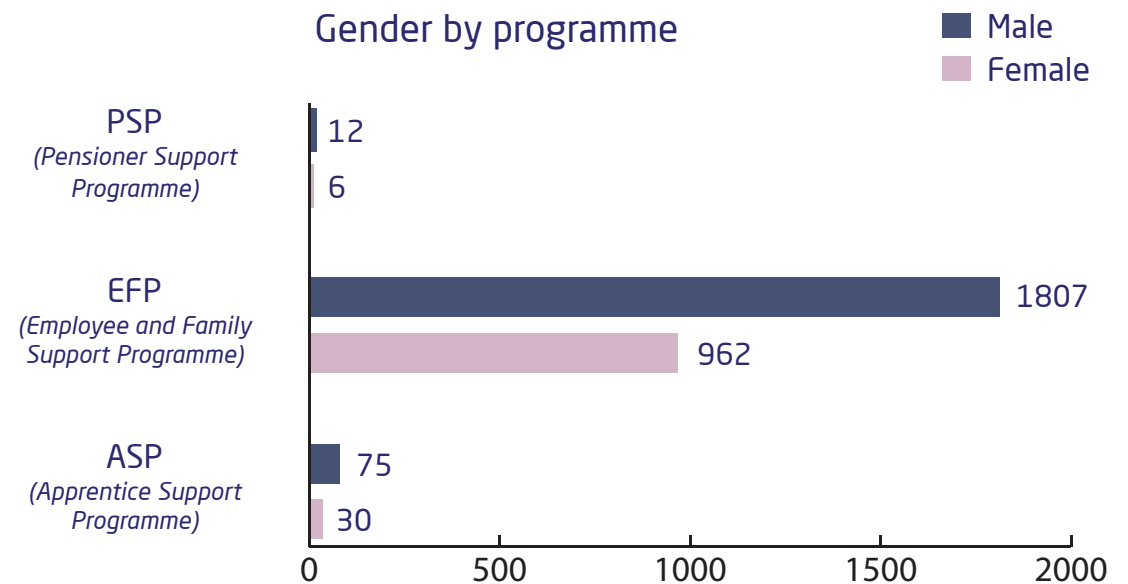
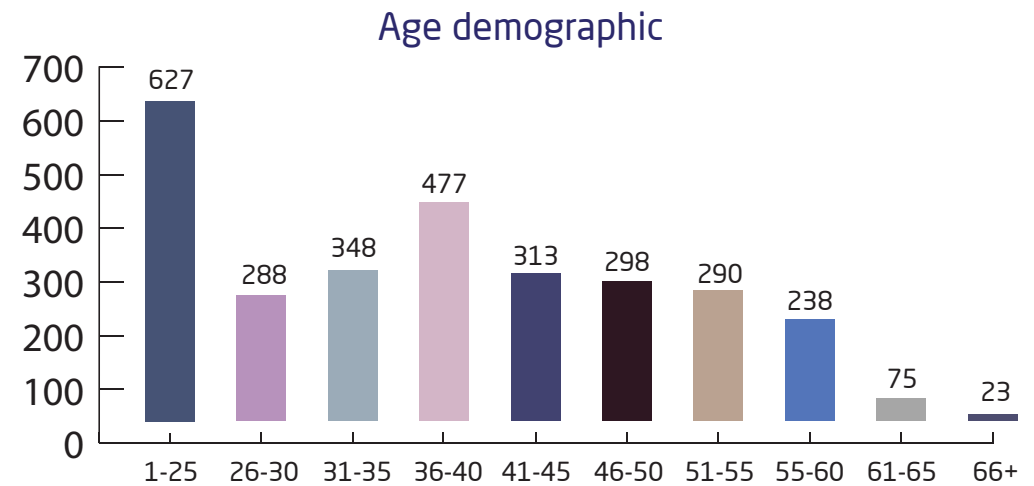
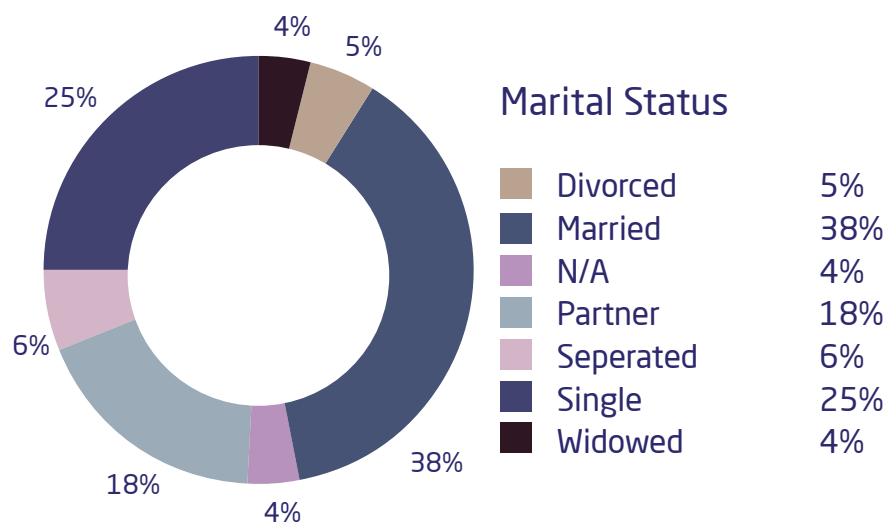
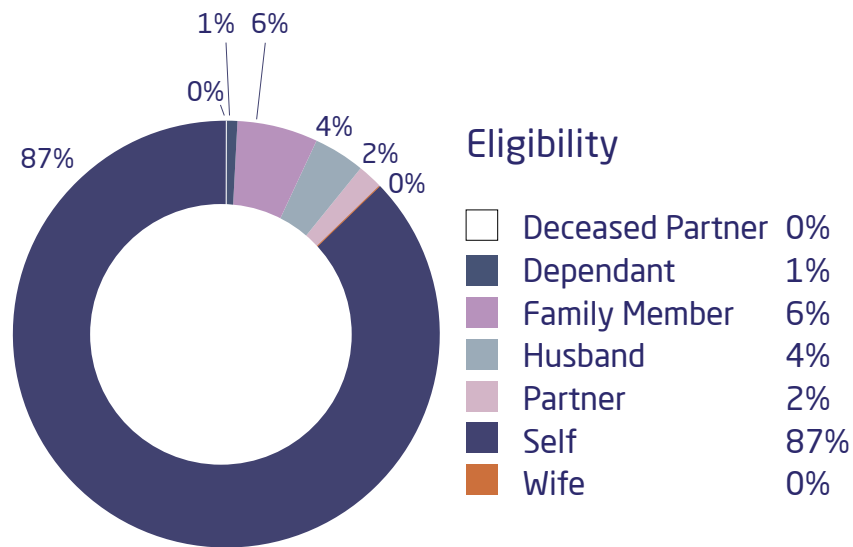
## 8.2 Charitable Services Summary:

