
BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2021**

Trustees D M Antrobus
 G P Beevers (resigned 1 September 2021)
 R Leslie
 B Warrender
 D Wilson, Chairman

**Company registered
number** 02728847

**Charity registered
number** 1012890

Registered office 1-2 Mallard Way
 Pride Park
 Derby
 Derbyshire
 DE24 8GX

Chief executive officer N Collishaw

Independent auditors Bates Weston Audit Limited
 Statutory Auditor
 Chartered Accountants
 Canal Street
 Derby
 DE1 2RJ

Bankers Bank of Scotland plc
 20-22 Shandwick Place
 Edinburgh
 EH2 4RN

Solicitors Nelsons Solicitors Limited
 Pennine House
 8 Stanford Street
 Nottingham
 Nottinghamshire
 NG1 7BQ

Investment advisors Investec Wealth & Management Limited
 The Colmore Building
 Colmore Circus
 Birmingham
 B4 6AT

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of British Plumbing Employers Council (Training) Limited (the "company") for the year ended 31 December 2021. The Trustees confirm that the annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) FRS 102, effective 1 January 2019.

The objectives of the Charity are to:

- Sponsor research into training needs in the Plumbing and Heating Industry.
- Support training and development of plumbing operatives.
- Encourage leadership, entrepreneurship, and innovation.
- Work in partnership with key stakeholders
- Galvanise the industry in raising standards.
- To support the activities of the Plumbing & Heating Skills Partnership (PHSP)

Strategies for achieving objectives

The trustees have agreed several key strategic priorities for 2022. The overall objective of the BPEC Charity is to improve the skills of those who work in the UK plumbing and heating industry as well as providing opportunities for personal growth and development and, from time to time, some limited qualifying activity outwith the UK. To achieve this objective the following work strands will be delivered throughout 2022:

1. To invest in product development, such as, innovative learning materials, courses and qualifications that can be offered via the two trading companies – BPEC Certification Ltd and BPEC Services Ltd.
2. Supporting skills development activity through the Plumbing and Heating Skills Partnership (PHSP).
3. Delivering the SkillPLUMB skills competitions and BPEC awards for excellence initiatives across the UK.
4. Providing BPEC Awards (to projects which use plumbing knowledge and skills to improve the lives of others in the UK) and Grants (to raise the plumbing skills levels of disadvantaged groups) and such other Awards, including projects outwith the UK, as the trustees consider appropriate and reasonable and to review these annually.
5. Maintaining the 'BPEC Brief' to inform centres of education and training policy developments.
6. In collaboration with other industry organisations exert pressure on regulatory bodies to ensure industry standards of training are adhered to.
7. Develop plans to create new careers information and guidance for new entrants into the plumbing and heating industry.

Grant making policies

The trustees' policy is to focus principally on providing financial grants through the charity's grants and awards and to award such other grants as the trustees consider appropriate. The trustees have allocated funds to support the activities of the PHSP which works closely with BSE Skills Ltd and other industry bodies that are involved in the development of apprenticeships, qualifications and occupational standards for the plumbing, mechanical services, and other related industries.

Volunteers

In respect to our Skills Competitions activity, we occasionally receive support from some volunteers (past competitors and college tutors) in helping facilitate or deliver one or more of the SkillPLUMB events. Over and above this, the charity does not engage volunteers.

Financial – including Investment Policy

Policy on reserves

The company has a policy of regularly reviewing (at least annually) the reserves it holds to ensure that sufficient working capital is available to cover its ongoing work in the succeeding 12 months and beyond and that sufficient funds are held. The trustees work to ensure that:

- The company generates sufficient income from its diversified investment portfolio to meet its charitable

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

- objectives to benefit the industry.
- Wherever possible the charity maintains its capital reserves and generates annual income from its investment portfolio and from time-to-time may receive gift aided profits from its wholly owned trading subsidiary – BPEC Certification Ltd.
 - A key aim of the policy is to spend at least 85% of the investment income (after costs) on charitable activities and to use such other funds from its reserves as are necessary and prudent, for activities which are over and above the agreed annual charitable activity budget.
 - 'Gift aided' surplus funds from its trading subsidiary are, subject to circumstances, generally utilised as follows:
 - 60% of gifted funds to be used for charitable projects and objectives.
 - 40% of gifted funds to be added to the investment portfolio to increase investment future annual investment income.
 - Investment income for the year to 31 December 2021 was £86,808.31
 - The trustees will, as necessary and appropriate, support the activities of its trading subsidiary which is the other principal source of new funds for the charity – gifted as able from time to time.
 - The trustees in setting the reserves policy fully consider any known risks facing the charity and the financial impact any such risks are likely to have on the financial wellbeing of the charity.
 - The charity does not actively fundraise but seeks to fund its charitable work principally from annual income from its investment portfolio, as agreed and directed by the trustees.
 - The value of the company's investment portfolio as at December 2021 was £3,823,925

In calculating its reserves, the company excludes:

- The company's office premises in Derby currently valued at £900k.
- Vehicles and equipment necessary to undertake our work (charitable activities) currently valued at £25,000.
- Sums owed by BPEC Certification Ltd, (its wholly owned subsidiary) are £259,342 (to BPEC Training) remains a source of additional income for the Charity. A further amount of £36,667 is owed by BPEC Certification to the Bank of Scotland.

