LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

England & Wales · Charity number 1149488

Details

Other names	LCIC OR LIGHTHOUSECIC
Status	Registered
Legal form	Charitable company
Company number	08244118
Registered	2012-10-25
Register	View on the Charity Commission register

Contact

Address	Suffolk Enterprise Centre Felaw Maltings 44 Felaw Street Ipswich IP2 8SJ
Phone	03456091956
Email	Info@lighthouseclub.org
Website	www.lighthouseclub.org

Activities

Objects: TO RELIEVE HARDSHIP AND STRESS AMONGST THE CONSTRUCTION COMMUNITY BY:A)THE PROVISION OF FINANCIAL ASSISTANCE, WELFARE AND WELLBEING ADVICE AND EMOTIONAL AND LEGAL SUPPORT.B)PROMOTING INITIATIVES AIMED AT AVOIDING ACCIDENTS AND IMPROVING SAFETY ON CONSTRUCTION SITES.C)SUPPORTING EDUCATIONAL INITIATIVES AIMED AT IMPROVING EMPLOYMENT CONDITIONS AND CAREER OPPORTUNITIES WITHIN THE CONSTRUCTION INDUSTRY.D)SUPPORTING AND DELIVERING LOCAL AND NATIONAL EVENTS THAT EMBRACE NETWORKING,FUNDRAISING AND FELLOWSHIP WITHIN THE CONSTRUCTION INDUSTRY.E)SUPPORTING OTHER PURPOSES WHICH ARE CHARITABLE UNDER THE LAW OF ENGLAND AND WALES AND WHICH THE TRUSTEE DIRECTORS,AT THEIR DISCRETION,CONSIDER APPROPRIATE FROM TIME TO TIME.

Activities: Provide emergency financial assistance, welfare and wellbeing advice and emotional and legal support to the construction industry workforce and their families in times of hardship and stress. Promote

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initiatives aimed at avoiding accident and improving safety and health on construction sites.Deliver local and national events that embrace networking, fundraising and fun within the industry.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£4,498,967	£4,582,512	£2,864,782	40
2023-12-31	£3,356,285	£3,588,205	£2,977,733	31
2022-12-31	£3,687,958	£3,016,517	£3,127,834	23
2021-12-31	£2,282,944	£1,903,571	£2,673,590	14
2020-12-31	£2,164,221	£1,101,963	£2,224,136	8

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Trustees

Name	Role	Appointed
MR EWARD GEORGE NAYLOR	Chair	2015-10-01
Ian Carey		2023-10-03
Joanna MULCAHY		2024-07-18
Joanna Vezey		2019-03-28
Justin Mendelle		2024-04-11
LYNDSEY GALLAGHER		2016-04-08
RUTH DEVINE		2020-12-18
Robert Brown		2023-04-27
Ryan OLoughlin		2021-04-29

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LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

England & Wales - Charity number 1149488

Accounts

Charity registration number 1149488 (England and Wales)

Company registration number 08244118

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

lighthouse
The Construction Charity

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Mulcahy	(Appointed 18 July 2024)
	J Mendelle	(Appointed 11 April 2024)
	I C Carey	
	R N Brown	
	J Conway	
	R O'Loughlin	
	R H Devine	
	J Vezey	
	L C Gallagher	
	E G Naylor	
Charity number (England and Wales)	1149488	
Company number	08244118	
Registered office	Suffolk Enterprise Centre Felaw Street 44 Felaw Street Ipswich IP2 8SJ	
Auditor	Sedulo Audit Limited 5th Floor Walker House Exchange Flags Liverpool Merseyside United Kingdom L2 3YL	
Bankers	Lloyds Bank 79 High Street Chesham Buckinghamshire HP5 1DE	

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

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LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

Our History

Back in 1956 a small group of individuals decided to do something about the growing problem of construction families being thrown into poverty as a result of an illness, injury or death of the main breadwinner. Following an evening out and underneath the flashing light of St Mary's Lighthouse, they created the Lighthouse Club.

The objective of the Club was to fundraise within a collegiate friendly environment and pass those funds onto individuals and families within the construction industry who were in financial crisis as a consequence of ill health, injury, disability or bereavement. The Lighthouse Club Benevolent Fund was established in 1962 as a registered charity to act as a conduit between the fundraising activities and the beneficiaries supported.

The Lighthouse symbol soon became a beacon of hope for those within the industry suffering considerable hardship and a new charity was born.

Under the "Lighthouse Club" banner the charity has grown from strength to strength and now operates through 21 independent Regional Clubs in the UK and Ireland, along with a thriving overseas community in Asia Pacific, Middle East, Europe and the Americas. All of our Regional Lighthouse Clubs are run by volunteers who give up their time freely to organise local networking events to raise much needed funds to deliver our charitable work.

During 2012 it was agreed that the Lighthouse Club and the Lighthouse Club Benevolent Fund should be merged into a new charity called the Lighthouse Construction Industry Charity. In doing so the charity would gain more flexibility in the pursuit of its charitable objects and gain a more streamlined governance and reporting structure. This charity was incorporated on 8 October 2012 and commenced operations on 1 January 2013.

On 31 October 2013 the charity merged the assets of the National Lighthouse Club. This organisation was an unincorporated association and up until merger performed the governance and administration functions for the Lighthouse Club membership and the Regional Lighthouse Clubs.

On 31 December 2013 the charity, with the permission of the Charity Commission, also merged the assets of the Lighthouse Club Benevolent Fund Charity (charity number 205670).

Our Mission

The charity exists to deliver the following services to the Construction Community of the UK and Ireland:

To relieve hardship and stress amongst the construction community by:

- Providing financial assistance, welfare and wellbeing advice and emotional and legal support;
- Promoting initiatives aimed at avoiding accidents and improving safety on construction sites;
- Supporting educational initiatives aimed at improving employment conditions and career opportunities within the construction industry;
- Supporting and delivering local and national events that embrace networking, fundraising and fellowship within the construction industry; and
- Supporting other purposes which are charitable under the law of England and Wales and which the trustees, at their discretion, consider appropriate from time to time.

How we raise our funds
The charity has five primary income sources:

1. Events
We fundraise through the delivery of events which are also used to recruit new members. These range from sporting dinners, corporate golf days and glamorous dinner dances to "once in a lifetime" physical challenges. As a result the charity has to constantly organise events, pay for marketing, pay for venues, facilities, entertainment, hospitality and other resources required to deliver quality events. Our objective is always to maximize the funds generated by all our events but inevitably significant costs can be incurred. The vast majority of our events are run by our Regional Lighthouse Clubs whose dedication and commitment are at the heart of the charity. The cost of running the Regional Lighthouse Club events are not shown in the annual accounts as they run autonomously from the charity. In accordance with accounting standards, the costs of events are shown in expenditure separate from the income for all central charity events. As a result, the operational cost base of the charity appears inflated when compared to charities that rely on donations and legacy income.

2. Membership Subscriptions
At our events we encourage participants to become Members of the Lighthouse Club. We enjoy the support of over 3,000 individual supporters who donate an annual subscription to the charity. Our supporters do not accrue any benefits nor do they have any voting rights on the operation of the charity.

3. Corporate Engagement
The third key area of income comes from engagement with the corporate community. In September 2018 the charity launched a campaign to engage companies in the construction sector to become company supporters. This requires a company to commit to an annual donation to provide annuity income for the charity. As of 31 December 2024, 898 companies had pledged annual support amounting to £1,521,329. (2023: 623 companies pledged £1,031,882). We also have a programme to encourage companies to support the charity through their own annual fundraising initiative called "Lighthouse Day".

4. Trusts, Foundations and Legacies
The charity does not benefit from public sector funding. Funds raised to date have been through regional and central events and have relied upon the support of private individuals and the business community.

5. Donated Goods and Services
The charity receives donations of goods and services from both corporate and individual supporters. These items are often repackaged for auction at our charitable events.

General Fundraising
The charity is registered with the Fundraising Regulator. Although the charity accepts donations from national and local organisations and private individuals, the charity does not run fundraising campaigns or use third parties to raise funds on our behalf. We do not approach individuals in person, by email, telephone, social media or post to seek donations. We have not received any complaints regarding fundraising.

Public benefit
The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Charitable projects
The charity has three key charitable projects, these are:

1. Welfare and Benevolence
The charity provides a 24/7 Construction Industry Helpline (0345 605 1956) and supporting website www.constructionindustryhelpline.com that provides the gateway to deliver:

Emergency Financial Aid to the construction industry community in times of crisis following an illness, accident, injury or bereavement that forces a family into a state of poverty.

Advice on a range of matters including:
- Mental health and wellbeing issues as an employee or employer;
- Support and advice for sufferers of stress and addiction related illness;
- Advice on matters ranging from divorce to employment (through our partners Law Express);
- Advice on specific tax related issues concerning employment within the construction industry (through our partners RIFT);
- Help to manage and reschedule debt;
- Help to understand the benefits system and entitlement, especially if caring for others; and
- Support on career changes, especially after accident or injury preventing return to work.

2. Education and Training Initiatives
Finance for re-training within our sector can be accessed via the Construction Industry Helpline and is available to anybody suffering financial hardship or who has suffered an injury or illness that prevents them from returning to work in their original capacity.

Within our Education and Training activity we also review, commission and fund projects aimed at improving the mental wellbeing of our industry workforce and projects aimed at socially disadvantaged young people and young offenders looking to gain qualifications to enter construction or complete apprenticeships.

3. Health and Safety Improvement Projects
In special circumstances we will review applications from companies and individuals and finance, innovative and implementable ideas, to improve health and safety in the work environment.

Grant making policy

Grants are managed and controlled through the Charitable Projects Committee. This Committee is appointed by the trustees and comprises of two trustees and the Chief Executive or the Head of Charity Services. The chairperson is appointed by the trustees.

The Committee convenes as and when needed and at short notice. Conference calls are often used as meeting forums to discuss cases for approval.

The Committee is responsible for approving all charitable projects and charitable giving provided that:

- the project or grant fits the charity's criteria; and
- the chairperson is satisfied that the charity has sufficient funds to accommodate the project.

In the quarterly trustee report the Committee chairperson reports on the projects approved that quarter and attaches details of the projects or grants. Projects which do not fit the charity's criteria, are thought to be sensitive or unusual or where the project has generated a query, are referred to the quarterly trustee board meeting.

The trustees have delegated authority for:

- the approval for all grants <£5,000 to the Head of Charity Services;
- the approval of all projects and grants between £5,000 - £10,000 to the Charitable Giving Committee; and
- all individual grants over£10,000 require the approval of the Trustee Board.

The Head of Charity Services manages the weekly operational process, producing a monthly report for the Charitable Giving Committee. The Committee carries out a quarterly audit on a selection of cases.

Achievements and performance

Significant activities and achievements against objectives

The year 2024 presented significant challenges for the construction industry, marked by rising costs of living, materials, and ongoing labour shortages, impacting the construction community profoundly, with more families seeking support. The Lighthouse Charity stands out for its unique ability to offer comprehensive emotional, physical, and financial support to construction families, ensuring a holistic approach to addressing industry needs promptly and effectively.

Notably, the charity's latest Impact Report revealed a remarkable increase in social value, with £12.16 delivered for every £1 of charitable spend, attributed to the diligent efforts of caseworkers collaborating with other organisations to maximize fund utilisation.

Through strategic partnerships and outreach efforts, awareness of the charity's services continues to grow, enabling more individuals to access support when needed. Spearheading the industry-wide Make lt Visible campaign, the charity strives to make workforce welfare and wellbeing support accessible to all, with the Make lt Visible portal serving as a hub for expert information, advice and resources.

A key success of the campaign is the Make lt Visible On-Site initiative, which has engaged with thousands of site operatives, identifying and supporting vulnerable workers, ultimately preventing suicides.

Additionally, the Critical Response Service provides vital support to individuals affected by on-site incidents, creating a safe space for sharing concerns and offering access to specialist trauma counsellors.

In line with its commitment to equipping workers with essential skills, the charity launched self-paced e-learning modules through its Wellbeing Academy, providing free resources to navigate today's challenges. This initiative caters to various learning styles, offering flexibility through self-paced e-learning, online tutor-led masterclasses, seminars, and on-site training.

The charity extends its heartfelt gratitude to our volunteer Regional Lighthouse Clubs and our supporters for enabling the delivery of life-saving services.

Our fundraising focus in 2024 concentrated on increasing the companies pledging an annual donation. We made significant gains in this area through our partnership Team of Regional Partnership Managers. The return on this resource investment has been significant. Their role is to work with our Regional Lighthouse Clubs and help them with their fundraising, engage local construction companies, inform them of our services and enroll them as company supporters. As a result, our Company Supporters have grown by 275 to 898 and delivered an annual income of £2,760,872 in 2024. This annuity income has given the charity a significant reliable income base and our intention is to grow this further in 2024.