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





## 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



<b>JANUARY</b>  Diversity & Inclusion	<b>FEBRUARY</b>  Looking after our Apprentices	<b>MARCH</b>  Addiction & Disorders	<b>APRIL</b>  Stress Awareness	<b>MAY</b>  Mental Health Month	<b>JUNE</b>  PRIDE Month
<b>JULY</b>  Health & Wellbeing	<b>AUGUST</b>  Family & Relationships	<b>SEPTEMBER</b>  Suicide Prevention	<b>OCTOBER</b>  Women's Month	<b>NOVEMBER</b>  Men's Month	<b>DECEMBER</b>  Coping with the Holidays



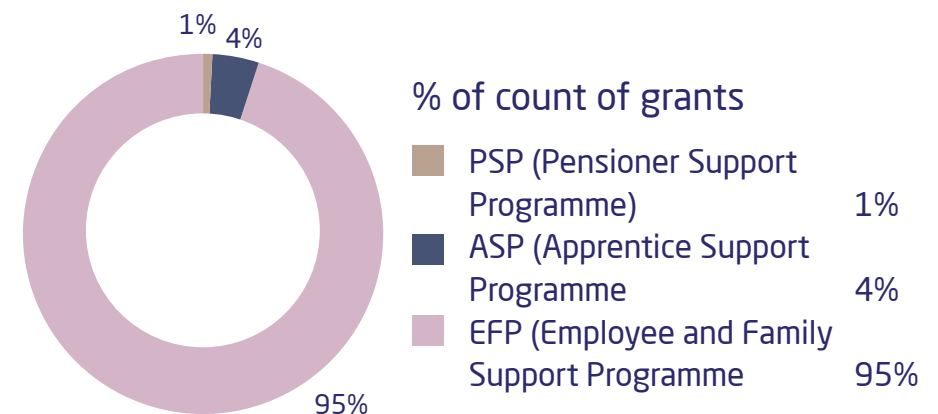
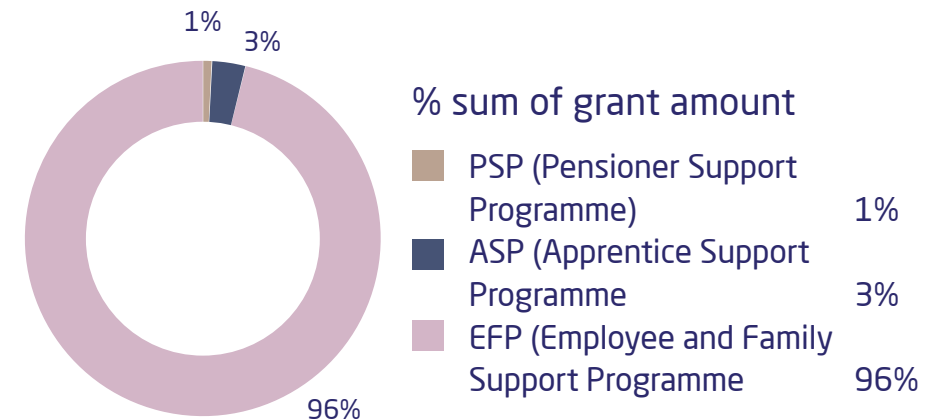
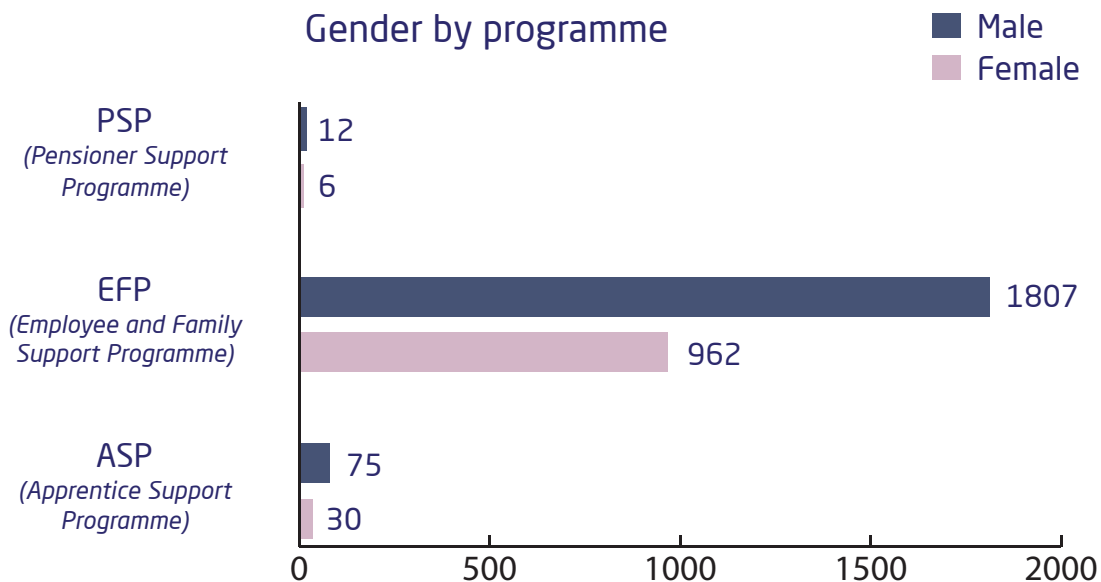
# Health Calendar 2023