Investment powers

The trustees have overall responsibility for the investment of the charity's funds and a key role in how to use the charity's assets to achieve its charitable objectives. The investment portfolio is currently managed on behalf of the charity by Investec Asset Management Ltd. However, the trustees retain overall control of investment decision making and require their investment manager to comply with the terms of the Charity's investment policy.

Monitoring of investment performance

The trustees require and will agree annually with their investment manager an appropriate benchmark(s) and target(s) against which investment performance will be judged over an agreed time-period. This will also include an effective and fair assessment of both the manager's overall performance as well as the portfolio's performance against the agreed benchmark(s) and target(s). In the matter of reviewing the performance of the investment manager the trustees reserve the right to seek independent professional advice and support in conducting such a review.

Amount available for investment

The principal funds available for investment are those held in the charity's investment portfolio which are held in a 'medium' risk 'diversified' portfolio which at December 2021 amounted to £3.82m and comprised:

Asset Class	As at Dec 2021
International equities	33%
UK equities	28%
Fixed interest investments	15%
Alternative investments	15%

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UK property	5%
Cash	4%
Total	100%

Additional investment funds may become available from time-to-time gift aided, depending on the profitability and financial requirements of the charity's trading subsidiary. In such event the trustees in normal circumstances will allocate 60% of additional gifted funds to charitable projects/objectives and 40% added to the investment portfolio to increase future annual income.

Future spending

As part of the annual budget process the trustees will determine:

- Future spending requirements of the charity.
- Longer term organisational goals.
- Past patterns of expenditure and future anticipated demand.
- Assess the economic and financial outlook and its likely impact on the charity.

Future income requirements, including cash are regularly communicated to the charity's investment manager to ensure that these requirements are factored into the investment manager's investment decisions and where possible have minimal impact on the asset value of the charity's portfolio.

Cash deposits

As indicated above the trustees identify the cash required to be held from time to time and advise the investment manager of the amount of cash required to be held. Such cash held by the charity will be deposited with reputable financial institutions authorised and approved by the Financial Services Authority (FSA) and held in appropriate deposit or fixed term accounts in accordance with the charity's governance requirements.

Ethical Investment

The charity has an ethical approach to investment whereby it does not wish to invest in companies or sectors which run contrary to its values and ethos or conflicts with the objectives of the charity or where the standard of governance of such entities/sectors falls below widely accepted industry standards provided there is no significant financial detriment to the charity's ongoing ability to meet its charitable objectives. In so doing the trustees have adopted a policy of "negative screening" whereby they wish to avoid investing in companies or sectors where activity, or the way in which companies or sectors operate, may be harmful to the charity's interests or reputation.

Investec Wealth & Management – (the Charity's Investment Managers)

Investec Wealth & Investment embed environmental, social and governance (ESG) considerations into their investment processes and has active engagement with the businesses which they include in their client portfolios. The investment manager is required to regularly advise the trustees on such screening and support the charity in achieving its ethical investment objective.

Investment Objective

The historical investment objective of the charity has been to maximise investment income while aiming for an element of capital growth. Given the current challenging trading conditions and the impact this has had on the charity and its trading subsidiary, the trustees have an investment objective for the five-year period 2022-2027 to primarily maximise income whilst continuing to review this investment objective annually.

BPEC's investment objective includes, and these must be agreed with our investment manager:

- Achieving an investment return more than the portfolio's mix return over a five-year time period.
- Realising investment performance that allows annual spending or fund withdrawals to equal or grow relative to the prior year's spending.
- Satisfactory performance against the agreed benchmark(s)/target(s).

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Suitable investments

The trustees with their investment manager as a matter of course will always consider:

- How suitable any investment is for the charity and influenced by the trustees' attitude to risk and the risk level of the portfolio as well as its aim of ethical investment.
- The need to have a mix of assets in the charity's portfolio.
- The importance of having a well-diversified portfolio to reduce and spread risk.
- The trustees will seek professional advice where appropriate and necessary.

Risk

The trustees are aware that risk is part of the investment process however they aim to manage and reduce risk to as low a level as is possible, and to a level which is appropriate for the charity. The trustees consider all manner of risks e.g., capital, liquidity, market, volatility, valuation, counterparty, environmental, social and governance etc. in making their investment decisions guided by their investment manager and as necessary by appropriate additional independent professional advice.

Reporting Requirements

The investment manager must report on performance of the portfolio bi-annually (twice per annum) providing evidence of performance against the agreed benchmark(s) target(s) and at other times at the request of the trustees depending on performance, economic or financial circumstances.

Sub-Group – Investment Performance

The trustees have established an Investment Sub-Group for the purpose of receiving and reviewing regular and ongoing feedback from their investment manager. The Sub-Group reports to the Board of trustees at each board meeting.

Strategic report

Key financial performance indicators

The charity does not currently use KPIs as a management tool, however the trustees closely monitor the financial performance of the charity and its wholly owned subsidiary via progress against agreed budgets. The Trustees have reviewed and updated its investment policy, strengthening the procedures to monitor the performance of its investment portfolio.

Fundraising activities / income generation

The Charity does not actively fundraise; it seeks to continue the charitable work agreed by the trustees through the careful management of its existing resources. This includes the returns on its investment portfolio, rents, service charges to the associated companies and sundry income from various initiatives, including the skills competition and the awards for excellence initiatives. From time to time, as and when available, surplus funds from its wholly owned subsidiary are gifted to the Charity.