Through our charitable work, we have helped support:

Groundworker – Breaking free from addiction
Todd, a 36-year-old groundworker, struggled with severe depression, anxiety, and drug addiction, affecting his work and daily life. Encouraged by his manager, he reached out for support. We provided counselling, helping him manage his mental health and seek further help through Narcotics Anonymous.

With counselling and NA meetings, Todd overcame addiction and significantly improved his wellbeing. His progress led to an invitation to become an NA leader, inspiring him to pursue a career as a therapist.
Reflecting on his journey, Todd said, "Counselling was enlightening. It helped me cope differently, and I feel back on my path again."

Carpenter – supporting family after a life-changing trauma
After Daniel, a self-employed carpenter, suffered a severe stroke, his wife Mira was left working long hours while caring for their son and struggling financially. Unable to find help elsewhere, she contacted the Lighthouse Charity.

We provided immediate support, directing her to hospital services, signposting the Stroke Association, and guiding her through Universal Credit applications. A grant cleared their energy bill arrears, and food deliveries eased financial strain. We also arranged counselling for their son.
With our help, the family regained stability. Daniel is making slow but positive progress, and Mira expressed deep gratitude, calling our support a true lifeline.

Joiner – Overcoming loss and making a difference
Ben, a self-employed joiner from Derbyshire, contacted the Lighthouse Charity while struggling with the loss of a close friend to suicide. Having faced anxiety and depression himself, the tragedy deeply impacted him, making him reflect on his own past struggles.

We provided specialist bereavement support, helping Ben process his grief, manage his emotions, and develop coping strategies. With our help, he refocused on his wellbeing and his young family.
Grateful for the support, Ben now raises awareness through "Ben's Wacky Races," using a Error in formula ->#MakeItVisible<- wheelbarrow to symbolise the unseen mental health burdens many in construction carry.

Administrator – Overcoming domestic abuse and trauma
Lisa, a health and safety professional in construction, sought help from the Lighthouse Charity after leaving an emotionally abusive relationship. On maternity leave and struggling financially, she relied on food banks while dealing with legal and emotional stress over custody.

We provided food support, helped her set up a repayment plan for energy bills, and referred her to counselling. She also accessed a free legal consultation.
With our support, Lisa reduced her debt by £500, gained financial stability, and developed coping strategies through counselling. She now feels more in control and prepared for the future.

Partnership on Industry wide project
In 2024, Lighthouse, in collaboration with CABWI delivered a pilot project in prisons to provide mental health and wellbeing training to prisons leavers to enable them to be able to gain a CSCS qualification to support access into sustainable employment in the construction industry on their release from prison.

Apprenticeship and NEET Support
In the past year, the Lighthouse Construction Charity has diligently worked with apprentices and NEETs (Not in Education, Employment, or Training), partnering with colleges in Hartlepool and Newcastle to deliver essential mental health awareness training. We've significantly increased engagement on our e-learning portal, the Wellbeing Academy, by over 175%, offering new training modules like "Taking Control: Drugs and Alcohol" and "Taking Control: Gambling." Additionally, we've expanded our reach to education providers and the Department for Work and Pensions, delivering courses for CSCS cards to those not currently in education or training.

Welfare and benevolence
The cornerstone to the Charity's reactive support services is the 24/7 Helpline. This Helpline is resourced by in-house, highly trained frontline advisers and backed by expert case workers. Contacts made to this service are categorised based on the complexity of underlying issue. The most serious cases are passed from the advisers to the caseworkers, who work holistically with the client to deliver the best possible and sustainable outcomes. Before expending the charity resources the caseworkers review and leverage support from other local charities to the client and ensure the client has optimised the benefits of the welfare system. The leveraged support for the year was £2,227,130 (2023: £1,675,309).

During the year the Helpline supported 5,695 construction families in need of emotional, physical, or financial support. This was a 28% increase on activity from the previous year (2023: 4,435 families). As a result, extra human resource was invested to meet this increasing demand.

Education and training
This charity has invested in the launch of the Wellbeing Academy. During the year the Wellbeing Academy developed new e-learning packages to cover many wellbeing topics. These self-paced remote learning courses are proving very popular and complement the tutor-led courses. The courses are free to all Company Supporters, and they are encouraged to offer them to all their workforce as part of their CPD development. Mental health First Aid and Suicide First Aid courses are also being encouraged within the industry. During 2024 the charity delivered 474 courses, 2,862 E- learning modules were completed. This was a 17% increase on 2023 course and 282% on e-learning modules.

Health and safety Innovation
Within health and safety innovation we have 3 major projects:

a) Building Mental Health and the Make It Visible Wellbeing Portal funded by CITB
b) The Make It Visible On-Site initiative.
c) The Critical Incident Service

Make It Visible On-Site is a proactive outreach programme aimed at opening the conversation about wellbeing to the trades and other site workers and then relaying information on the charitable support services available. The service is delivered by trades people with lived mental health experience who are trained mental health first aiders. They travel to site in brightly coloured vans and deliver onsite "toolbox" talks. This proactive service has been enthusiastically received by the industry and the 4 vans and team of 9 Lighthouse Make It Visible Ambassadors are always in demand. During the year the team visited building sites 572 (2023: 402) and engaged 28,070 site workers (2023: 25,447); through this onsite intervention they initiated 88 active rescues (2023: 147). These were workers with suicidal ideation that we immediately engaged in counselling. Without doubt this initiative is saving lives in our industry.

As a result of this increased activity with increased human resource and operational support, the cost of running the project has grown 74% to £645,530 (2023: £372,311).

The charity's critical incident service started out as a pilot project in late 2022. Many hours of labour are lost due to individuals suffering from mild to severe PTSD after witnessing a major accident on-site. The critical incident service is a fast response unit of professional trauma counsellors. They visit the site of a major incident usually within 48 hours of the incident taking place. They work with the workforce and discuss strategies to relieve the possibility of vicarious trauma. They return to the site within 6 weeks to ensure all related personnel are coping and where necessary activate ongoing counselling. Unfortunately, the construction industry has 30-40 fatal incidents and over 2,000 major accidents a year, not all can involve our critical incident team but during the year the team attended 66 incidents (2023: 50 incidents) resulting in a cost of £125,957 (2023: £113,424).

Financial review

The charity has delivered another strong financial performance in 2024, demonstrating its financial and operational robustness over a period of increased need for its services and in the face of further economic uncertainty for the sector.

Income

The charity experienced a positive year in revenue, we received £4,498,967 which is a 35% increase on 2023, this is the total of all our activities.

Donations and legacies

Donations and legacies received during the year were £3,607,915 (2023 £2,562,347). This represents an increase of 41% over 2024. Our charity's aim is to increase Company Supporters driving predictable annuity income and reducing the reliance on events. As part of the initiative to increase Company Supporters we grew our Partnership Team and the number of our Partnership Managers.

As we increased focus on supporting our 21 Regional Lighthouse Clubs in the UK and Ireland they have responded with a 10% (£56,691) increase in fundraising. These Regional Lighthouse Clubs are volunteer-led and are the backbone of the charity. The charity is extremely grateful for their significant contributions and for the time and dedication of our regional volunteer committees.

The charity received legacy income from the Charles Newman Memorial Fund in 2024 of £20,000 (2023 £20,000).

Income from other trading activities

Other trading income totalled £796,661 (2023 £498,326). This significant increase of 60% is due to an increase in fundraising events held in 2024 compared to 2023.

Expenditure

This expenditure increased 27% to £4,582,512 (2023 £3,588,205)

Raising funds

The cost of raising funds has significantly increased during the year due to the growth in the Partnership team as part of the initiative to grow Company Supporters. An additional £680,881 has been incurred in respect of these new staff members.

Charitable activities

Total expenditure on the delivery of charitable services grew 8% to £3,332,198 (2023 £3,018,332)

2024 has been another year of unprecedented growth in terms of the delivery of charitable services. The charity continues on its mission to

a) Work on projects to reduce suicides in the construction industry
b) Improve the welfare and wellbeing of the workforce
c) Make welfare and welfare services available and visible to the workforce in the UK and Ireland

Reserves policy

Historically, the charity's objective has been to spend no less than 50% of our net income on Welfare & Benevolence activities and over the medium-term, to donate its entire surplus, subject to maintaining a prudent level of reserves to cover the impact of any significant loss of income as well as its contractual and statutory liabilities.

The trustees consider that:

- Unrestricted funds should represent the funds available to the charity for investment in new charitable projects or to create additional income.
- Designated funds should be maintained at a level calculated to enable the charity to continue its activity for at least six months in the event of loss of income.
- Demand for the charity's services is on a steep upward trajectory and the current level of reserves is appropriate.

The level of reserves is monitored by the audit and governance committee and is reviewed on an annual basis. At the year end, the charity held funds amounting to £2,864,782 (2023 £2,850,894), of which £2,304,782 (2023 £2,350,894) were unrestricted, £500,000 (2023 £500,000) were designated from the unrestricted fund and £60,000 (2023 £nil) were restricted.

Investment policy

The charity periodically reviews its investment policy to ensure it remains appropriate in the context of the type and level of activity it is undertaking and the wider financial and investment markets. The trustees objectives for investing funds continues to be:

1. Act as a reserve to protect core activities in the event of unforeseen income shortfalls.
2. Support longer term projects.
3. Generate a return to support core services that are not specifically funded.

During the year, the trustees made no further investment with investment manager Brewin Dolphin. The total cash investment stands at £696,463. The overall investment valuation resulted in a 2024 gain of £97,433 (2023 £81,819). Investments are held in Brewin Dolphin's Risk category 6, representing moderate investment risk.

During the year, the charity opened a new investment account with Insignis Asset Management in May 2024. The fund comprises of interest bearing, multi deposit accounts. The total value of the investment account at the year end was £2,266,596.

Major risks

The trustees examine and review quarterly the major strategic, business and operational risks which the charity faces and confirm that systems have been established so that the risks may be effectively monitored and their impact mitigated as far as possible. The principal risks identified by the trustees and the control procedures used to mitigate those risks are:

Risk	Response
Insufficient reserves to meet the charity's needs	Ensure a broad range of funding sources resulting in no excessive dependency on a single donor or income stream.
Insufficient reserves to meet the charity's needs	Ensure management information is timely and accurate. Also regularly review the forward commitments against the level of reserves.
Vulnerable person issues	Develop a policy and implement for volunteers with access to vulnerable people. Ensure contracted programme partners have up to date vulnerable person policies and processes.
Fraud / misappropriation causing loss of income, limits are reputation or relationship damage activities	Ensure financial controls and authorisation limits are implemented. Track central and regional activities, income and use of the charity name. Investigate where any problems are identified.

Plans for future periods

We continued to see significant growth in the demand for our services in 2024, which in turn has seen continued growth in the charity, driven by increased marketing efforts and enhanced communication channels; these were facilitated by our dedicated company supporters and the proactive efforts of the Make It Visible On-site team.

As we look to the future, we will see our reactive services continue to grow as more organisations recognise our dedication to the construction industry and the portfolio of services we can bring to support the wellbeing and welfare of the workforce.

The charity's vision remains as "No construction worker or their family should be alone in a crisis" and our mission remains resolute to:

a) Work on projects to reduce suicides in the construction industry
b) Improve the welfare and wellbeing of the workforce
c) Improve financial education of the workforce.
d) Improve Physical wellbeing of the workforce.
e) Make welfare and welfare services available and visible to the workforce in the UK and Ireland

Over time, our charity has built up reserves base. However, the Trustee Board remains acutely aware of the escalating costs associated with delivering our vital services to the industry. We are consequently prioritising the expansion of our company supporter bases to ensure consistent and reliable income streams.

Simultaneously, we are committed to enhancing the efficiency of our internal systems and processes. Through rigorous evaluation and optimisation, and where feasible, automation, we aim to streamline operations, reduce manual workload, and enhance decision-making capabilities, ultimately driving down costs. Furthermore, we understand the importance of bolstering our proactive services, particularly through our Wellbeing Academy. By equipping the workforce with helpline contacts and knowledge and skills on those topics which often lead to crises, financial and physical health, we aim to enhance awareness and prevention strategies within the industry.

We also extend our gratitude to our existing Trustee Board and welcome new trustees Joanna Mulcay, Justin Mendelle, who bring diverse expertise to our Trustee Board.

The Trustee Board is deeply grateful to all who support and serve our charity. It is with this unwavering backing that we confidently look ahead to addressing the welfare and wellbeing issues in the industry and advancing towards our vision with optimism and determination.

Structure, governance and management

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006, company number 0824418, incorporated on 8 October 2012. The charity is also a registered charity, number 1149488. The charity is governed by its Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J Mulcahy	(Appointed 18 July 2024)
J Mendelle	(Appointed 11 April 2024)
I C Carey	
R N Brown	
J Conway	
R O'Loughlin	
R H Devine	
J Vezey	
L C Gallagher	
E G Naylor	
S Carey	(Resigned 8 January 2024)

Recruitment and appointment of trustees
New trustees are appointed by the board of trustees which seeks to ensure that there is a broad range of relevant skills and experience on its body.