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.














## 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.

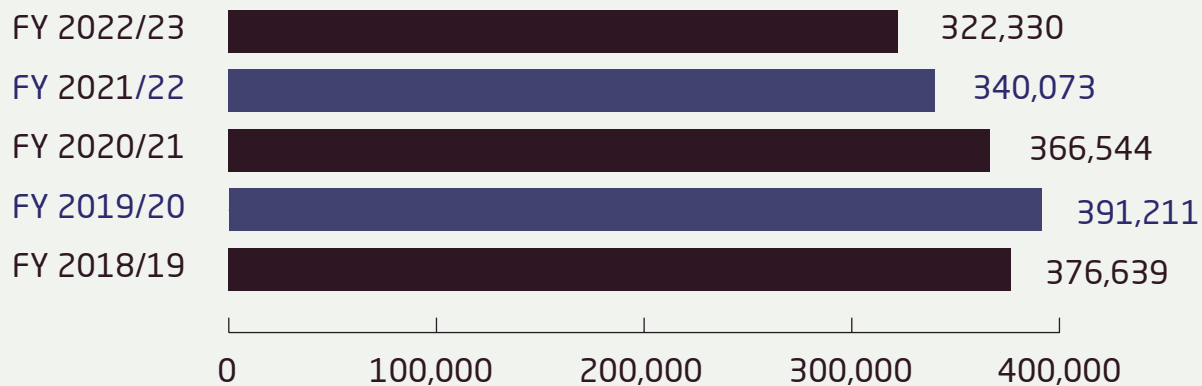
The Electrical Industries Charity is issuing a challenge to the 1.3 million individuals employed in our sector: commit to forgoing just one cup of coffee each month and redirect the funds towards signing up for powerLottery instead.

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.

#### Lottery Income



*Power Lottery*





## 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.



a world of energy





### 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.



### **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.



### **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.





## 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.



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### 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 Edmundson 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!

Life Is On



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 27<sup>th</sup> 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.



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### Thank you to EDA

2023 saw Twelve Electric celebrating their 87<sup>th</sup> 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/33IAu38>  
#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.

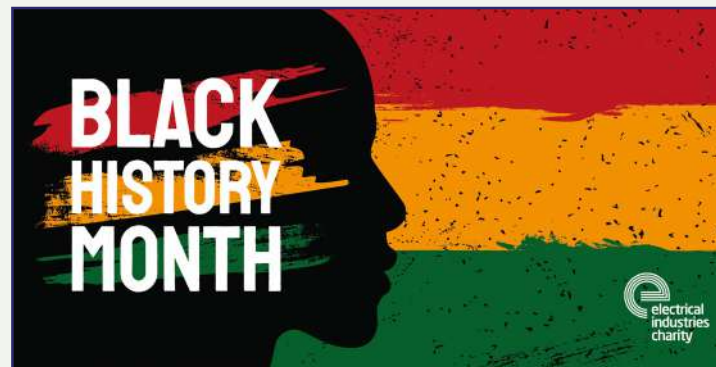
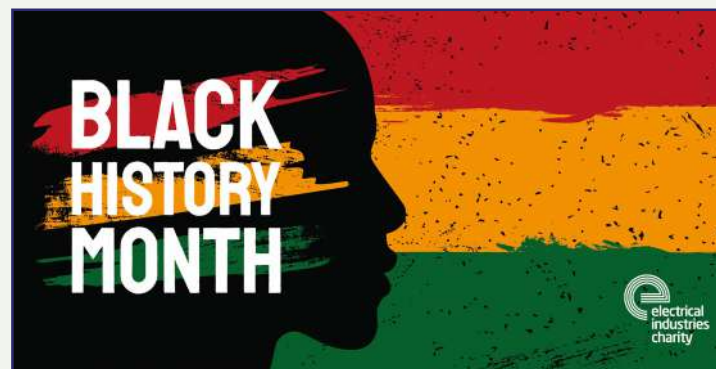
As we continue to celebrate #BlackHistoryMonth we look at the importance of celebrating all humans.