Structure, Governance and Management

Introduction

On behalf of the trustees of the British Plumbing Employers Council (Training) Limited (BPEC) and its wholly owned subsidiary trading company BPEC Certification Limited (hereafter referred to as 'the group'); present their annual report and accounts.

Governing Document

BPEC is a charitable company limited by guarantee, incorporated on 3 July 1992. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. The charity and the group are constituted under a Memorandum of Association dated 3 July 1992, which was amended in May 2009 and is a registered charity (number 1012890).

Method of appointment of Trustees

The trustees of the charity are also directors for the purposes of company law. As set out in the Articles of

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Association, the Chairman is appointed by the trustees. Duncan Wilson was appointed as a new independent Chairman in December 2019 and is listed as a Director with Companies House.

Although the charity has the ability to appoint up to six trustees, three of which are nominated by the Association of Plumbing and Heating Contractors Ltd (APHC) and three are nominated by the Scottish and Northern Ireland Plumbing Employers Federation (SNIPEF) the trustee Board has agreed to reduce the number of trustees to two each nominated from APHC and SNIPEF. All new nominees to become a trustee are interviewed by the Chairman and CEO prior to their appointment to ensure they bring the mix of skills and attributes necessary for good governance and strategic planning.

To ensure impartiality between the charity and its non-charity subsidiary, the Board has agreed to recruit and appoint, one or more, non-trustee director to the board of its subsidiary to ensure that due regard to the commercial interests of the non-charity subsidiary are fully advanced and considered in any decisions. The trustees will always act in the best interests of the charity and that the commercial interests of its subsidiary are not compromised.

Method of appointment or election of Trustees

All trustees are familiar with the work of the charity. An induction programme is used to assist new directors/trustees in meeting their responsibilities as well as BPEC's requirements. Part of the induction programme provides the opportunity for a new director/ trustee to discuss the work of the charity with the Chairman and CEO. The induction pack for all trustees is regularly updated.

Following induction, all new trustees will undertake a formal training session that is provided by the Charities Commission. Charity Commission newsletters are circulated as appropriate to trustees to keep them up to date with relevant changes that may impact on the BPEC charity / group.

Organisational structure and decision making

The Chairman along with the other trustees direct and oversee the work of the charity. The Board meets three times per year to review progress of the strategic priorities, finances, new developments and any changes to legislation or good practice. The CEO is responsible for implementing the activities contained in the strategic plan and as appropriate will delegate authority to other staff for managing the day-to-day operations of the charity and the non-charity subsidiary.

Related Parties

The group maintains a close relationship with the APHC and SNIPEF. Both organisations nominate individuals to act as trustees, all of which have significant experience in the UK Plumbing and Heating Industry. The employer link ensures there is strong leadership by the industry in directing the work of the charity and its subsidiary to help increase and develop the skills of those who operate in the Plumbing and Heating industry and that essential and appropriate training and qualifications are available.

Providing support for people seeking to enter the industry is a key part of the work of the Charity as well as implementing a range of activities to help increase the knowledge and skills of those already employed in the Plumbing and Heating industry. Developing and increasing competence is also beneficial to the public through having access to a highly skilled and competent workforce.

The Charity and its subsidiary has a related party, BPEC Services Limited, which is wholly owned by SNIPEF, and which has common directors appointed by SNIPEF. BPEC Services Ltd shares the objectives of the BPEC Group and seeks to complement and support the work of the Group.

Risk Management

An assessment of the potential risks faced by the charity is undertaken on an annual basis and a formal 'risk register' was developed and implemented during 2021. The trustees/directors review the register at Board meetings as part of their regular monitoring of the performance of the charity and its subsidiary.

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Public Benefit

The trustees are fully aware of the Charity Commission's general guidance on public benefit and are committed to ensuring that the company's charitable objectives and future activities fully deliver services to ensure that they are of benefit to the public. The trustees remain focused on channelling the efforts and resources of the charity to ensure the charity fulfils its principal objectives and its public benefit obligations.

Achievements and performance

During the period January to December 2021 the charity has been involved in the following activities:

Plumbing and Heating Skills Partnership (PHSP)

This partnership is continuing to be led by the charity's Chairman and brings together industry stakeholders providing strategic UK-wide oversight on the development of standards, apprenticeships and qualifications for the plumbing and heating industry and wider building engineering sector. The PHSP has undertaken the following activity:

- Two UK Strategic group meetings took place in May and October.
- The PHSP's website has been maintained and updated (<https://phsp.org.uk/>).
- Funding has been allocated to support the 3-year review of the English Plumbing and Domestic Heating apprenticeship standard. This support will continue in 2022.
- Research on apprenticeship numbers was undertaken in May.
- Technical support, advice, and guidance was provided to SNIPEF in relation to their plumbing apprenticeship framework and experienced worker projects in Scotland.

Plumbing skills competitions

Although the live competitions were postponed in 2021 BPEC has been involved in developing new competition related materials to help future proof and enhance the SkillPLUMB competition. They are as follows:

- New Technical Handbook - (includes competition overview, entry criteria, competencies required, how marks are awarded, top tips from judges and links to other resources).
- Standards Mapping Exercise – (mapped the test project to the apprenticeship standards and industry best practice – highlighting any gaps).
- Lesson plans – (specific lesson plans to show tutors how to embed and deliver skills competitions into the curriculum).