Management
The charity employs a full time Chief Executive, who is supported by full time and part time staff. In addition, a number of external contractors are engaged to carry out certain operations of the charity.

The Chief Executive prepares a detailed business plan and an annual financial budget which are reviewed by the trustees. The performance of the charity is measured by the trustees against both the business plan and the annual budget on a quarterly basis.

Board and Committees
The board of trustees meets at least four times each year. The charity seeks to involve as many trustees as possible in different aspects of its operations, for example sitting on internal committees, helping organise events, liaising with Regional Lighthouse Clubs, attending Regional Lighthouse Club committee meetings and functions, and assisting with our charitable projects.

In order to promote good governance and best practice, the board of trustees has three committees:

The Audit and Governance Committee:
Is made up of a trusted chairperson 2 other trustees, Its responsibility is to ensure that all matters of good governance and best practice are effective throughout the entire organisation of the charity. Its responsibility is also to consider reports from the auditor and advise the board of trustees on financial control and effectiveness.

This committee also reviews the remuneration of the Chief Executive and other key staff members on an annual basis.

Nominations Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to continually review the members of the board, identify skill gaps within our governance structure and nominate potential candidates to the board as new trustees.

The trustees are provided with detail of their responsibilities as charity trustees upon their appointment. This includes a copy of the Charity Commission's "Essential Trustee" booklet.

Trustees are encouraged to attend training events to brief them on their legal and other obligations under charity and company law, whilst assisting them in their role as a board member.

The Charitable Giving Committee:
I comprised of a trusted chairperson who is trustee and has another trustee and the Director of charitable services. Its responsibility to ensure that all support services are provided in a fair and consistent way and that any new service are brought for consideration. Any large grants are also considered by this board.

Regional Lighthouse Clubs
The charity is supported by 21 Regional Lighthouse Clubs run by their own volunteer Committees. These Regional Lighthouse Clubs operate independently and are tied to the charity through an affiliate agreement. The charity is very much indebted to the Regional Lighthouse Clubs. These Clubs are staffed entirely by volunteers (more than 150 in all), who are drawn from their membership and include a chairperson, a secretary, a treasurer and a welfare officer. The constitution of each Club can be different but is broadly based on a central model and they are tied to the charity via an affiliate agreement. This agreement grants the Club the right to use the charity's name and logo and sets out an operating framework to protect both the charity and the Club.

The Regional Lighthouse Clubs operate throughout almost the entirety of the British Isles. The Clubs deliver fundraising and networking events throughout the year and pass over the surplus takings by way of a donation to the charity.

Auditor

In accordance with the company's articles, a resolution proposing that Sedulo Audit Limited be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees.

L C Gallagher
Co-Chair

E C Naylor
Co-Chair

Date: 27 March 2025

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees, who are also the directors of Lighthouse Construction Industry Charity for the purpose 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 year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

Opinion

We have audited the financial statements of Lighthouse Construction Industry Charity (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including 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 charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity'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 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 auditor's 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.

We obtained an understanding of legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amount and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act (2006), the Charities Act (2011) together with the Charities SORP (FRS 102). The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. These included the following:

We discussed with trustees, directors and management the policies and procedures in place to ensure compliance with laws and regulations and otherwise prevent, deter and detect fraud.

Reviewing Board minutes, reviewing any correspondence with the Charity Commission, agreeing the financial statement disclosures to underlying supporting documentation, enquiries of management and officers of the charity and a review of the risk management processes and procedures in place.

Management override: To address the risk of management override of controls, we carried out testing of journal entries and other adjustments for appropriateness. We reviewed systems and procedures to identify potential areas of management override risk.

We also assessed management bias in relation to the accounting policies adopted and in determining significant accounting estimates, including treatment of donations and the valuation of investments.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with law and 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 is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Katelyn Dutton (Senior Statutory Auditor)
For and on behalf of Sedulo Audit Limited, Statutory Auditor
Chartered Accountants
5th Floor Walker House
Exchange Flags
Liverpool
Merseyside
L2 3YL
United Kingdom
Date: 4 April 2025

Sedulo Audit Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
					Restated	*Restated*	*Restated*
Income from:							
Donations and legacies	**3**	3,547,915	60,000	3,607,915	2,562,347	-	2,562,347
Charitable activities							-
Building Mental Health	**4**	22,652	25,250	47,902	248,428	-	248,428
Other trading activities	**5**	796,661	-	796,661	498,326	-	498,326
Investments	**6**	46,489	-	46,489	33,707	-	33,707
Total income		4,413,717	85,250	4,498,967	3,342,808	-	3,342,808
Expenditure on:							
Raising funds							
Fundraising and publicity	**7**	1,250,314	-	1,250,314	569,433	-	569,433
Charitable activities							
Building Mental Health	**8**	19,704	25,250	44,954	222,440	-	222,440
Welfare & Benevolence	**8**	1,803,058	-	1,803,058	2,043,398	-	2,043,398
Education & Training	**8**	586,130	-	586,130	266,759	-	266,759
Health & Safety Innovation	**8**	898,056	-	898,056	485,735	-	485,735
Total charitable expenditure		3,306,948	25,250	3,332,198	3,018,332	-	3,018,332
Profit/(loss) on fixed asset disposal		-	-	-	440	-	440
Total expenditure		4,557,262	25,250	4,582,512	3,588,205	-	3,588,205
Net gains/(losses) on investments		97,433	-	97,433	81,819	-	81,819
Net income/(expenditure)		(46,112)	60,000	13,888	(163,578)	-	(163,578)
Transfers between funds		-	-	-	85,612	(85,612)	-
Net movement in funds	**10**	(46,112)	60,000	13,888	(77,966)	(85,612)	(163,578)
Reconciliation of funds:							
Fund balances at 1 January 2024		2,850,894	-	2,850,894	2,928,860	85,612	3,014,472

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

Fund balances at 31 December 2024	2,804,782	60,000	2,864,782	2,850,894	-	2,850,894

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024		2023 as restated	
		£	£	£	£
Fixed assets					
Tangible assets	**14**		37,476		11,460
Investments	**15**		2,963,059		1,778,377
			3,000,535		1,789,837
Current assets					
Debtors	**16**	96,609		134,822	
Cash at bank and in hand		256,307		1,291,950	
		352,916		1,426,772	
Creditors: amounts falling due within one year	**17**	(488,669)		(365,715)	
Net current (liabilities)/assets			(135,753)		1,061,057
Total assets less current liabilities			2,864,782		2,850,894
The funds of the charity					
Restricted income funds	**20**		60,000		-
Unrestricted funds	**21**		2,804,782		2,850,894
			2,864,782		2,850,894

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

The financial statements were approved by the trustees on 27 March 2025

L C Gallagher
Co-Chair

E C Naylor
Co-Chair

Company registration number 08244118 (England and Wales)

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	2024 £	2023 £ Restated	2023 £ Restated
Cash flows from operating activities					
Cash generated from operations	**26**		42,325		2,506
Investing activities					
Purchase of tangible fixed assets		(37,208)		(5,633)	
Cash transferred to investment portfolio		12,510		(12,335)	
Purchase of investments		(2,926,725)		(780,787)	
Proceeds from disposal of investments		1,826,966		775,852	
Investment income received		46,489		33,707	
Net cash (used in)/generated from investing activities			(1,077,968)		10,804
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(1,035,643)		13,310
Cash and cash equivalents at beginning of year			1,291,950		1,278,640
Cash and cash equivalents at end of year			256,307		1,291,950

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

Lighthouse Construction Industry Charity is a private company limited by guarantee incorporated in England and Wales. The registered office is Suffolk Enterprise Centre, Felaw Street, Ipswich, IP2 8SJ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The regional Lighthouse Clubs are all independent unincorporated associations and as such their income, expenditure and balance sheets are not included in these financial statements.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donations in kind are included in income when the benefit to the charity is reasonably quantifiable and measurable. Donated goods are not recognised if not practical to do so at the point of the gift. Donated goods and services where practical are valued by the trustees at the amount the charity would have paid for the goods and services on the open market.

1 Accounting policies **(Continued)**

1.5 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 are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

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

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any key sources of estimation uncertainty that have a significant impact on the amounts recognised in the financial statements.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
				Restated	*Restated*	*Restated*
Donations and gifts	3,527,915	60,000	3,587,915	2,542,347	-	2,542,347
Legacies	20,000	-	20,000	20,000	-	20,000
	3,547,915	60,000	3,607,915	2,562,347	-	2,562,347
Donations and gifts						
Regional Lighthouse Club Donations	588,279	-	588,279	531,588	-	531,588
Company Donations	2,700,872	60,000	2,760,872	1,882,160	-	1,882,160
Individual Donations	34,886	-	34,886	37,489	-	37,489
General Donations	108,106	-	108,106	48,662	-	48,662
Gift Aid	95,772	-	95,772	42,448	-	42,448
	3,527,915	60,000	3,587,915	2,542,347	-	2,542,347

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Building Mental Health						
Building Mental Health Services	22,652	25,250	47,902	248,428	-	248,428

5 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Income from Fundaraising Events (Christmas Lunch, Marathon, Challenges etc)	796,661	498,326

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Income from listed investments	32,775	29,264
Interest receivable	13,714	4,443
	46,489	33,707

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		*Restated*
Staging fundraising events	481,312	318,315
Advertising	130,249	157,776
Investment management fees	11,819	12,726
Staff costs	626,934	80,616
	1,250,314	569,433

Raising funds has been restated to show a more accurate reflection of the organisational operations and activity. Please refer to note 25.

8 Expenditure on charitable activities

	Building Mental Health	Welfare & Benevolence	Education & Training	Health & Safety Innovation	Total
	2024	2024	2024	2024	2024
	£	£	£	£	£
Direct costs					
Staff costs	-	560,819	91,686	60,863	713,368
Beneficiary grants	-	604,697	-	-	604,697
Construction industry helpline and case workers	-	60,790	-	-	60,790
Wellbeing Academy	-	-	406,834	-	406,834
Make It Visible Onsite	-	-	-	645,530	645,530
Critical Incident Support	-	-	-	125,957	125,957
Prison Innovations	44,954	-	-	-	44,954
	44,954	1,226,306	498,520	832,350	2,602,130
Share of support and governance costs (see note 9)					
Support	-	545,780	82,904	62,178	690,862
Governance	-	30,972	4,706	3,528	39,206
	44,954	1,803,058	586,130	898,056	3,332,198
Analysis by fund					
Unrestricted funds	19,704	1,803,058	586,130	898,056	3,306,948
Restricted funds	25,250	-	-	-	25,250
	44,954	1,803,058	586,130	898,056	3,332,198

8 Expenditure on charitable activities **(Continued)**

Previous year:	**Building Mental Health**	**Welfare & Benevolence**	**Education & Training**	**Health & Safety Innovation**	**Total**
	2023	**2023**	**2023**	**2023**	**2023**
	£	**£**	**£**	**£**	**£**
	Restated	*Restated*	*Restated*	*Restated*	*Restated*
Direct costs					
Staff costs	-	680,157	-	-	680,157
MIV portal	222,440	-	-	-	222,440
Beneficiary grants	-	467,974	-	-	467,974
Construction industry helpline and case workers	-	60,889	-	-	60,889
Wellbeing Academy	-	-	266,759	-	266,759
Make It Visible Onsite	-	-	-	372,311	372,311
Critical Incident Support	-	-	-	113,424	113,424
	222,440	1,209,020	266,759	485,735	2,183,954
Share of support and governance costs (see note 9)					
Support	-	791,164	-	-	791,164
Governance	-	43,214	-	-	43,214
	222,440	2,043,398	266,759	485,735	3,018,332
Analysis by fund					
Unrestricted funds	222,440	2,043,398	266,759	485,735	3,018,332

9 Support costs allocated to activities

	2024	2023
	£	£
	Restated	*Restated*
Staff costs	218,902	508,013
Depreciation	11,192	6,951
Other staff costs	173,888	108,663
Premises costs	27,303	24,563
Office costs	82,179	55,910
Insurance	8,227	7,164
Regional support	24,342	66,051
Travel and meetings	99,999	-
Bank charges and foreign exchange	44,830	13,849
Governance costs	39,206	43,214
	730,068	834,378
Analysed between:		
Welfare & Benevolence	576,752	834,378
Education & Training	87,610	-
Health & Safety Innovation	65,706	-
	730,068	834,378

Governance costs comprise:	2024 £	2023 £
Audit fees	13,800	7,730
Accountancy	21,238	20,695
Legal and professional	1,364	9,386
Trustee meetings	-	5,403
Other governance fees	2,804	-
	39,206	43,214

10 Net movement in funds

	2024	2023
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	13,800	7,730
Depreciation of owned tangible fixed assets	11,192	6,952
Loss on disposal of tangible fixed assets	-	440
Operating lease charges	24,250	21,672

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

12 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Welfare and Benevolence	19	19
Education and Training	3	-
Health and Safety Innovation	1	-
National Office and Marketing	10	11
Partnerships	7	1
Total	40	31

Employment costs	2024 £	2023 £
Wages and salaries	1,371,469	1,114,785
Social security costs	138,297	117,162
Other pension costs	49,438	36,839
	1,559,204	1,268,786

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 - £70,000	1	2
£70,001 - £80,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel are considered to be the Trustees (who are not remunerated) and the CEO, Head of Finance, Director of Charitable Services (previously Head of Charitable Services), Director of Partnerships (previously Head of Partnerships) and Head of Marketing.