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

**February**

**OUR LUCKY WINNERS:**

<b>1<sup>st</sup> PRIZE - £1,000:</b> Eaton	<b>2<sup>nd</sup> PRIZE - £500:</b> Harman, Andrews, Peterson, Evans, Thurston, Dyer, Polden	<b>3<sup>rd</sup> PRIZE - £250:</b> Roberts, Chest, McKinn, James, Alcock, Garrett, Barry
<b>4<sup>th</sup> PRIZE - £100:</b> Clayson, Flynn, Clark, Jensen, Wright, Seagrave, Bartholomew, Hancock, Pond, Houston	<b>5<sup>th</sup> PRIZE - £50:</b> Dala, Freeman, Rogers, Bacon, Hancock, Curtis, Hodgkiss, Parsons, Clark, Ravish, Hibbin, Andrews, Bestock, Drummond, Pearson	

**Power Lottery**

**TAP the APP** Play to win and help others in our industry  
[powerlottery.charitylotteries.co.uk/play](https://powerlottery.charitylotteries.co.uk/play)

Available on Google Play and the App Store

electrical industries charity

**#whatwouldyoudo**

**TAP the APP** Play to win and help others in our industry  
[powerlottery.charitylotteries.co.uk/play](https://powerlottery.charitylotteries.co.uk/play)

Available on Google Play and the App Store

**Power Lottery**





Have you signed up yet? Our Jurassic Coast #ChallengeForACause Trek has a brand-new date of 12<sup>th</sup> - 14<sup>th</sup> 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/3F7lm8n>



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



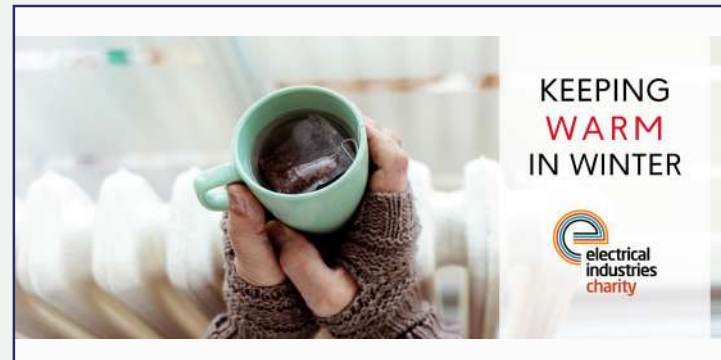
Are you worried about the #cost-of-living crisis? With inflation at an all-time high and little talk of a resolution any time soon, we're looking at trends that are affecting our industry and how you can look after your mental health. Read more: <https://bit.ly/3h6UGMT>

#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/3Ri5kOP> #ElectricalCharity #Apprentices #MentalHealth #SuicidePrevention #HealthCalendar



**Wellbeing Talks 2023** Book your place: 

**JANUARY**  
**11**



Date & Time: Wednesday, 11<sup>th</sup> January  
8.30am to 9.30am  
Topic: Build a winning team  
Presenter: Gina Buckney



**Health Calendar 2023**

**FEBRUARY**



Looking after our Apprentices





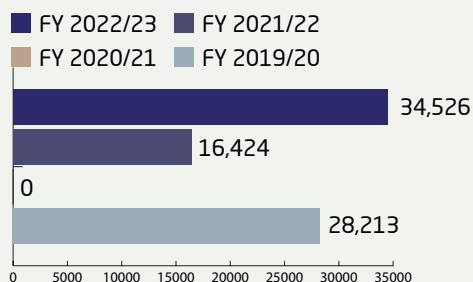
## 15. Regional Committee Fundraising Events

### 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

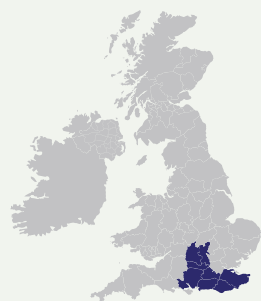


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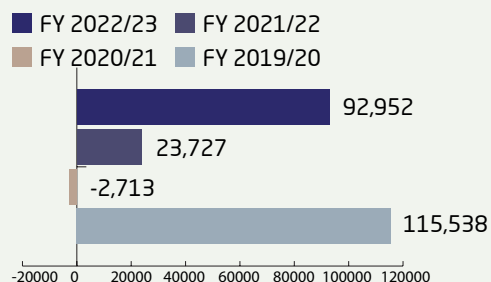