BPEC also continues to support the recruitment, selection, and training of candidates to compete in the plumbing competition at the WorldSkills International events. Because of the ongoing impact of Covid-19 globally, WorldSkills 2021 (due to take place in Shanghai, China) has been postponed until 2022. Ronnie Ferris (the UK plumbing training manager at WSUK) has been continuing to train the two former SkillPLUMB candidates, Sam Henderson and Conor Cruden (both from Scotland and SNIPEF apprentices) and provides regular updates of their progress to BPEC. Two trustees (Raymond Leslie and Brian Warrender) recently visited and supported the latest training event that was held in Scotland.

The trustees remain fully committed to supporting the regional, national and international Plumbing skills competitions as a means of showcasing the best in apprenticeship training.

Awards and Grants

BPEC has made provision to continue its contingency fund that supports learners that have been let down by their training provider, e.g., their provider ceases to trade, leaving them without provider support. This fund continues to enable advice, guidance, and support to be provided to learners and to access other appropriate training providers to enable them to continue and complete their studies.

BPEC provided a life award grant to the 'Datum Foundation' to support a project to install a clean water supply to a maternity clinic in Chikwana, Malawi. £1,500 of financial support was provided in March to this worthwhile project. More information on this project can be found at <https://bpec.org.uk/bpec-contributes-to-water-project->

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

for-malawi-maternity-clinic/. This news article has also been promoted by the World Plumbing Council in their latest e-newsletter.

Plumbing and heating trainees and tutors have shown the most incredible resilience and commitment throughout the coronavirus crisis. In no other year has it been more important to celebrate and reward outstanding achievements. The BPEC Charity partnered with the APHC and SNIPEF to bring the first ever BPEC 'Awards for Excellence'. The nomination period ended on 31st October. There was an excellent response to all award categories and an independent panel has judged all the nominations and drawn up a shortlist. These shortlisted candidates were invited to the Virtual Awards Ceremony on 8th December, which had over 50 attendees, where the following winners and those commended were announced:

- Best Use of Technology in the Delivery of Plumbing Training – winners were Jon Conlon who works for South Gloucestershire and Stroud College and David Warren who works for West Suffolk College.
- Best Plumbing Trainer in the Workplace – the winner was Matthew Mellor who works for SMART Gas Training & Assessment.
- Making a Difference in the Community – the winner was Kevin Kidd who works for James Frew Ltd.
- Best Plumbing Apprentice/Trainee – winners were John Murray who works for Martyn Ritchie Plumbing and is trained at North East Scotland College and Iain Winnard who works for Blair Plumbing & Heating Solutions, is a SNIPEF apprentice and attends Glasgow Clyde College.

Training

The charity continues to offer a range of resources for apprentices and their employers as well as delivery materials in support of tutors in colleges and private training centres. These resources include:

- Aptitude test to assist in the selection of new apprentices.
- Downloadable plumbing textbook.
- Safety awareness materials.
- Essential plumbing skills manual.
- Gas ACS reassessment poster.
- Legionella risk assessment.
- Water Regulations video.
- Resources for schools.

The charity is continuing to develop new e-learning materials and several new products are available via the Amazon store. The Charity has also supported research activity and the development of new Heat Pump qualifications and support materials.

Apprenticeship Ambassador Network

Mark Antrobus (BPEC trustee) continues to be an active member of the Yorkshire and Humberside Apprenticeship Ambassador Network. He provides regular progress updates to meetings of the Board of Trustees.

The BPEC Brief

The 13th and 14th issue of the BPEC brief was developed and published in June and September. This e-newsletter continues to provide the latest news and policy updates affecting the training sector. Copies can be accessed via <https://bpec.org.uk/the-bpec-charity/the-bpec-brief/>.

BPEC Certification Limited

Offering gas ACS assessments remains a key business activity. This is operated by the Certification Body (CB) under the quality standard ISO/IEC 17024:2012 (Conformity Assessment – General requirements for bodies operating certification of persons). This remains a highly competitive marketplace and our key objective is to maintain and develop further our extensive range of UK-wide approved centres.

BPEC Certification has continued to do the right things for the industry and for the benefit of the general public

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TRUSTEES' REPORT (CONTINUED)
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during the pandemic. The trustees agreed to provide exceptional funding to support at that the following areas of activity:

- Qualification/exam regulators are continuing to issue further extraordinary conditions (third version of revisions since the pandemic started), which creates ongoing modifications and changes to assessment practices. This generates significant additional day-to-day activities across all business areas of the trading subsidiary.
- Due to BPECs position of not excepting tutor grading of the plumbing qualifications (a position that reflects industry's needs and marks BPEC as the exception to all other AOs) staff are having to undertake more time to sample and moderate candidate's portfolios.
- Many other providers suspended services such as certification for long periods this year, likely as a strategy to benefit from the government furlough system. BPEC has provided an uninterrupted service to its centres throughout 2021, to ensure none of its learners are disadvantaged. It has however brought all staff back to work full-time at the beginning of the year to ensure that all service levels are maintained.
- Significant investment in digital technologies, such as Zoom, Microsoft Teams and Microsoft Office 365 has been undertaken to support the implementation of remote working across the BPEC Group.