	2024 £	2023 £
Aggregate compensation	317,121	251,407

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Computers
	£
Cost	
At 1 January 2024	27,289
Additions	37,208
At 31 December 2024	64,497
Depreciation and impairment	
At 1 January 2024	15,829
Depreciation charged in the year	11,192
At 31 December 2024	27,021
Carrying amount	
At 31 December 2024	37,476
At 31 December 2023	11,460

15 Fixed asset investments

	Listed investments	Unlisted investments	Total
	£	£	£
Cost or valuation			
At 1 January 2024	1,778,377	-	1,778,377
Additions	660,129	2,266,596	2,926,725
Valuation changes	84,923	-	84,923
Disposals	(1,826,966)	-	(1,826,966)
At 31 December 2024	696,463	2,266,596	2,963,059
Carrying amount			
At 31 December 2024	696,463	2,266,596	2,963,059
At 31 December 2023	1,778,377	-	1,778,377

15 Fixed asset investments **(Continued)**

	2024	2023
Investments at fair value comprise:	£	£
UK equities	152,930	331,658
Other equities	350,955	872,630
Property	20,376	58,665
Commodities	13,887	18,069
Bonds	116,075	308,935
Other investments	27,690	129,161
Cash product	6,973	36,184
Cash	7,561	23,075
	696,447	1,778,377

16 Debtors

	2024	2023
Amounts falling due within one year:	£	£
		Restated
Trade debtors	65,225	-
Prepayments and accrued income	31,384	134,822
	96,609	134,822

17 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Other taxation and social security		37,795	83,816
Deferred income	**18**	206,600	141,898
Trade creditors		130,620	26,533
Other creditors		7,873	-
Accruals		105,781	113,468
		488,669	365,715

18 Deferred income

	2024	2023
	£	£
Other deferred income	206,600	141,898

Deferred income is included in the financial statements as follows:

18 Deferred income **(Continued)**

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	206,600	141,898
Movements in the year:		
Deferred income at 1 January 2024	141,898	45,192
Released from previous periods	(141,898)	(45,192)
Resources deferred in the year	206,600	141,898
Deferred income at 31 December 2024	206,600	141,898

The income deferred during the year of £206,600 is in relation to annual supporters' income received in advance of the programme start date.

19 Retirement benefit schemes

	2024	2023
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	49,438	36,839

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Building mental health	-	85,250	(25,250)	-	60,000

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Building mental health	85,612	-	-	(85,612)	-

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2024
	£	£	£	£	£	£
	Restated					
Six month contingency fund	500,000	-	-	-	-	500,000
General funds	2,350,894	4,413,717	(4,557,262)	-	97,433	2,304,782
	2,850,894	4,413,717	(4,557,262)	-	97,433	2,804,782

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2023
	£	£	£	£	£	£
	Restated	*Restated*				*Restated*
Six month contingency fund	500,000	-	-	-	-	500,000
General funds	2,428,860	3,342,808	(3,588,205)	85,612	81,819	2,350,894
	2,928,860	3,342,808	(3,588,205)	85,612	81,819	2,850,894

22 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£
At 31 December 2024:			
Tangible assets	37,476	-	37,476
Investments	2,963,059	-	2,963,059
Current assets/(liabilities)	(195,753)	60,000	(135,753)
	2,804,782	60,000	2,864,782

22 Analysis of net assets between funds **(Continued)**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Restated		*Restated*
At 31 December 2023:			
Tangible assets	11,460	-	11,460
Investments	1,778,377	-	1,778,377
Current assets/(liabilities)	1,061,057	-	1,061,057
	2,850,894	-	2,850,894

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	18,106	19,284
Between two and five years	602	1,806
	18,708	21,090

24 Related party transactions

During the year, the charity made loans totalling £30,000 to Lighthouse Golf Club CIC and recharged expenses totalling £53,265 relating to payroll and other office costs. The balance due to the charity at 31 December 2024 in respect of these transactions was £nil. William Hill served as a director of Lighthouse Golf Club CIC during the year and was employed by the charity as CEO until 31 March 2024.

There were no disclosable related party transactions in the year ended 31 December 2023.

25 Prior year restatements

The prior year figures have been restated to include an adjustment for donations which could only be recognised in the year of receipt. The net effect of the adjustment is as follows:

	2023	Adjustment	2023 restated
Donations	2,575,824	(13,477)	2,562,347
Trade Debtors	126,839	(126,839)	-
Unrestricted Funds Brought Forward	3,042,222	(113,362)	2,928,860
Unrestricted Funds Carried Forward	2,977,733	(126,839)	2,850,894

The financial statements have also been restated to amend the allocations of the support costs to bring in line this year's organisational structure which shows an improved and more accurate reflection of the organisation and its associated activity. The net effect of this restatement is £nil.

26 Cash generated from operations	**2024**	**2023**
	£	**£**
Surplus/(deficit) for the year	13,888	(163,578)
Adjustments for:		
Investment income recognised in statement of financial activities	(46,489)	(33,707)
(Gain)/loss on disposal of tangible fixed assets	-	440
Fair value gains and losses on investments	(97,433)	(81,819)
Depreciation and impairment of tangible fixed assets	11,192	6,951
Movements in working capital:		
Decrease in debtors	38,213	199,425
Increase/(decrease) in creditors	58,252	(21,912)
Increase in deferred income	64,702	96,706
Cash generated from operations	42,325	2,506

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

England & Wales - Charity number 1149488

Accounts

REGISTERED COMPANY NUMBER: 08244118 (England and Wales)
REGISTERED CHARITY NUMBER: 1149488

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

FOR

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY
(A COMPANY LIMITED BY GUARANTEE)

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

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FOR THE YEAR ENDED 31 DECEMBER 2023

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2023

TRUSTEES	S Carey (resigned 8.1.24) R H Devine N Dewji (resigned 27.4.23) L C Gallagher - Co-Chair E Naylor - Co-Chair R O'Loughlin J Vezey I Carey (appointed 3.10.23) R Brown (appointed 27.4.23) J Conway (appointed 27.4.23)
COMPANY SECRETARY	W J Hill
REGISTERED OFFICE	Suffolk Enterprise Centre Felaw Maltings 44 Felaw Street Ipswich Suffolk IP2 8SJ
REGISTERED COMPANY NUMBER	08244118 (England and Wales)
REGISTERED CHARITY NUMBER	1149488
AUDITORS	TC Group 31 High View Close Hamilton Office Park Leicester Leicestershire LE4 9LJ
BANKERS	Lloyds Bank 79 High Street Chesham Buckinghamshire HP5 1DE
INVESTMENT ADVISERS	RBC Brewin Dolphin 12 Smithfield Street London EC1A 9BD

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2023. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Our History

Back in 1956 a small group of individuals decided to do something about the growing problem of construction families being thrown into poverty as a result of an illness, injury or death of the main breadwinner. Following an evening out and underneath the flashing light of St Mary's Lighthouse, they created the Lighthouse Club.

The objective of the Club was to fundraise within a collegiate friendly environment and pass those funds onto individuals and families within the construction industry who were in financial crisis as a consequence of ill health, injury, disability or bereavement. The Lighthouse Club Benevolent Fund was established in 1962 as a registered charity to act as a conduit between the fundraising activities and the beneficiaries supported.

The Lighthouse symbol soon became a beacon of hope for those within the industry suffering considerable hardship and a new charity was born.

Under the "Lighthouse Club" banner the charity has grown from strength to strength and now operates through 21 independent Regional Clubs in the UK and Ireland, along with a thriving overseas community in Asia Pacific, Middle East, Europe and the Americas. All of our Regional Lighthouse Clubs are run by volunteers who give up their time freely to organise local networking events to raise much needed funds to deliver our charitable work.

During 2012 it was agreed that the Lighthouse Club and the Lighthouse Club Benevolent Fund should be merged into a new charity called the Lighthouse Construction Industry Charity. In doing so the charity would gain more flexibility in the pursuit of its charitable objects and gain a more streamlined governance and reporting structure. This charity was incorporated on 8 October 2012 and commenced operations on 1 January 2013.

On 31 October 2013 the charity merged the assets of the National Lighthouse Club. This organisation was an unincorporated association and up until merger performed the governance and administration functions for the Lighthouse Club membership and the Regional Lighthouse Clubs.

On 31 December 2013 the charity, with the permission of the Charity Commission, also merged the assets of the Lighthouse Club Benevolent Fund Charity (charity number 205670).

Our Mission

The charity exists to deliver the following services to the Construction Community of the UK and Ireland:

To relieve hardship and stress amongst the construction community by:

- Providing financial assistance, welfare and wellbeing advice and emotional and legal support;
- Promoting initiatives aimed at avoiding accidents and improving safety on construction sites;
- Supporting educational initiatives aimed at improving employment conditions and career opportunities within the construction industry;
- Supporting and delivering local and national events that embrace networking, fundraising and fellowship within the construction industry; and
- Supporting other purposes which are charitable under the law of England and Wales and which the trustees, at their discretion, consider appropriate from time to time.

OBJECTIVES AND ACTIVITIES

How we raise our funds

The charity has five primary income sources:

1. Events

We fundraise through the delivery of events which are also used to recruit new members. These range from sporting dinners, corporate golf days and glamorous dinner dances to "once in a lifetime" physical challenges. As a result the charity has to constantly organise events, pay for marketing, pay for venues, facilities, entertainment, hospitality and other resources required to deliver quality events. Our objective is always to maximise the funds generated by all our events but inevitably significant costs can be incurred. The vast majority of our events are run by our Regional Lighthouse Clubs whose dedication and commitment are at the heart of the charity. The cost of running the Regional Lighthouse Club events are not shown in the annual accounts as they run autonomously from the charity. In accordance with accounting standards, the costs of events are shown in expenditure separate from the income for all central charity events. As a result, the operational cost base of the charity appears inflated when compared to charities that rely on donations and legacy income.

2. Membership Subscriptions

At our events we encourage participants to become Members of the Lighthouse Club. We enjoy the support of over 3,000 individual supporters who donate an annual subscription to the charity. Our supporters do not accrue any benefits nor do they have any voting rights on the operation of the charity.

3. Corporate Engagement

The third key area of income comes from engagement with the corporate community. In September 2018 the charity launched a campaign to engage companies in the construction sector to become company supporters. This requires a company to commit to an annual donation- commencing from £250- to provide annuity income for the charity. As at 31 December 2023, 623 companies had pledged annual support amounting to £1,031,882. (2022: 510 companies pledged £807,000). We also have a programme to encourage companies to support the charity through their own annual fundraising initiative- called "Lighthouse Day".

4. Trusts, Foundations and Legacies

The charity does not benefit from public sector funding. Funds raised to date have been through regional and central events and have relied upon the support of private individuals and the business community.

5. Donated Goods and Services

The charity receives donations of goods and services from both corporate and individual supporters. These items are often repackaged for auction at our charitable events.

Fundraising

The charity is registered with the Fundraising Regulator. Although the charity accepts donations from national and local organisations and private individuals, the charity does not run fundraising campaigns or use third parties to raise funds on our behalf. We do not approach individuals in person, by email, telephone, social media or post to seek donations. We have not received any complaints regarding fundraising.

Public Benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake and in planning future activities.

Charitable projects

The charity has three key charitable projects, these are:

Welfare and Benevolence

The charity provides a 24/7 Construction Industry Helpline (0345 605 1956) and supporting website www.constructionindustryhelpline.com that provides the gateway to deliver:

Emergency Financial Aid to the construction industry community in times of crisis following an illness, accident, injury or bereavement that forces a family into a state of poverty.

OBJECTIVES AND ACTIVITIES

Advice on a range of matters including:
- Mental health and wellbeing issues as an employee or employer;
- Support and advice for sufferers of stress and addiction related illness;
- Advice on matters ranging from divorce to employment (through our partners Law Express);
- Advice on specific tax related issues concerning employment within the construction industry (through our partners RIFT);
- Help to manage and reschedule debt;
- Help to understand the benefits system and entitlement, especially if caring for others; and
- Support on career changes, especially after accident or injury preventing return to work.

Education and Training Initiatives
Finance for re-training within our sector can be accessed via the Construction Industry Helpline and is available to anybody suffering financial hardship or who has suffered an injury or illness that prevents them from returning to work in their original capacity.