### Southern Regional Committee

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

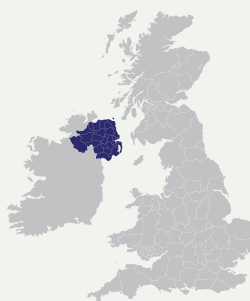


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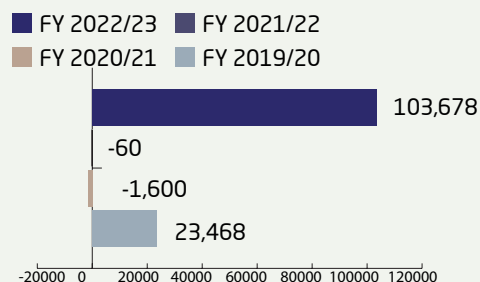


### Northern Ireland Regional Committee

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

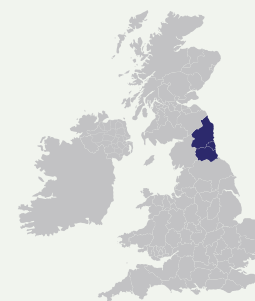


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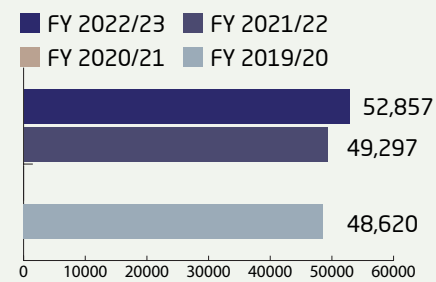


### Yorkshire Regional Committee

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



Income



### 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 Snowden - 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

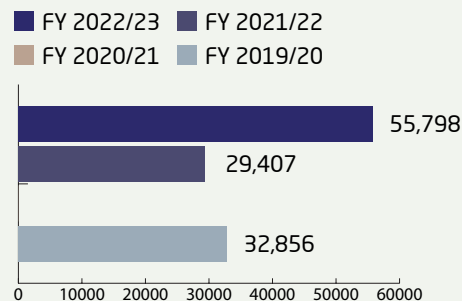
Isabel Smith (Chair) - Edmundson Electrical  
 Ken McQuaker (Secretary) - Rexel  
 Barry McNally - Schneider Electric  
 David MacDonald - MACD Electrical  
 Gregor Morrison - Aico  
 Sonja Mackinnon - Legrand

### South West Regional Committee

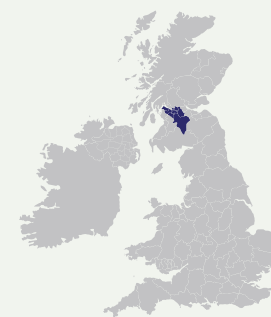
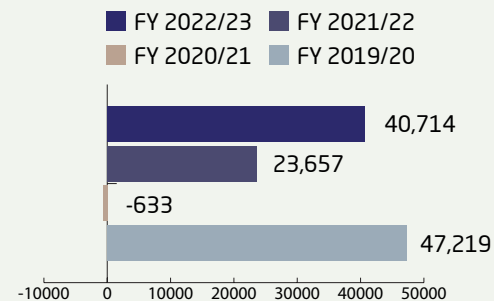
Steve Vaslet (Chair) - EDF Energy  
 Dave Chalk (Secretary)  
 Dave Miller (Treasurer)  
 Roy Christie (Vice Chair)  
 Steve Jerram - Schneider Electric  
 Tony Mills (Golf Chair)  
 Paul Meddings  
 Tony Vearncombe  
 Nicola Surman - Hager  
 Nick Francis - CEF  
 Rob Gillespie - EDF Energy  
 Chris Poole - Trinity Pro  
 Steve Bulley - Aico



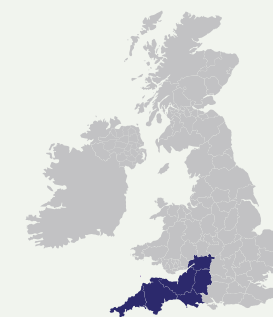
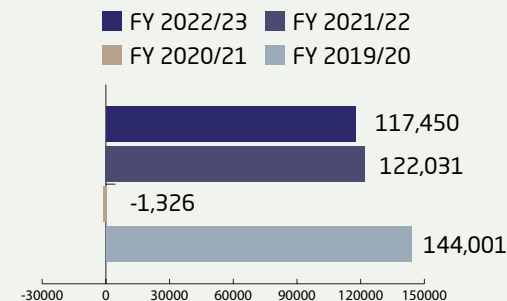
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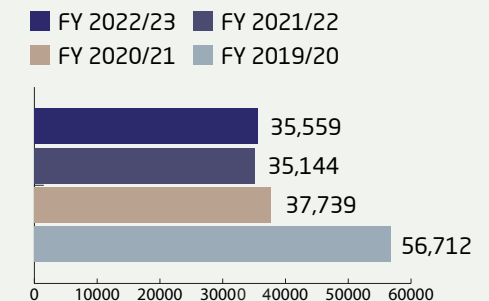
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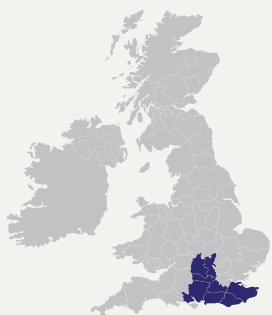
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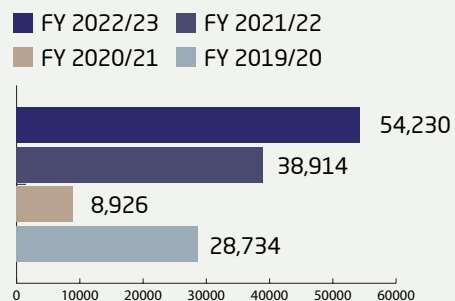