The trustees agreed at the AGM in July that due to these factors and exceptional circumstances that the charity should support and fund this additional and extraordinary activity. They went onto to highlight that the charity should support such work as it highlights public benefit is clearly of benefit to the plumbing and heating industry. The charity continues to support the development of the End-Point Assessment Organisation (EPAO). During 2021 BPEC gained approval to offer End-point Assessments for the Fire Emergency and Security Systems apprenticeship standard. This means BPEC now can offer EPAs across four apprenticeship standards (Smart Metering, Gas Engineering and Plumbing being the other three).

Plans for the future

The coronavirus pandemic continues to have an impact on the BPEC Group and some strategic priorities from 2021 have been modified and carried over to 2022. The trustees approved the following priorities for next year:

- BPEC needs a period to become a stable and sustainable organisation.
- We need to be fully resourced and create a stable and happy team of staff.
- Maintain and where possible extend our network of profitable/desirable customers.
- Extend the provision offered by the End-point Assessment Organisation.
- In collaboration with others champion industry recognised standards of training.
- Provide accurate and clear information for individuals seeking a career in our industry.

A longer-term strategic review process will be undertaken and completed when the pandemic has been contained during 2022.

Approved by order of the members of the board of Trustees and signed on their behalf by:

D Wilson
Chairman
Date: 10 August 2022

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STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity 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 Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRITISH PLUMBING EMPLOYERS COUNCIL
(TRAINING) LIMITED**

Opinion

We have audited the financial statements of British Plumbing Employers Council (Training) Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise the Consolidated statement of financial activities, the Consolidated balance sheet, the Charity balance sheet, the Consolidated statement of cash flows and the related notes, 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 of the parent charitable company's affairs as at 31 December 2021 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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's or the 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 other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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. 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 course of 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.

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRITISH PLUMBING EMPLOYERS COUNCIL
(TRAINING) LIMITED (CONTINUED)**

Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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 the 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.

Auditors' 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 an Auditors' report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the company and industry in which it operates, we considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011. Audit procedures performed by the engagement team included:

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BRITISH PLUMBING EMPLOYERS COUNCIL
(TRAINING) LIMITED (CONTINUED)**

- Enquiry of management around actual and potential litigation and claims;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Wayne Thomas ACA (Senior Statutory Auditor)

for and on behalf of

Bates Weston Audit Limited

Statutory Auditor

Chartered Accountants

Canal Street

Derby

DE1 2RJ

25 August 2022

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:				
Donations and legacies	2	-	-	61,369
Other trading activities	3	1,356,599	1,356,599	820,278
Income from local listed investments		85,007	85,007	72,905
Other income	4	51,954	51,954	54,193
Total income		1,493,560	1,493,560	1,008,745
Expenditure on:				
Raising funds	5,6	890,709	890,709	862,679
Charitable activities		376,818	376,818	445,400
Total expenditure		1,267,527	1,267,527	1,308,079
Net gains on investments		254,070	254,070	98,253
Net income/(expenditure) before taxation		480,103	480,103	(201,081)
Taxation		57,200	57,200	-
Net movement in funds		537,303	537,303	(201,081)
Reconciliation of funds:				
Total funds brought forward		4,766,170	4,766,170	4,967,251
Net movement in funds		537,303	537,303	(201,081)
Total funds carried forward		5,303,473	5,303,473	4,766,170

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 18 to 36 form part of these financial statements.

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 02728847

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
Fixed assets			
Intangible assets	12	20,393	28,655
Tangible assets	13	867,868	900,910
Investments	14	3,823,925	3,592,154
		<u>4,712,186</u>	<u>4,521,719</u>
Current assets			
Debtors	15	371,242	212,902
Cash at bank and in hand		410,230	216,694
		<u>781,472</u>	<u>429,596</u>
Creditors: amounts falling due within one year	16	(164,415)	(139,543)
Net current assets		<u>617,057</u>	<u>290,053</u>
Total assets less current liabilities		<u>5,329,243</u>	<u>4,811,772</u>
Creditors: amounts falling due after more than one year	17	(25,770)	(45,602)
Total net assets		<u><u>5,303,473</u></u>	<u><u>4,766,170</u></u>
Charity funds			
Unrestricted funds	18	5,303,473	4,766,170
Total funds		<u><u>5,303,473</u></u>	<u><u>4,766,170</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

D Wilson
Chairman

Date: 10 August 2022

The notes on pages 18 to 36 form part of these financial statements.

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 02728847

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
Fixed assets			
Intangible assets	12	20,393	28,655
Tangible assets	13	867,869	900,909
Investments	14	3,824,025	3,592,254
		<u>4,712,287</u>	<u>4,521,818</u>
Current assets			
Debtors	15	353,501	369,278
Cash at bank and in hand		31,106	64,158
		<u>384,607</u>	<u>433,436</u>
Creditors: amounts falling due within one year	16	(49,951)	(58,482)
Net current assets		<u>334,656</u>	<u>374,954</u>
Total assets less current liabilities		<u>5,046,943</u>	<u>4,896,772</u>
Total net assets		<u><u>5,046,943</u></u>	<u><u>4,896,772</u></u>
Charity funds			
Unrestricted funds	18	5,046,943	4,896,772
Total funds		<u><u>5,046,943</u></u>	<u><u>4,896,772</u></u>

The Charity's net movement in funds for the year was £150,171 (2020 - £(98,675)).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

D Wilson
Chairman

Date: 10 August 2022

The notes on pages 18 to 36 form part of these financial statements.