Within our Education and Training activity we also review, commission and fund projects aimed at improving the mental wellbeing of our industry workforce and projects aimed at socially disadvantaged young people and young offenders looking to gain qualifications to enter construction or complete apprenticeships.

Health and Safety Improvement Projects
In special circumstances we will review applications from companies and individuals and finance, innovative and implementable ideas, to improve health and safety in the work environment.

OBJECTIVES AND ACTIVITIES

Grantmaking policy

Grants are managed and controlled through the Charitable Projects Committee. This Committee is appointed by the trustees and comprises of two trustees and the Chief Executive or the Head of Charity Services. The chairperson is appointed by the trustees.

The Committee convenes as and when needed and at short notice. Conference calls are often used as meeting forums to discuss cases for approval.

The Committee is responsible for approving all charitable projects and charitable giving provided that:
- the project or grant fits the charity's criteria; and
- the chairperson is satisfied that the charity has sufficient funds to accommodate the project.

In the quarterly trustee report the Committee chairperson reports on the projects approved that quarter and attaches details of the projects or grants. Projects which do not fit the charity's criteria, are thought to be sensitive or unusual or where the project has generated a query, are referred to the quarterly trustee board meeting.

The trustees have delegated authority for:
- the approval for all grants <£5,000 to the Head of Charity Services;
- the approval of all projects and grants between £5,000 - £10,000 to the Charitable Giving Committee; and
- all individual grants over £10,000 require the approval of the Trustee Board.

The Head of Charity Services manages the weekly operational process, producing a monthly report for the Charitable Giving Committee. The Committee carries out a quarterly audit on a selection of cases.

Achievements and performance

Our vision is to ensure that "no construction worker or their family should be alone in a crisis".
The charity is constantly striving to develop our support services to meet the urgent and changing needs of our construction community.
Our core objectives for the year remain to:
* Communicate our Construction Industry Helpline number to as many of the 3.1 million construction workers in the UK and Ireland as possible;
* Increase corporate engagement through our Lighthouse Day initiative and encourage annual donations through our Company Supporters programme;
* Help to develop the industry wide programmes that increase resources available to companies to support positive welfare and wellbeing in the industry; and
* Increase the support and nurture the growth of our Regional Lighthouse Clubs.

Annual summary

The year 2023 presented significant challenges for the construction industry, marked by rising costs of living, materials, and ongoing labour shortages, impacting the construction community profoundly, with more families seeking support. The Lighthouse Charity stands out for its unique ability to offer comprehensive emotional, physical, and financial support to construction families, ensuring a holistic approach to addressing industry needs promptly and effectively.

Notably, the charity's latest Impact Report revealed a remarkable increase in social value, with £9.12 delivered for every £1 of charitable spend, attributed to the diligent efforts of caseworkers collaborating with other organizations to maximize fund utilization.

Through strategic partnerships and outreach efforts, awareness of the charity's services continues to grow, enabling more individuals to access support when needed. Spearheading the industry-wide #MakeItVisible campaign, the charity strives to make workforce welfare and wellbeing support accessible to all, with the #MakeItVisible portal serving as a hub for expert information, advice, and resources.

A key success of the campaign is the #MakeItVisible On-Site initiative, which has engaged with thousands of site operatives, identifying and supporting vulnerable workers, ultimately preventing suicides.

OBJECTIVES AND ACTIVITIES

Additionally, the Critical Response Service provides vital support to individuals affected by on-site incidents, creating a safe space for sharing concerns and offering access to specialist trauma counsellors.

In line with its commitment to equipping workers with essential skills, the charity launched self-paced e-learning modules through its Wellbeing Academy, providing free resources to navigate today's challenges. This initiative caters to various learning styles, offering flexibility through self-paced e-learning, online tutor-led masterclasses, seminars, and on-site training.

The charity extends its heartfelt gratitude to our volunteer Regional Lighthouse Clubs and our supporters for enabling the delivery of life-saving services.

Our fundraising focus in 2023 concentrated on increasing the companies pledging an annual donation. We made significant gains in this area through our partnership Team of Regional Lighthouse Ambassadors. The return on this resource investment has been significant. Their role is to work with our Regional Lighthouse Clubs and help them with their fundraising, engage local construction companies, inform them of our services and enrol them as company supporters. As a result, our Company Supporters have grown by 113 to 623 and delivered an annual income of £1,031,882 in 2023. This annuity income has given the charity a significant reliable income base and our intention is to grow this further in 2024.

Charitable Work Examples

Financial & Emotional Support

42-year-old joiner with over 20 years of experience in the construction industry, faced severe hardships including periods of homelessness and prison time, which took a toll on his emotional well-being. Despite his resilience, he found himself trapped in a cycle of adversity until he reached out to Lighthouse. After conducting a thorough assessment of his financial and well-being needs, Lighthouse worked with his housing association to resolve his arrears and secure alternative housing, effectively breaking the cycle of homelessness. Additionally, Lighthouse provided immediate support for food, clothing, and tools to aid his return to work. With these interventions, Sean no longer faced the immediate challenges of homelessness, and he now feels empowered to pursue a brighter future. He expressed gratitude for the support he received, acknowledging the significant impact it had on his life.

Trauma

After experiencing a traumatic road accident where a person tragically lost their life, a 32-year-old plant operator suffered severe emotional distress, including flashbacks, anxiety, and depression. Upon the recommendation of a concerned colleague, he sought professional support from Lighthouse. Through counselling supported by Lighthouse he acquired essential tools to manage his emotions, confront negative thoughts, and regain control of his life. As a result, he experienced significant improvements, gaining confidence and better coping mechanisms to handle his emotional struggles.

Addiction and divorce

A 36-year-old construction industry veteran, began his career as a painter at 16, rising to site supervisor. He struggled with deteriorating mental health, exacerbated by personal challenges like divorce and heavy drinking, he feared job repercussions. His employer connected him with Lighthouse, where compassionate therapy helped him confront his issues. With their support, he tapered off medication, openly discussing his struggles, fostering a supportive workplace environment. His journey underscores the vital role of workplace mental health initiatives. Now, feeling empowered, he continues his recovery independently, knowing support is available if needed.

Physical illness

A 52-year-old former contracts manager in construction, faced life-altering challenges after a stroke in 2013, rendering him unable to work. With his wife as his full-time caregiver, they struggled financially despite being on Universal Credit (UC) and Personal Independence Payment (PIP). Mounting debts, particularly in gas and electricity arrears, prompted them to seek help. Although ineligible for industry-specific aid due to his prolonged absence, Lighthouse negotiated with utility companies on their behalf, clearing arrears and establishing manageable repayment plans. This intervention relieved significant financial stress, allowing them to focus on rebuilding.

OBJECTIVES AND ACTIVITIES

Partnership on industry wide project

In 2023, Lighthouse, in collaboration with CITB and Samaritans, launched the Make It Visible campaign and portal to address mental health and wellbeing in the construction sector. With over £400,000 in funding from CITB, the portal provides resources to combat stress, depression, and anxiety, aiming to reduce stigma and increase awareness of available support. The initiative includes a taskforce visiting construction sites across the UK and Ireland to promote the resources. This unified effort seeks to improve workforce welfare and foster a supportive industry culture, with CITB emphasizing the importance of accessible support to save lives and attract new entrants.

Apprenticeship and NEET Support

Lighthouse teamed up with Lofty Heights Skills Academy to encourage young NEET individuals to pursue careers in construction and gain essential wellbeing training. The charity offered free soft skills e-learning modules covering topics like 'Banter vs Bullying', stress management, and anxiety understanding. These modules provide learners with foundational knowledge and practical scenarios to apply their skills, fostering flexibility and individual-paced learning.

STRATEGIC REPORT

The charity has delivered another strong financial performance in 2023, demonstrating its financial and operational robustness over a period of increased need for its services and in the face of further economic uncertainty for the sector.

Income

The charity experienced a decline in revenue of 9% (£331,673) during the year. This was primarily due to an expected 65% (£943,384) decrease in event income due to 2022 being an unprecedented year for events as we caught up on cancelled events due to the pandemic.

Donations and legacies

Donations and legacies received during the year were £2,575,824 (2022 £2,095,368). This represents an increase of 23% over 2022. Our charity's aim is to increase Company Supporters driving predictable annuity income and reducing the reliance on events. As at 31 December 2023, 623 companies had pledged annual support amounting to £1,031,882. (2022: 510 companies pledged £807,000). As part of the initiative to increase Company Supporters we grew our Partnership Team and the number of our Regional Lighthouse Ambassadors. As we have increased focus on supporting our 21 Regional Lighthouse Clubs in the UK and Ireland they have responded with a 20% (£89,090) increase in fundraising,

These Regional Lighthouse Clubs are volunteer-led and are the backbone of the charity. The charity is extremely grateful for their significant contributions and for the time and dedication of our regional volunteer committees.

The charity received legacy income from the Charles Newman Memorial Fund in 2023 of £20,000 (2022 £nil).

Income from charitable activities

Charitable activities income totalled £780,461 (2022 £1,592,590). This significant decrease of 51% is almost entirely due to the reduction in Event Income. During 2023 the National Office concentrated on building annuity income and reduced the number of centrally organized events to the Marathon and the Annual Christmas Lunch.

During 2023 the charity project managed a contractual obligation to the CITB to build a Construction Industry Wellbeing Portal; grants totalling £248,428 (2022 £135,610) were paid to the charity. The project was ultimately called MakeItVisible.info and managed under the banner of Building Mental Health. The charity is grateful to all our donors for their generosity.

Expenditure on raising funds and charitable activities

This expenditure grew 19% to £3,588,205 (2022 £3,016,517)

However, within this increase there was a 10% reduction in costs associated with Raising Funds £1,322,682 (2022 £1,468,497) mainly attributable to reduced event running costs. The charity recognises that there are significant costs to organising national events and each year we try to improve our efficiency and margins on events. The target margin for events is 30%. In 2023, the margin achieved was 36% which was well within our target range but less than the extraordinary year we had in the previous year. (2022: 45%).

Staff and office costs

Staff and Office costs excluding event and allocation of staff costs to charitable services grew by 48% to £1,534,682 (2022 £1,038,299). The majority of the cost increase was in Staff Salaries. The charity has made major investments in resources to grow Company Supporters through the Partnership Team and the Regional Lighthouse Ambassadors. There has also been significant growth in the Charity Services Team to support the increasing requirement for our services within the industry.

Charitable activities

Total expenditure on the delivery of charitable services grew 46% to £2,265,523 (2022 £1,548,020)

2023 has been another year of unprecedented growth in terms of the delivery of charitable services. The charity continues on its mission to

a) Work on projects to reduce suicides in the construction industry
b) Improve the welfare and wellbeing of the workforce
c) Make welfare and welfare services available and visible to the workforce in the UK and Ireland

The charity's vision is that "no construction worker or their family should be alone in a crisis". The aim is to surround every construction worker with options to improve their welfare and wellbeing by giving them easy access to a portfolio of services.

Welfare and benevolence
The cornerstone to the Charity's reactive support services is the 24/7 Helpline. This Helpline is resourced by in-house, highly trained frontline advisers and backed by expert case workers. Contacts made to this service are categorised based on complexity of underlying issue. The most serious cases are passed from the advisers to the caseworkers, who work holistically with the client to deliver the best possible and sustainable outcomes. Before expending the charity resources the caseworkers review and leverage support from other local charities to the client and ensure the client has optimised the benefits of the welfare system. The leveraged support for the year was £1,675,309 (2022: £1,774,719)

During the year the Helpline supported 4435 construction families in need of emotional, physical, or financial support. This was a 30% increase on activity from the previous year (2022: 3421 families). As a result, extra human resource was invested to meet this increasing demand and the overall costs grew 33% to £1,254,904 (2022: £945,767)

Education and training
The expenditure on education and training increased by 74% to £266,759 (2022 £153,312)
This charity has invested in the launch of the Wellbeing Academy. During the year the Wellbeing Academy developed new e-learning packages to cover many wellbeing topics. These self-paced remote learning courses are proving very popular and complement the tutor led courses. The courses are free to all Company Supporters, and they are encouraged to offer them to all their workforce as part of their CPD development. Mental health First Aid and Suicide First Aid courses are also being encouraged within the industry. During 2023 the charity delivered 403 courses. This was a 70% increase on 2022.

Health and safety innovation
Total spend of health and safety innovation grew 67% to £708,175 (2022: £267,413).