## Western Regional Committee

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

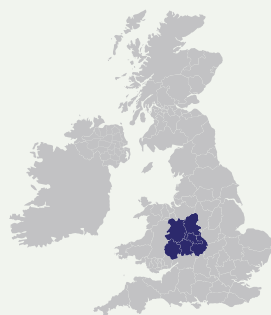


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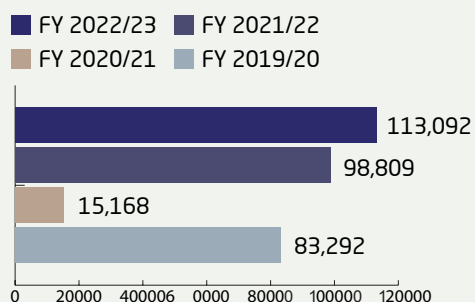


## Midlands Regional Committee

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

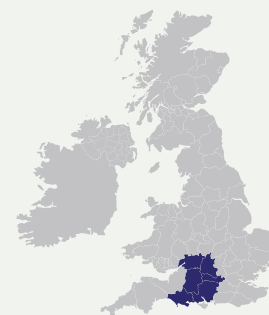


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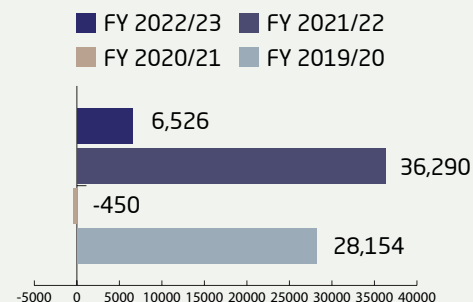


## London Regional Committee

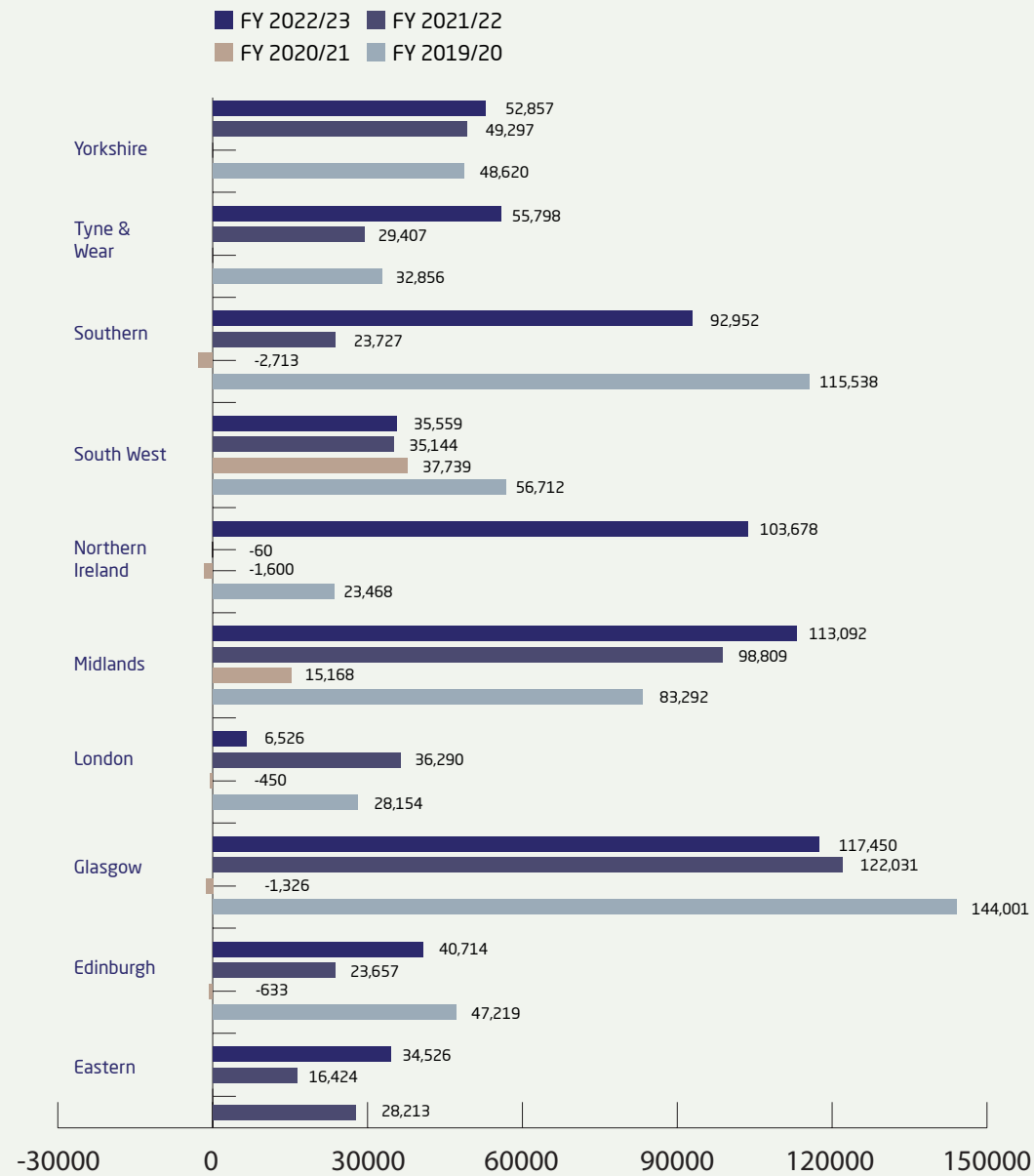
Lee Barry (Chair) - Rexel  
David Fielder - Edmundson Electrical  
Robin Tilling - City Electrical Factors  
Rachel McMurray - Zumtobel Group  
Mark Wood - Aico  
Matt Callander - KSR Lighting  
Tom Johnson - Rexel