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	90,588	(269,027)
Cash flows from investing activities		
Dividends, interests and rents from investments	86,344	72,905
Purchase of intangible assets	-	(19,350)
Purchase of tangible fixed assets	(5,695)	(2,500)
Proceeds from sale of investments	22,299	274,372
Purchase of investments	-	(6,348)
Net cash provided by investing activities	102,948	319,079
Change in cash and cash equivalents in the year	193,536	50,052
Cash and cash equivalents at the beginning of the year	216,694	166,642
Cash and cash equivalents at the end of the year	410,230	216,694

The notes on pages 18 to 36 form part of these financial statements

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

British Plumbing Employers Council (Training) Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

1.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. Accounting policies (continued)

1.3 Expenditure (continued)

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

1.4 Government grants

Government grants are credited to the Consolidated statement of financial activities as the related expenditure is incurred.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.7 Intangible assets and amortisation

Intangible assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Computer Software	- 20 % straight line
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BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. Accounting policies (continued)

1.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	-	3% straight line
Office equipment	-	33% straight line
Computer equipment	-	50% straight line

1.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

1.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. Accounting policies (continued)

1.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

1.13 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.14 Operating leases

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

1.15 Pensions

The company makes contributions to a defined contribution pension scheme on behalf of staff. Contributions are charged in the statement of financial activities as they fall due.

1.16 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group 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.

Investment income, gains and losses are allocated to the appropriate fund.

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

2. Income from donations and legacies

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Government grants - CJRS	-	-	61,369
	<u> </u>	<u> </u>	
<i>Total 2020</i>	<u>61,369</u>	<u>61,369</u>	

3. Income from other trading activities

Income from non charitable trading activities

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Sales	1,356,599	1,356,599	820,278
	<u> </u>	<u> </u>	
<i>Total 2020</i>	<u>820,278</u>	<u>820,278</u>	

4. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Rental income	12,000	12,000	18,014
Service charges	27,000	27,000	28,002
Other income	12,954	12,954	3,677
Skills competition	-	-	4,500
	<u>51,954</u>	<u>51,954</u>	<u>54,193</u>
<i>Total 2020</i>	<u>54,193</u>	<u>54,193</u>	

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

5. Expenditure on raising funds

Other trading expenses

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Cost of sales	213,883	213,883	165,941
Administration expenses	93,214	93,214	86,440
Interest payable	585	585	-
Staff costs	560,728	560,728	588,798
Depreciation	-	-	357
	<u>868,410</u>	<u>868,410</u>	<u>841,536</u>
<i>Total 2020</i>	<u>841,536</u>	<u>841,536</u>	

6. Investment management costs

	Unrestricted funds 2021 £	Total funds 2021 £	<i>Total funds 2020 £</i>
Investment management fees	22,299	22,299	21,143
	<u>21,143</u>	<u>21,143</u>	
<i>Total 2020</i>	<u>21,143</u>	<u>21,143</u>	

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Grant funding of activities 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Support and funding of plumbing, heating and gas industries	-	5,170	371,648	376,818	445,400
<i>Total 2020</i>	2,216	7,883	435,301	445,400	

Analysis of support costs

	Total funds 2021 £	Total funds 2020 £
Staff costs	92,029	135,818
Depreciation	46,997	46,526
Other personnel costs	2,837	3,374
IT and office costs	107,503	110,106
Governance costs	6,943	8,455
Utilities	32,010	20,781
Travel costs	12,854	15,990
Other admin costs	33,682	21,282
Insurance	11,637	11,141
Professional fees	9,296	5,060
Irrecoverable VAT	15,860	7,308
AO Extraordinary Activity	-	49,460
	371,648	435,301

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

8. Analysis of grants

	2021 £	<i>2020</i> £
The group has made the following grants in the year:		
Plumbing and heating skills partnership	2,160	7,883
SkillPLUMB	1,510	-
Life Award	1,500	-
	5,170	7,883

9. Auditors' remuneration

	2021 £	<i>2020</i> £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	5,075	6,850

10. Staff costs

	Group 2021 £	<i>Group 2020</i> £	Charity 2021 £	<i>Charity 2020</i> £
Wages and salaries	541,980	584,870	44,625	75,417
Social security costs	50,197	59,427	21,379	27,047
Contribution to defined contribution pension schemes	60,580	80,319	26,025	33,354
	652,757	724,616	92,029	135,818

The average number of persons employed by the Charity during the year was as follows:

	Group 2021 No.	<i>Group 2020</i> No.
Certification	10	9
Awarding organisation	4	6
Training	8	10
	22	25

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

10. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Charity was £170,318 (2020 - £179,264).

Key management personnel is made up of the following members of staff:

Chief Executive Officer
Head of Finance & Business Services
Head of Operations and Development

11. Trustees' remuneration and expenses

During the year, one Trustee has received benefits from the Charity. As permitted by the Articles of Association adopted by special resolution on 21 May 2009, the Board have approved the contracted services of D Wilson as independent director and Chairman. The value of payments was as follows:

		2021	<i>2020</i>
		£	£
D Wilson	Fees	10,000	<i>9,111</i>

During the year ended 31 December 2021, no Trustee expenses have been incurred (2020 - £NIL).