Within health and safety innovation we have 3 major projects:
a) Building Mental Health and the Make It Visible Wellbeing Portal funded by CITB
b) The Make It Visible On-Site initiative.
c) The Critical Incident Service

Building Mental Health and the Make It Visible Wellbeing Portal
After completing the successful "Wellbeing Champion" project in 2022. The charity was awarded the contract by CITB to deliver a Wellbeing Portal that can be accessed by all construction workers in the UK and Ireland. The charity collaborated with over 100 companies in construction and in conjunction with the Samaritans, the Supply Chain Sustainability School developed a portal that provides information advice and guidance on emotional, physical and financial wellbeing. This portal was launched in January 2023 as www.makeitvisible.info and marketed throughout the year. To date the portal has been accessed over 150,000 times and complements the service provided by our 24/7 Helpline. During the year the charity spent £222,440 (2022: £153,543) on this project and has committed to CITB to sustain and grow the content into the future as part of the charity's reactive services.

Make It Visible On-Site
Launched in 2022 this service has grown significantly. Make It Visible On-Site is a proactive outreach programme aimed at opening the conversation about wellbeing to the trades and other site workers and then relaying information on the charitable support services available. The service is delivered by trades people with lived mental health experience who are trained mental health first aiders. They travel to site in brightly coloured vans and deliver onsite "toolbox" talks. This proactive service has been enthusiastically received by the industry and the 4 vans and team of 8 Lighthouse Make It Visible Ambassadors are always in demand. During the year the team visited 402 building sites (2022: 173) and engaged 25447 site workers (2022: 8899); through this onsite intervention they initiated 147 active rescues (2022: 25). These were workers with suicidal ideation that we immediately engaged in counselling. Without doubt this initiative is saving lives in our industry.
As a result of this increased activity with increased human resource and operational support, the cost of running the project has grown 39% to £372,311 (2022: 267,413)

Critical Incident Service
The charity's critical incident service started out as a pilot project in late 2022. Many hours of labour are lost due to individuals suffering from mild to severe PTSD after witnessing a major accident on-site. The critical incident service is a fast response unit of professional trauma counsellors. They visit the site of a major incident usually within 48 hours of the incident taking place. They work with the workforce and discuss strategies to relieve the possibility of vicarious trauma. They return to the site within 6 weeks to ensure all related personnel are coping and where necessary activate ongoing counselling. Unfortunately, the construction industry has 30-40 fatal incidents and over 2000 major accidents a year, not all can involve our critical incident team but during the year the team attended 50 incidents (2022: 28 incidents) resulting in a cost of £113,424 (2022: costs unrecorded).

Governance Costs
Governance costs in 2023 increased by 36% £35,245 (2022 £25,985)

Due to the growth of Charitable Activity outstripping income, it was predicted that on a net basis, the charity would report a net deficit. This deficit was £231,920 (2022 Surplus of £671,441); however, this was mitigated and the deficit reduced to £150,101 (2022 Surplus of £454,244) by a gain on revaluation on investments of £81,819 (2022 Loss of £217,197).

Reserves Policy
Historically, the charity's objective has been to spend no less than 50% of our net income on Welfare & Benevolence activities and over the medium-term, to donate its entire surplus, subject to maintaining a prudent level of reserves to cover the impact of any significant loss of income as well as its contractual and statutory liabilities.
The trustees consider that:
* unrestricted funds should represent the funds available to the charity for investment in new charitable projects or to create additional income
* designated funds should be maintained at a level calculated to enable the charity to continue its activity for at least six months in the event of loss of income.
* demand for the charity's services is on a steep upward trajectory and the current level of reserves is appropriate.
The level of reserves is monitored by the audit and governance committee and is reviewed on an annual basis.
At the year end, the charity held funds amounting to £2,977,733 (2022 £3,127,834), of which £2,477,733 (2022 £2,542,222) were unrestricted, £500,000 (2022 £500,000) were designated from the unrestricted fund and £nil (2022 £85,612) restricted.

Investment policy and performance
During the year, the trustees made no further investment with investment manager Brewin Dolphin. The total cash investment stands at £1,750,000.

The overall investment valuation resulted in a 2023 gain of £81,819 (2022 loss of £217,197). There was something of a market recovery in 2023 helped by a rally just before the year end.
Investments are held in Brewin Dolphin's Risk category 6, representing moderate investment risk.
The charity is currently investigating alternative investment ideas to mitigate market fluctuations related to global economic volatility.

STRATEGIC REPORT

Risk management

The trustees examine and review quarterly the major strategic, business and operational risks which the charity faces and confirm that systems have been established so that the risks may be effectively monitored and their impact mitigated as far as possible. The principal risks identified by the trustees and the control procedures used to mitigate those risks are:

Risk	Response
Major downturn in charity giving due to government policy change, major disaster or major economic downturn	Ensure a broad range of funding sources resulting in no excessive dependency on a single donor or income stream.
Insufficient reserves to meet the charity's needs	Ensure management information is timely and accurate. Also regularly review the forward commitments against the level of reserves.
Vulnerable person issues	Develop a policy and implement for volunteers with access to vulnerable people. Ensure contracted programme partners have up to date vulnerable person policies and processes.
Fraud / misappropriation causing loss of income, limits are reputation or relationship damage activities	Ensure financial controls and authorisation limits are implemented. Track central and regional activities, income and use of the charity name. Investigate where any problems are identified.

STRATEGIC REPORT

Future plans

In 2023, our charity experienced significant growth, driven by increased marketing efforts and enhanced communication channels; these were facilitated by our dedicated company supporters and the proactive efforts of the Make it Visible On-site team.

As we look to the future, we will see our reactive services continue to grow as more organisations recognise our dedication to the construction industry and the portfolio of services we can bring to support the wellbeing and welfare of the workforce.

The charity's vision remains as "No construction worker or their family should be alone in a crisis" and our mission remains resolute to:

a) Work on projects to reduce suicides in the construction industry
b) Improve the welfare and wellbeing of the workforce
c) Make welfare and welfare services available and visible to the workforce in the UK and Ireland

Over time, our charity has built up reserves base. However, the Trustee Board remains acutely aware of the escalating costs associated with delivering our vital services to the industry. We are consequently prioritising the expansion of our company supporter bases to ensure consistent and reliable income streams.

Simultaneously, we are committed to enhancing the efficiency of our internal systems and processes. Through rigorous evaluation and optimisation, and where feasible, automation, we aim to streamline operations, reduce manual workload, and enhance decision-making capabilities, ultimately driving down costs. Furthermore, we understand the importance of bolstering our proactive services, particularly through our Wellbeing Academy. By equipping the workforce with helpline contacts and knowledge and skills on those topics which often lead to crises, we aim to enhance awareness and prevention strategies within the industry.

During the year, our long-serving CEO, Bill Hill, announced his retirement after more than a decade of dedicated leadership. Throughout his tenure, Bill has steered the charity through significant change and growth, overseeing key initiatives that have shaped our current success. In recognition of his invaluable contributions, the Trustee Board has appointed him as Honorary Vice President, and he will continue to support the charity through fundraising efforts during his retirement. With Bill's departure, we are pleased to announce the promotion of Sarah Bolton to the role of CEO, effective April 1, 2024. Sarah brings over five years of experience with the charity and has played a pivotal role in expanding our services.

We also extend our gratitude to departing board members Siobhan Carey and Nazir Dewji and welcome new trustees Robert Brown, Ian Carey, and Joanna Conway, who bring diverse expertise to our Trustee Board.

The Trustee Board is deeply grateful to all who support and serve our charity. It is with this unwavering backing that we confidently look ahead to addressing the welfare and wellbeing issues in the industry and advancing towards our vision with optimism and determination.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.The Lighthouse Construction Industry Charity is a company limited by guarantee in the United Kingdom, company number 0824418, incorporated on 8 October 2012 and is a registered charity, number 1149488. The charity is governed by its Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

R H Devine
L C Gallagher
E Naylor
R O'Loughlin
J Vezey
I Carey
R Brown
J Conway

The charity is governed by its trustees, which are also its directors under company law.

New trustees are appointed by the board of trustees which seeks to ensure that there is a broad range of relevant skills and experience on its body.

The trustees provide their time at no charge to the charity.

Management

The charity employs a full time Chief Executive, who is supported by full time and part time staff. In addition, a number of external contractors are engaged to carry out certain operations of the charity.

The Chief Executive prepares a detailed business plan and an annual financial budget which are reviewed by the trustees. The performance of the charity is measured by the trustees against both the business plan and the annual budget on a quarterly basis.

Governance

The board of trustees meets at least four times each year.

The charity seeks to involve as many trustees as possible in different aspects of its operations, for example sitting on internal committees, helping organise events, liaising with Regional Lighthouse Clubs, attending Regional Lighthouse Club committee meetings and functions, and assisting with our charitable projects.

In order to promote good governance and best practice, the board of trustees has three committees:

The Audit and Governance Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to ensure that all matters of good governance and best practice are effective throughout the entire organisation of the charity. Its responsibility is also to consider reports from the auditor and advise the board of trustees on financial control and effectiveness.

This committee also reviews the remuneration of the Chief Executive and other key staff members on an annual basis. Remuneration of key personnel is benchmarked against charities of a similar size and complexity. Awards are given on the basis of performance against the charity's objectives.

The Charitable Projects Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. This committee communicates regularly by email, phone or in person to review all charitable projects. Its responsibilities are to review and authorise all the charity's project proposals whether these be individual one-off applications for financial support, monthly applications for financial support or grants for other charitable activities within our charter.

Nominations Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to continually review the members of the board, identify skill gaps within our governance structure and nominate potential candidates to the board as new trustees.

The trustees are provided with detail of their responsibilities as charity trustees upon their appointment. This includes a copy of the Charity Commission's "Essential Trustee" booklet.

Trustees are encouraged to attend training events to brief them on their legal and other obligations under charity and company law, whilst assisting them in their role as a board member.

Regional Lighthouse Clubs
The charity is supported by 21 Regional Lighthouse Clubs run by their own volunteer Committees. These Regional Lighthouse Clubs operate independently and are tied to the charity through an affiliate agreement.

The charity is very much indebted to the Regional Lighthouse Clubs. These Clubs are staffed entirely by volunteers (more than 150 in all), who are drawn from their membership and include a chairperson, a secretary, a treasurer and a welfare officer. The constitution of each Club can be different but is broadly based on a central model and they are tied to the charity via an affiliate agreement. This agreement grants the Club the right to use the charity's name and logo and sets out an operating framework to protect both the charity and the Club.

The Regional Lighthouse Clubs operate throughout almost the entirety of the British Isles. The Clubs deliver fundraising and networking events throughout the year and pass over the surplus takings by way of a donation to the charity.

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Lighthouse Construction Industry Charity for the purposes of company law) are responsible for preparing the Report of the Trustees 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 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity 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 trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS
The auditors, TC Group, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 11th April 2024 and signed on the board's behalf by:



.....
L C Gallagher - Co-Chair - Trustee



.....
E Naylor - Co-Chair - Trustee

Opinion
We have audited the financial statements of Lighthouse Construction Industry Charity (the 'charitable company') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

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

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

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 Statement of Trustees' Responsibilities, 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant frameworks which are directly relevant so specific assertions in the financial statements are those that relate to the reporting framework (UK GAAP and the Companies Act 2006) and the relevant tax compliance regulations in the UK.

We understood how the charitable company is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures. We corroborated our enquiries through review of board minutes and discussions with those charged with governance.

We assess the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, by discussion with management from various parts of the business to understand where they considered there was a susceptibility to fraud. We considered the procedures and controls that the charitable company has established to prevent and detect fraud, and how these are monitored by management, and also any enhanced risk factors such as performance targets.

Based on our understanding, we designed our audit procedures to identify any non-compliance with laws and regulations identified in the paragraphs above.

We also performed 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.

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

Use of our report

This report is made solely to the charitable company's members, 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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Buckby FCA (Senior Statutory Auditor)
for and on behalf of TC Group
31 High View Close
Hamilton Office Park
Leicester
Leicestershire
LE4 9LJ

Date: 24/4/2024

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	2,575,824	-	2,575,824	2,095,368
Charitable activities	7				
Building Mental Health		248,428	-	248,428	135,610
Other trading activities	5	498,326	-	498,326	1,441,710
Investment income	6	33,707	-	33,707	15,270
Total		3,356,285	-	3,356,285	3,687,958
EXPENDITURE ON					
Raising funds	8	1,322,682	-	1,322,682	1,468,497
Charitable activities	9				
Building Mental Health		222,440	-	222,440	155,543
Welfare & Benevolence		1,254,904	-	1,254,904	945,767
Education & Training		266,759	-	266,759	153,312
Health & Safety Innovation		485,735	-	485,735	267,413
Governance costs		35,245	-	35,245	25,985
Other	11	440	-	440	-
Total		3,588,205	-	3,588,205	3,016,517
Net gains/(losses) on investments		81,819	-	81,819	(217,197)
NET INCOME/(EXPENDITURE)		(150,101)	-	(150,101)	454,244
Transfers between funds	21	85,612	(85,612)	-	-
Net movement in funds		(64,489)	(85,612)	(150,101)	454,244
RECONCILIATION OF FUNDS					
Total funds brought forward		3,042,222	85,612	3,127,834	2,673,590
TOTAL FUNDS CARRIED FORWARD		2,977,733	-	2,977,733	3,127,834

CONTINUING OPERATIONS
All income and expenditure have arisen from continuing activities.