Income



## 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.

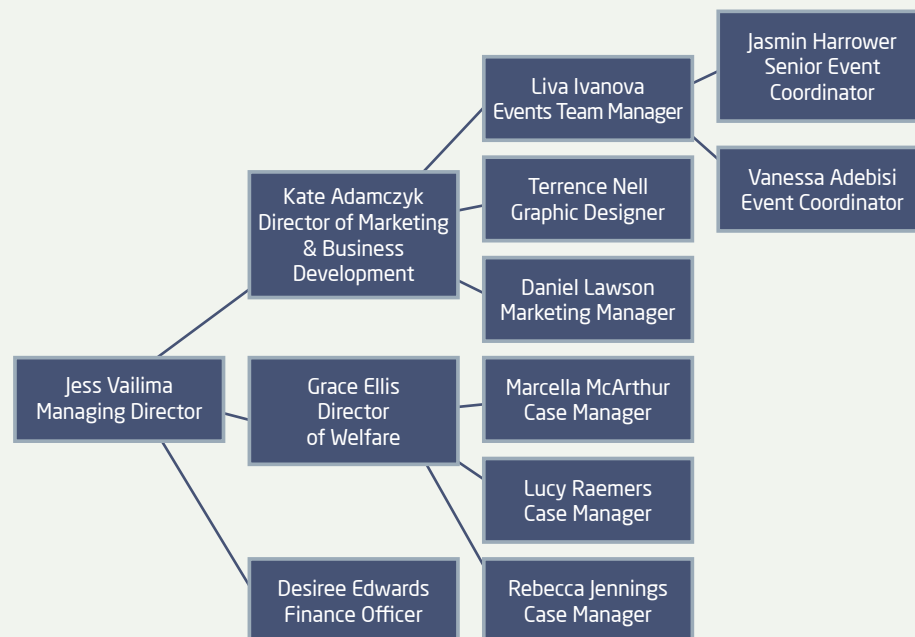
**Fundraising Committee** - The purpose of the Fundraising Committee is to derive strategies for maximising Charity presences within the industry, as well as develop, grow and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 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

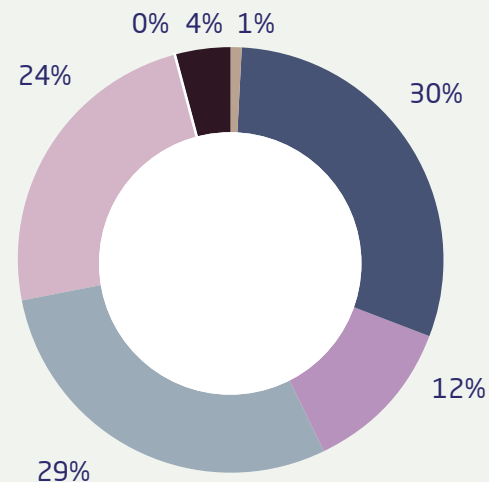
### 21.1 Financial Position

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.

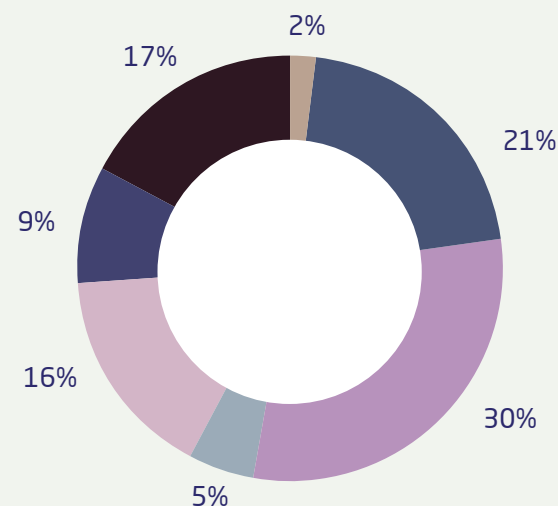
The cost increases were a direct result of increasing the amount of financial grants and more investment in services supporting those in the industry with mental health problems. The resources expended have been allocated to cost headings in accordance with the SORP.