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

12. Intangible assets

Group and Charity

	Computer Software £
Cost	
At 1 January 2021	41,309
At 31 December 2021	<u>41,309</u>
Amortisation	
At 1 January 2021	12,654
Charge for the year	8,262
At 31 December 2021	<u>20,916</u>
Net book value	
At 31 December 2021	<u>20,393</u>
At 31 December 2020	<u>28,655</u>

13. Tangible fixed assets

Group

	Freehold property £	Office equipment £	Computer equipment £	Total £
Cost				
At 1 January 2021	1,273,020	99,728	35,012	1,407,760
Additions	-	4,710	985	5,695
At 31 December 2021	<u>1,273,020</u>	<u>104,438</u>	<u>35,997</u>	<u>1,413,455</u>

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

13. Tangible fixed assets (continued)

Group (continued)

	Freehold property £	Office equipment £	Computer equipment £	Total £
Depreciation				
At 1 January 2021	374,878	97,122	34,850	506,850
Charge for the year	34,832	3,220	685	38,737
At 31 December 2021	<u>409,710</u>	<u>100,342</u>	<u>35,535</u>	<u>545,587</u>
Net book value				
At 31 December 2021	<u>863,310</u>	<u>4,096</u>	<u>462</u>	<u>867,868</u>
<i>At 31 December 2020</i>	<u>898,142</u>	<u>2,606</u>	<u>162</u>	<u>900,910</u>
Charity				
	Freehold property £	Office equipment £	Computer equipment £	Total £
Cost				
At 1 January 2021	1,273,020	84,276	27,862	1,385,158
Additions	-	4,710	985	5,695
At 31 December 2021	<u>1,273,020</u>	<u>88,986</u>	<u>28,847</u>	<u>1,390,853</u>
Depreciation				
At 1 January 2021	374,878	81,670	27,701	484,249
Charge for the year	34,832	3,220	683	38,735
At 31 December 2021	<u>409,710</u>	<u>84,890</u>	<u>28,384</u>	<u>522,984</u>
Net book value				
At 31 December 2021	<u>863,310</u>	<u>4,096</u>	<u>463</u>	<u>867,869</u>
<i>At 31 December 2020</i>	<u>898,142</u>	<u>2,606</u>	<u>161</u>	<u>900,909</u>

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

14. Fixed asset investments

Charity	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 January 2021	100	3,592,154	3,592,254
Disposals	-	(22,299)	(22,299)
Revaluations	-	254,070	254,070
At 31 December 2021	<u>100</u>	<u>3,823,925</u>	<u>3,824,025</u>

Listed investments are recognised at their market value as reported by the investment advisors at the balance sheet date. Investments in the subsidiary company are held at cost.

15. Debtors

	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
Due after more than one year				
Amounts owed by group undertakings	-	-	-	250,000
Other debtors	57,200	-	-	-
	<u>57,200</u>	<u>-</u>	<u>-</u>	<u>250,000</u>
Due within one year				
Trade debtors	210,960	138,322	300	-
Amounts owed by group undertakings	-	-	292,421	61,987
Other debtors	65,386	43,459	34,916	33,073
Prepayments and accrued income	37,696	31,121	25,864	24,218
	<u>371,242</u>	<u>212,902</u>	<u>353,501</u>	<u>369,278</u>

BRITISH PLUMBING EMPLOYERS COUNCIL (TRAINING) LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
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16. Creditors: Amounts falling due within one year

	Group 2021 £	<i>Group 2020 £</i>	Charity 2021 £	<i>Charity 2020 £</i>
Bank loans	9,230	4,398	-	-
Trade creditors	84,483	56,194	22,121	27,564
Other taxation and social security	20,055	15,117	11,516	6,872
Other creditors	-	23,947	-	143
Accruals and deferred income	50,647	39,887	16,314	23,903
	164,415	<i>139,543</i>	49,951	<i>58,482</i>
	Group 2021 £	<i>Group 2020 £</i>	Charity 2021 £	<i>Charity 2020 £</i>
Deferred income				
Deferred income at 1 January 2021	9,500	9,212	9,500	9,212
Resources deferred during the year	24,748	9,500	(4,500)	9,500
Amounts released from previous periods	(4,500)	(9,212)	-	(9,212)
	29,748	<i>9,500</i>	5,000	<i>9,500</i>

Deferred income relates to trading income and sponsorship income received in advance.

17. Creditors: Amounts falling due after more than one year

	Group 2021 £	<i>Group 2020 £</i>
Bank loans	25,770	<i>45,602</i>

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2021 £
Unrestricted funds					
Designated funds					
Freehold Property Fund	898,142	-	(34,832)	-	863,310
General funds					
General Funds - all funds	3,868,028	1,493,560	(1,175,495)	254,070	4,440,163
Total Unrestricted funds	4,766,170	1,493,560	(1,210,327)	254,070	5,303,473

Statement of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2020 £
Unrestricted funds					
Designated funds					
Freehold Property Fund	932,974	-	(34,832)	-	898,142
General funds					
General Funds	4,034,277	1,008,745	(1,273,247)	98,253	3,868,028
Total Unrestricted funds	4,967,251	1,008,745	(1,308,079)	98,253	4,766,170

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Summary of funds

Summary of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2021 £
Designated funds	898,142	-	(34,832)	-	863,310
General funds	3,868,028	1,493,560	(1,175,495)	254,070	4,440,163
	<u>4,766,170</u>	<u>1,493,560</u>	<u>(1,210,327)</u>	<u>254,070</u>	<u>5,303,473</u>