GAINS AND LOSSES
The statement of financial activities includes all gains and losses recognised in the year.

The notes form part of these financial statements

BALANCE SHEET
31 DECEMBER 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	15	11,460	13,219
Investments	16	1,778,377	1,679,287
		1,789,837	1,692,506
CURRENT ASSETS			
Debtors	17	261,661	447,609
Cash in hand		1,289,171	1,278,640
		1,550,832	1,726,249
CREDITORS			
Amounts falling due within one year	18	(362,936)	(290,921)
NET CURRENT ASSETS		1,187,896	1,435,328
TOTAL ASSETS LESS CURRENT LIABILITIES		2,977,733	3,127,834
NET ASSETS		2,977,733	3,127,834
FUNDS	21		
Unrestricted funds:			
General fund		2,477,733	2,542,222
Six month contingency fund		500,000	500,000
		2,977,733	3,042,222
Restricted funds		-	85,612
TOTAL FUNDS		2,977,733	3,127,834

The financial statements were approved by the Board of Trustees and authorised for issue on 11th April 2024 and were signed on its behalf by:

.....
L C Gallagher - Co-Chair - Trustee

.....
E Naylor - Co-Chair - Trustee

The notes form part of these financial statements

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	(273)	417,416
Net cash (used in)/provided by operating activities		(273)	417,416
Cash flows from investing activities			
Purchase of tangible fixed assets		(5,633)	(14,978)
Purchase of fixed asset investments		(768,452)	(1,370,301)
Sale of fixed asset investments		763,517	357,575
Cash transferred to investment portfolio		(12,335)	8,594
Interest received		4,443	7
Dividends received		29,264	15,263
Net cash provided by/(used in) investing activities		10,804	(1,003,840)
Change in cash and cash equivalents in the reporting period		10,531	(586,424)
Cash and cash equivalents at the beginning of the reporting period		1,278,640	1,865,064
Cash and cash equivalents at the end of the reporting period		1,289,171	1,278,640

The notes form part of these financial statements

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(150,101)	454,244
Adjustments for:		
Depreciation charges	6,951	5,468
(Gain)/losses on investments	(81,819)	217,197
Loss on disposal of fixed assets	440	-
Interest received	(4,443)	(7)
Dividends received	(29,264)	(15,263)
Decrease/(increase) in debtors	185,948	(91,554)
Increase/(decrease) in creditors	72,015	(152,669)
Net cash (used in)/provided by operations	(273)	417,416

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.23 £	Cash flow £	At 31.12.23 £
Net cash			
Cash at bank and in hand	1,278,640	10,531	1,289,171
	1,278,640	10,531	1,289,171
Total	1,278,640	10,531	1,289,171

The notes form part of these financial statements

1. CHARITY INFORMATION

Lighthouse Construction Industry Charity is a private company limited by guarantee incorporated in England and Wales. The registered office is Suffolk Enterprise Centre, Felaw Street, Ipswich, Suffolk IP2 8SJ.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The regional Lighthouse Clubs are all independent unincorporated associations and as such their income, expenditure and balance sheets are not included in these accounts.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income comprises membership, donations, income receivable from events organised during the year, charitable activities and interest receivable.

Donations are recognised when received and comprise amounts received which are not connected to fundraising events.

Legacies are recognised when the income is known and probable.

The charitable activity income relates to the training of Mental Health trainers, which is recognised on completion of each cohort.

All other income is accounted for on a receipts basis with related gift aid recognised when a claim is submitted.

Donations in kind are included in income when the benefit to the charity is reasonably quantifiable and measurable. Donated goods are not recognised if not practical to do so at the point of the gift. Donated goods and services where practical are valued by the trustees at the amount the charity would have been willing to pay for the goods or services on the open market.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds comprise the costs associated with attracting voluntary income and the costs of fundraising. These include the expenses of events hosted, promotional activities, staff and other costs directly involved with these activities.

Charitable activities comprise grants and donations paid or unconditionally committed to charitable projects. In addition these include the cost associated with the Building Mental Health project.

continued...

2. ACCOUNTING POLICIES - continued

Expenditure
Support costs, which include the governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity. These are allocated between raising funds and charitable activities.

All costs are allocated between the expenditure categories on the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis including time spent.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

The charity has adopted a policy of only capitalising assets with a cost of £500 or more.

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Fixed asset investments
Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds earmarked by the trustees as a contingency fund.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

2. ACCOUNTING POLICIES - continued

Going concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Employee benefit
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Leases
Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any key sources of estimation uncertainty that have a significant impact on the amounts recognised in the financial statements.

4. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	2,533,376	2,043,292
Gift aid	42,448	52,076
	2,575,824	2,095,368

Donations and legacies

	2023	2022
	£	£
Regional Lighthouse Club Donations	531,588	442,508
Company Donations	1,915,640	1,540,107
Individual Donations	79,934	95,493
General Donations	48,662	17,260
	2,575,824	2,095,368

Apart from a company donation of £50,000 in 2022, all of the total income from donations during 2023 and 2022 was by way of unrestricted funds.

continued...

5. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising events	498,326	1,441,710

Other trading activities

	Unrestricted funds 2023	Unrestricted funds 2022
Income from Fundraising Events (Christmas Lunch, Marathon, Challenges etc)	498,326	1,441,710
Expenditure for Fundraising Events	(318,315)	(794,190)
Surplus	180,011	647,520

All of the total income during 2023 and 2022 from other trading activities was by way of unrestricted funds.

6. INVESTMENT INCOME

	2023	2022
	£	£
Income from listed investments	29,264	15,263
Interest receivable	4,443	7
	33,707	15,270

All of the total income during 2023 and 2022 from investments was by way of unrestricted funds.

7. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Services provided under contract	Building Mental Health	248,428	135,610

All of the total income during 2023 from charitable activities was by way of unrestricted funds (2022 - All Restricted).

continued...

8. RAISING FUNDS

Raising donations and legacies

	2023	2022
	£	£
Staff costs	1,268,786	852,168
Marketing	157,776	107,020
Other fundraising costs	131,509	106,623
Direct event costs (note 5)	318,315	794,190
Regional support	66,051	17,686
Office costs	91,965	91,883
Bad debts	38	450
Foreign exchange loss	9,166	(18,690)
Depreciation	6,951	5,468
Less: expenditure allocated to Welfare and Benevolence	(727,875)	(488,301)
	1,322,682	1,468,497

All of the total costs of raising funds during 2023 and 2022 were by way of unrestricted funds.

continued...

9. CHARITABLE ACTIVITIES COSTS

	Welfare & Benevolence 2023 £	Education & Training 2023 £	Health & Safety Innovation 2023 £	Total 2023 £	Total 2022 £
Education and Training (Wellbeing Academy)	-	266,759	-	266,759	153,312
Beneficiary Grants	467,974	-	-	467,974	420,490
Construction industry helpline and case workers	786,930	-	-	786,930	525,277
Building Mental Heath MIV Portal	-	-	222,440	222,440	155,543
Make it Visible Onsite	-	-	372,311	372,311	267,413
Critical Incident Support	-	-	113,424	113,424	-
	1,254,904	266,759	708,175	2,229,838	1,522,035
Analysis by fund					
Unrestricted funds	1,254,904	266,759	708,175	2,229,838	1,366,492
Restricted funds	-	-	-	-	155,543
	1,254,904	266,759	708,175	2,229,838	1,522,035
For the year ended 31 December 2022					
Unrestricted funds	945,767	153,312	267,413		1,366,492
Restricted funds	-	155,543	-		155,543
	945,767	308,855	267,413		1,522,035

During 2023, of the total costs of charitable activities, £2,229,838 (2022 - £1,366,492) were from unrestricted funds and £nil (2022 - £155,543) were by way of restricted funds.

Grants payable
During the year the Charity received 4,435 (2022: 3,421) calls for support to the Helpline. 2,435 (2022: 2,151) of these calls were managed by our case workers. Our case workers organised food delivery, rent and utility bill payment, replacement white goods, counselling and direct grants, totalling £574,440 (2022: £393,983).

continued...

10. SUPPORT COSTS

	Governance costs
	£
Governance costs	35,245

Support costs, included in the above, are as follows:

Governance costs

	2023 Governance costs	2022 Total activities
	£	£
Auditors' remuneration	7,730	8,250
Legal and professional fees	9,386	5,073
Trustee Meetings	5,403	1,530
Management Fees	12,726	11,132
	35,245	25,985

11. OTHER

	2023	2022
	£	£
Loss on sale of assets	440	-

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Auditors' remuneration	7,730	8,250
Depreciation - owned assets	6,952	5,468
Deficit on disposal of fixed assets	440	-

13. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2023 nor for the year ended 31 December 2022.

continued...

14. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	1,114,785	754,635
Social security costs	117,162	75,028
Other pension costs	36,839	22,505
	1,268,786	852,168

The average monthly number of employees during the year was as follows:

	2023	2022
National Office	12	9
Welfare and Benevolence	19	14
	31	23

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	2	1
£70,001 - £80,000	1	1
	3	2

15. TANGIBLE FIXED ASSETS

	Computer equipment
	£
COST	
At 1 January 2023	24,893
Additions	5,633
Disposals	(3,237)
At 31 December 2023	27,289
DEPRECIATION	
At 1 January 2023	11,674
Charge for year	6,952
Eliminated on disposal	(2,797)
At 31 December 2023	15,829
NET BOOK VALUE	
At 31 December 2023	11,460
At 31 December 2022	13,219

continued...

16. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2023	1,679,287
Additions	768,452
Disposals	(763,517)
Revaluations	94,155
At 31 December 2023	1,778,377
NET BOOK VALUE	
At 31 December 2023	1,778,377
At 31 December 2022	1,679,287

Investments at fair value comprise:	2023 £	2022 £
UK equities	331,658	392,939
Other equities	872,630	773,666
Property	58,665	35,491
Commodities	18,069	41,930
Bonds	308,935	139,558
Other investments	129,161	170,466
Cash product	36,184	115,954
Cash	23,075	9,283
	1,778,377	1,679,287

Cost or valuation at 31 December 2023 is represented by:

	Listed investments £
Cost	1,778,377

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade debtors	126,839	298,912
Other debtors	-	262
VAT	-	1,057
Prepayments and accrued income	134,822	147,378
	261,661	447,609

continued...

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	26,533	63,615
Social security and other taxes	60,179	23,007
VAT	23,637	-
Other creditors	(2,779)	6,674
Accruals	113,468	152,433
Deferred income	141,898	45,192
	362,936	290,921

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	21,292	21,292
Between one and five years	11,850	33,142
	33,142	54,434

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2023 Total funds	2022 Total funds
	£	£	£	£
Fixed assets	11,460	-	11,460	13,219
Investments	1,778,377	-	1,778,377	1,679,287
Current assets	1,636,444	(85,612)	1,550,832	1,726,249
Current liabilities	(362,936)	-	(362,936)	(290,921)
	3,063,345	(85,612)	2,977,733	3,127,834

21. MOVEMENT IN FUNDS

	At 1.1.23	Net movement in funds	Transfers between funds	At 31.12.23
	£	£	£	£
Unrestricted funds				
General fund	2,542,222	(150,101)	85,612	2,477,733
Six month contingency fund	500,000	-	-	500,000
	3,042,222	(150,101)	85,612	2,977,733
Restricted funds				
Building mental health	85,612	-	(85,612)	-
TOTAL FUNDS	3,127,834	(150,101)	-	2,977,733

continued...

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	3,356,285	(3,588,205)	81,819	(150,101)
TOTAL FUNDS	3,356,285	(3,588,205)	81,819	(150,101)

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	2,367,890	424,332	(250,000)	2,542,222
Six month contingency fund	250,000	-	250,000	500,000
	2,617,890	424,332	-	3,042,222
Restricted funds				
Building mental health	55,700	(20,088)	-	35,612
Other restricted funds	-	50,000	-	50,000
	55,700	29,912	-	85,612
TOTAL FUNDS	2,673,590	454,244	-	3,127,834

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	3,502,348	(2,860,819)	(217,197)	424,332
Restricted funds				
Building mental health	135,610	(155,698)	-	(20,088)
Other restricted funds	50,000	-	-	50,000
	185,610	(155,698)	-	29,912
TOTAL FUNDS	3,687,958	(3,016,517)	(217,197)	454,244

continued...

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £ £36,839 (2022: £22,505).

23. RELATED PARTY DISCLOSURES

The remuneration of key management personnel is as follows:

	2023 £	2022 £
Aggregate compensation	219,269	185,943

The charity is not aware of any transactions relating to the transfer of resources, services or obligations between related parties, regardless of whether a price was charged, during the accounting period.