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

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
<b>Total</b>	<b>£2,732,334</b>



#### How we spent the money

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
<b>Total</b>	<b>£2,752,753</b>



## 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 31<sup>st</sup>, 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.

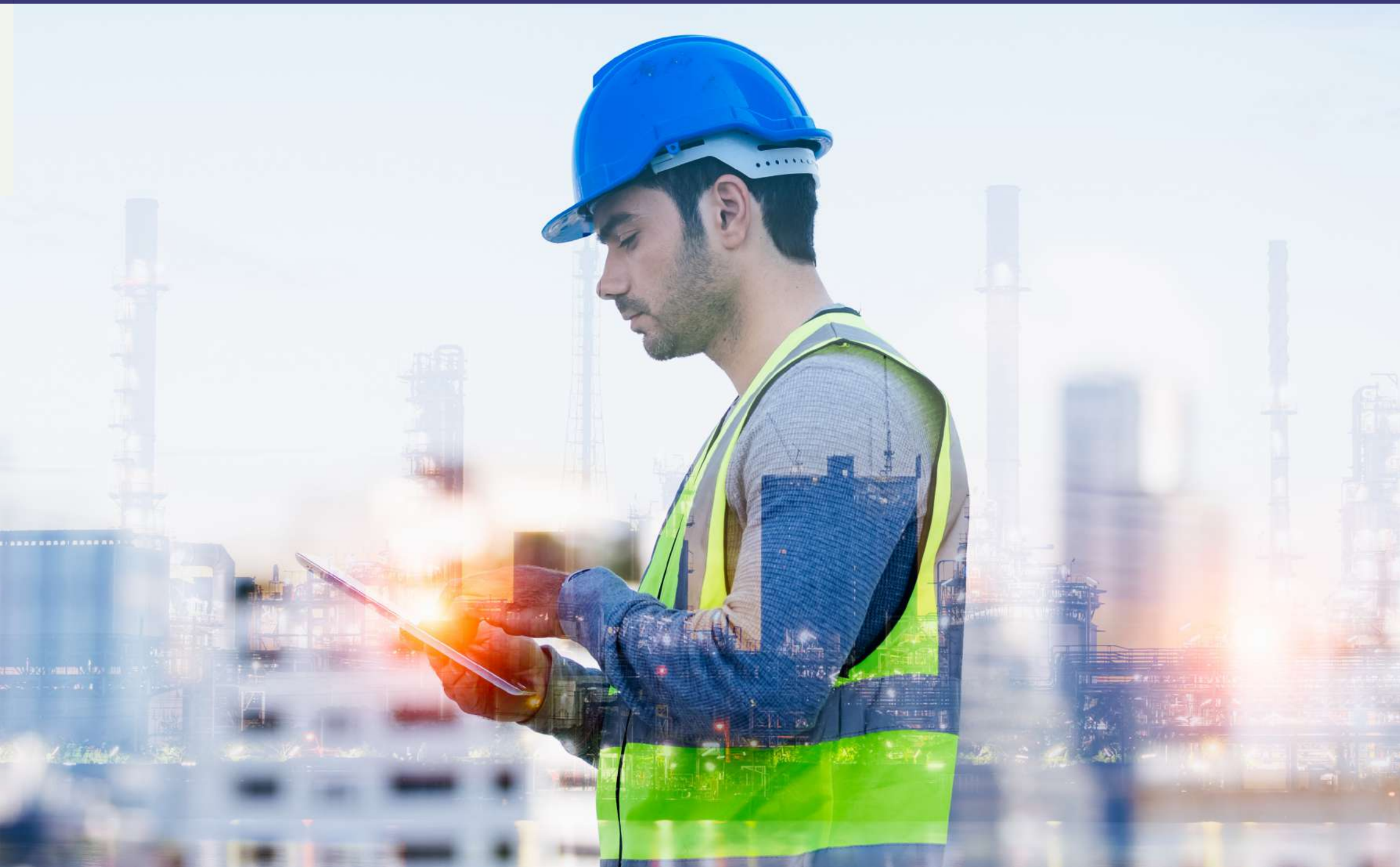
### 23.1.3 Designated funds:

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](http://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		2022	
		£'000 Group	£'000 Charity	£'000 Group	£'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 20<sup>th</sup> 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 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 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
	=====	=====	=====	=====

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

	2023 £'000	2022 £'000
Total remuneration of employees was:		
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	-	-
	<u>3,990</u>	<u>4,396</u>

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	<u>90</u>	<u>90</u>

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

	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Amounts falling due within one year				
Other debtors	219	43	339	30
Amount owed from group undertakings - Intercompany account	-	217	-	23
Prepayments and accrued income	161	55	262	172
	<u>380</u>	<u>315</u>	<u>601</u>	<u>225</u>

## 14. CREDITORS

	Group 2023 £'000	Charity 2023 £'000	Group 2022 £'000	Charity 2022 £'000
Amounts falling due within one year				
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
	<u>665</u>	<u>161</u>	<u>944</u>	<u>272</u>

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.















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