Summary of funds - prior year

	Balance at 1 January 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 December 2020 £
Designated funds	932,974	-	(34,832)	-	898,142
General funds	4,034,277	1,008,745	(1,273,247)	98,253	3,868,028
	<u>4,967,251</u>	<u>1,008,745</u>	<u>(1,308,079)</u>	<u>98,253</u>	<u>4,766,170</u>

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	867,868	867,868
Intangible fixed assets	20,393	20,393
Fixed asset investments	3,823,925	3,823,925
Debtors due after more than one year	57,200	57,200
Current assets	724,272	724,272
Creditors due within one year	(164,415)	(164,415)
Creditors due in more than one year	(25,770)	(25,770)
Total	<u>5,303,473</u>	<u>5,303,473</u>

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20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	900,910	900,910
Intangible fixed assets	28,655	28,655
Fixed asset investments	3,592,154	3,592,154
Current assets	429,596	429,596
Creditors due within one year	(139,543)	(139,543)
Creditors due in more than one year	(45,602)	(45,602)
Total	4,766,170	4,766,170

21. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2021 £	<i>Group 2020 £</i>
Net income/expenditure for the year (as per Statement of Financial Activities)	537,303	(201,081)
Adjustments for:		
Depreciation charges	38,737	38,619
Amortisation charges	8,262	8,262
(Gains) / losses on investments	(254,070)	(98,253)
Dividends, interests and rents from investments	(86,344)	(72,905)
Movement in debtors	(85,582)	83,363
Movement in creditors	(10,518)	(27,032)
Movement in deferred tax	(57,200)	-
Net cash provided by/(used in) operating activities	90,588	(269,027)

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22. Analysis of cash and cash equivalents

	Group 2021 £	<i>Group 2020 £</i>
Cash in hand	410,230	216,694
Total cash and cash equivalents	410,230	216,694

23. Analysis of changes in net debt

	At 1 January 2021 £	Cash flows £	At 31 December 2021 £
Cash at bank and in hand	216,694	193,536	410,230
Debt due within 1 year	(4,398)	(4,832)	(9,230)
Debt due after 1 year	(45,602)	19,832	(25,770)
	166,694	208,536	375,230

24. Pension commitments

From 1 July 2019 all employees were transferred in to a defined contributions scheme administered by Royal London. Contributions are currently between 3.75% and 8.3% for an employee and 7.25% and 16.6% for the employer.

Up to 30 June 2019 contributions were paid into a defined benefits scheme with the assets of the pension scheme held separately from those of the charitable Company in an independently administered fund operated by Plumbing Pensions (UK) Limited. This is a multi-employer defined benefit scheme, of which the charitable company is unable to identify its share of assets and liabilities in the scheme on a consistent and reasonable basis.

The charitable company may be required to make further contributions should a deficit arise. The pension scheme reported a deficit position as per the last actuarial valuation as at 5 April 2020. As the scheme's assets were enough to cover 99% of the scheme's liabilities, the trustee agreed a recovery plan to make good the shortfall by a change to the investment out-performance rather than require employers to pay Deficit Reduction Contributions. Accordingly, there is no liability for British Plumbing Employers Council (Training) Limited in respect of the pension deficit.

In accordance with FRS 102 the pension cost represents contributions payable by the Group to the respective funds and amounted to £60,580 (2020 - £80,319). At the balance sheet date, £Nil (2020 - £5,694) was owing to the fund.

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25. Operating lease commitments

At 31 December 2021 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2021 £	<i>Group 2020 £</i>	Charity 2021 £	<i>Charity 2020 £</i>
Amounts payable:				
Not later than 1 year	15,103	<i>51,647</i>	10,543	<i>36,361</i>
Later than 1 year and not later than 5 years	12,618	<i>27,722</i>	11,858	<i>22,402</i>
	27,721	<i>79,369</i>	22,401	<i>58,763</i>

26. Related party transactions

The charitable company is limited by guarantee. The guarantors are the Scottish and Northern Ireland Plumbing Employers' Federation (SNIPEF Management Limited) and the Association of Plumbing and Heating Contractors Limited (APHCL).

BPEC Services Limited is operated in conjunction with the group and is controlled by Scottish and Northern Ireland Plumbing Employer' Federation (SNIPEF Management Limited).

During the year the Group provided goods and services to the following related parties:

BPEC Services Limited £181,653 (2020 - £112,342)

During the year goods and services were provided by related parties to the Group:

BPEC Services Limited £14,928 (2020 - £16,175)
SNIPEF Management Limited £NIL (2020 - £7,400)

Included in the Group's balance sheet are the following amounts in debtors from related parties:

BPEC Services Limited £26,462 (2020 - £10,862)

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27. Controlling party

The group is controlled by its members, the Scottish and Northern Ireland Plumbing Employers' Federation (SNIPEF) and the Association of Plumbing and Heating Contractors Limited (APHCL). The Directors are of the opinion that there is no ultimate controlling party.

28. Principal subsidiaries

The following was a subsidiary undertaking of the Charity:

Name	Company number	Class of shares	Holding	Included in consolidation
BPEC Certification Limited	03323774	Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit for the year £	Net assets £
BPEC Certification Limited	1,376,426	(989,293)	387,133	256,632