The trustees are drawn from the construction world and therefore there may be donations and other transactions between the charity and the companies that the trustees work for.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	2,533,376	2,043,292
Gift aid	42,448	52,076
	2,575,824	2,095,368
Other trading activities		
Fundraising events	498,326	1,441,710
Investment income		
Income from listed investments	29,264	15,263
Interest receivable	4,443	7
	33,707	15,270
Charitable activities		
Services provided under contract	248,428	135,610
Total incoming resources	3,356,285	3,687,958
EXPENDITURE		
Raising donations and legacies		
Wages	1,114,785	754,635
Social security	117,162	75,028
Pensions	36,839	22,505
Marketing	157,776	107,020
Other fundraising costs	131,509	106,623
Direct event costs (note 5)	318,315	794,190
Regional support	66,051	17,686
Office costs	91,965	91,883
Bad debts	38	450
Foreign exchange loss	9,166	(18,690)
Depreciation of tangible fixed assets	6,951	5,468
Less: expenditure allocated to Welfare and Benevolence	(727,875)	(488,301)
	1,322,682	1,468,497
Charitable activities		
Beneficiary grants (Food, white goods and counselling)	467,974	420,490
Construction industry helpline and case workers	786,930	525,277
Education and training (Wellbeing Academy)	266,759	308,855
Health and safety innovation	708,175	267,413
	2,229,838	1,522,035

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
Charitable activities		
Other		
Loss on sale of tangible fixed assets	440	-
Support costs		
Governance costs		
Auditors' remuneration	7,730	8,250
Legal and professional fees	9,386	5,073
Trustee Meetings	5,403	1,530
Management Fees	12,726	11,132
	35,245	25,985
Total resources expended	3,588,205	3,016,517
Net (expenditure)/income before gains and losses	(231,920)	671,441
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	81,819	(217,197)
Net (expenditure)/income	(150,101)	454,244

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

England & Wales - Charity number 1149488

Accounts

REGISTERED COMPANY NUMBER: 08244118 (England and Wales)
REGISTERED CHARITY NUMBER: 1149488 (England and Wales)
REGISTERED CHARITY NUMBER: 20200334 (Republic of Ireland)

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

FOR

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY
(A COMPANY LIMITED BY GUARANTEE)

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

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FOR THE YEAR ENDED 31 DECEMBER 2022

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES	S Carey R H Devine N Dewji L C Gallagher - Co-Chair E Naylor - Co-Chair R OLoughlin J Vezey
COMPANY SECRETARY	W J Hill
REGISTERED OFFICE	Suffolk Enterprise Centre Felaw Maltings 44 Felaw Street Ipswich Suffolk IP2 8SJ
REGISTERED COMPANY NUMBER	08244118 (England and Wales)
REGISTERED CHARITY NUMBER	1149488 (England and Wales) 20200334 (Republic of Ireland)
AUDITORS	Fortus Audit LLP Chartered Accountants & Statutory Auditor 31 High View Close Hamilton Office Park Leicester Leicestershire LE4 9LJ
BANKERS	Lloyds Bank 79 High Street Chesham Buckinghamshire HP5 1DE
SOLICITORS	Gordon Dadds 80 Brook Street Mayfair London W1K 5DD
INVESTMENT ADVISERS	Brewin Dolphin 12 Smithfield Street London EC1A 9BD

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our History

Back in 1956 a small group of individuals decided to do something about the growing problem of construction families being thrown into poverty as a result of an illness, injury or death of the main breadwinner. Following an evening out and underneath the flashing light of St Mary's Lighthouse, they created the Lighthouse Club.

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The objective of the Club was to fundraise within a collegiate friendly environment and pass those funds onto individuals and families within the construction industry who were in financial crisis as a consequence of ill health, injury, disability or bereavement. The Lighthouse Club Benevolent Fund was established in 1962 as a registered charity to act as a conduit between the fundraising activities and the beneficiaries supported.

The Lighthouse symbol soon became a beacon of hope for those within the industry suffering considerable hardship and a new charity was born.

Under the "Lighthouse Club" banner the charity has grown from strength to strength and now operates through 21 independent Regional Clubs in the UK and Ireland, along with a thriving overseas community in Asia Pacific, Middle East, Europe and the Americas. All of our Regional Lighthouse Clubs are run by volunteers who give up their time freely to organise local networking events to raise much needed funds to deliver our charitable work.

During 2012 it was agreed that the Lighthouse Club and the Lighthouse Club Benevolent Fund should be merged into a new charity called the Lighthouse Construction Industry Charity. In doing so the charity would gain more flexibility in the pursuit of its charitable objects and gain a more streamlined governance and reporting structure. This charity was incorporated on 8 October 2012 and commenced operations on 1 January 2013.

On 31 October 2013 the charity merged the assets of the National Lighthouse Club. This organisation was an unincorporated association and up until merger performed the governance and administration functions for the Lighthouse Club membership and the Regional Lighthouse Clubs.

On 31 December 2013 the charity, with the permission of the Charity Commission, also merged the assets of the Lighthouse Club Benevolent Fund Charity (charity number 205670).

Our Mission

The charity exists to deliver the following services to the Construction Community of the UK and Ireland:

To relieve hardship and stress amongst the construction community by:

- Providing financial assistance, welfare and wellbeing advice and emotional and legal support;
- Promoting initiatives aimed at avoiding accidents and improving safety on construction sites;
- Supporting educational initiatives aimed at improving employment conditions and career opportunities within the construction industry;
- Supporting and delivering local and national events that embrace networking, fundraising and fellowship within the construction industry; and
- Supporting other purposes which are charitable under the law of England and Wales and which the trustees, at their discretion, consider appropriate from time to time.

OBJECTIVES AND ACTIVITIES

How we raise our funds

The charity has five primary income sources:

1. Events
We fundraise through the delivery of events which are also used to recruit new members. These range from sporting dinners, corporate golf days and glamorous dinner dances to "once in a lifetime" physical challenges. As a result the charity has to constantly organise events, pay for marketing, pay for venues, facilities, entertainment, hospitality and other resources required to deliver quality events. Our objective is always to maximise the funds generated by all our events but inevitably significant costs can be incurred. The vast majority of our events are run by our Regional Lighthouse Clubs whose dedication and commitment are at the heart of the charity. The cost of running the Regional Lighthouse Club events are not shown in the annual accounts as they run autonomously from the charity. In accordance with accounting standards, the costs of events are shown in expenditure separate from the income for all central charity events. As a result, the operational cost base of the charity appears inflated when compared to charities that rely on donations and legacy income.

2. Membership Subscriptions
At our events we encourage participants to become Members of the Lighthouse Club. We enjoy the support of over 3,000 individual supporters who donate an annual subscription to the charity. Our supporters do not accrue any benefits nor do they have any voting rights on the operation of the charity.

3. Corporate Engagement
The third key area of income comes from engagement with the corporate community. In September 2018 the charity launched a campaign to engage companies in the construction sector to become company supporters. This requires a company to commit to an annual donation- commencing from £250- to provide annuity income for the charity. As at 31 December 2022, 510 companies had pledged annual support amounting to £807,000. (2021: 260 companies pledged £400,000). We also have a programme to encourage companies to support the charity through their own annual fundraising initiative- called "Lighthouse Day".

4. Trusts, Foundations and Legacies
The charity does not benefit from public sector funding. The vast majority of the funds raised to date have been through regional and central events and have relied upon the support of private individuals and the business community.

5. Donated Goods and Services
The charity receives donations of goods and services from both corporate and individual supporters. These items are often repackaged for auction at our charitable events.

Fundraising

The charity is registered with the Fundraising Regulator. Although the charity accepts donations from national and local organisations and private individuals, the charity does not run fundraising campaigns or use third parties to raise funds on our behalf. We do not approach individuals in person, by email, telephone, social media or post to seek donations. We have not received any complaints regarding fundraising.

Public Benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake and in planning future activities.

OBJECTIVES AND ACTIVITIES

Charitable projects

The charity has three key charitable projects, these are:

Welfare and Benevolence
The charity provides a 24/7 Construction Industry Helpline (0345 605 1956) and supporting website www.constructionindustryhelpline.com that provides the gateway to deliver:

Emergency Financial Aid to the construction industry community in times of crisis following an illness, accident, injury or bereavement that forces a family into a state of poverty.

Advice on a range of matters including:
- Mental health and wellbeing issues as an employee or employer;
- Support and advice for sufferers of stress and addiction related illness;
- Advice on matters ranging from divorce to employment (through our partners Law Express);
- Advice on specific tax related issues concerning employment within the construction industry (through our partners RIFT);
- Help to manage and reschedule debt;
- Help to understand the benefits system and entitlement, especially if caring for others; and
- Support on career changes, especially after accident or injury preventing return to work.

Education and Training Initiatives
Finance for re-training within our sector can be accessed via the Construction Industry Helpline and is available to anybody suffering financial hardship or who has suffered an injury or illness that prevents them from returning to work in their original capacity.

Within our Education and Training activity we also review, commission and fund projects aimed at improving the mental wellbeing of our industry workforce and projects aimed at socially disadvantaged young people and young offenders looking to gain qualifications to enter construction or complete apprenticeships.

Health and Safety Improvement Projects
In special circumstances we will review applications from companies and individuals and finance, innovative and implementable ideas, to improve health and safety in the work environment.

OBJECTIVES AND ACTIVITIES

Grantmaking policy

Grants are managed and controlled through the Charitable Projects Committee. This Committee is appointed by the trustees and comprises of two trustees and the Chief Executive or the Head of Charity Services. The chairperson is appointed by the trustees.

The Committee convenes as and when needed and at short notice. Conference calls are often used as meeting forums to discuss cases for approval.

The Committee is responsible for approving all charitable projects and charitable giving provided that:
- the project or grant fits the charity's criteria; and
- the chairperson is satisfied that the charity has sufficient funds to accommodate the project.

In the quarterly trustee report the Committee chairperson reports on the projects approved that quarter and attaches details of the projects or grants. Projects which do not fit the charity's criteria, are thought to be sensitive or unusual or where the project has generated a query, are referred to the quarterly trustee board meeting.

The trustees have delegated authority for:
- the approval for all grants <£5,000 to the Head of Charity Services;
- the approval of all projects and grants between £5,000 - £10,000 to the Charitable Giving Committee; and
- all individual grants over £10,000 require the approval of the Trustee Board.

The Head of Charity Services manages the weekly operational process, producing a monthly report for the Charitable Giving Committee. The Committee carries out a quarterly audit on a selection of cases.

Achievements and performance

Our vision is to ensure that "no construction worker or their family should be alone in a crisis".
The charity is constantly striving to develop our support services to meet the urgent and changing needs of our construction community.
Our core objectives for the year remain to:
* Communicate our Construction Industry Helpline number to as many of the 3.1 million construction workers in the UK and Ireland as possible;
* Increase corporate engagement through our Lighthouse Day initiative and encourage annual donations through our Company Supporters programme;
* Help to develop the industry wide programmes that increase resources available to companies to support positive welfare and wellbeing in the industry; and
* Increase the support and nurture the growth of our Regional Lighthouse Clubs.

Annual summary

During the first quarter of 2022, construction got back to work after the pandemic. However, the outbreak of war in the Ukraine led to soaring domestic inflation, with energy and other household costs increasing significantly. This again put pressure on our helpline and we saw a dramatic increase in helpline calls, as the workforce and their families struggled to make ends meet. This inflationary pressure continued throughout the year and was compounded by an increase in interest rates following political turbulence and a failed Autumn Budget. During this time, a number of long-standing construction companies fell into administration, adding to the stress within our construction community.

The increase in call volumes led our charity to decide to bring our outsourced frontline Helpline service in-house. The introduction of high-quality Helpline advisors has made a significant positive impact, improving our charity's service level as well as increasing the quality of delivery. Whilst call volumes were 23% higher at 3,421 (2021: 2,788), the increase in complex case work was contained at a more manageable 11%, with 1,976 cases arising (2021: 1,788)- statistics justifying our investment in recruiting and training our own Helpline staff.

OBJECTIVES AND ACTIVITIES

Our fundraising focus in 2022 concentrated on increasing the companies pledging an annual donation. Our aspirational target was to double our income in this area. To achieve this objective, we hired Regional Lighthouse Ambassadors to engage with local and national organisations within construction and encourage them to contribute. This strategic initiative has been a huge success and our Company Supporters have grown by 250 to 510; they delivered an annual income of £807,000 in 2022. This annuity income has given the charity a significant reliable income base and our intention is to grow this further in 2023.

Charitable Work Examples

Financial & Emotional Support

A painter and decorator contacted us through our website. She was struggling financially and emotionally. Her daughter was ill and suffering from seizures. Caring for her daughter had reduced her ability to work which led to a reduction in income. As a result, she fell behind on her bills and had borrowed money to try and help the situation. Due to the solitary nature of her work, she was often alone with her thoughts which were increasingly getting her down.

We completed a full financial review, ensuring she was receiving the benefits she was entitled to. We referred her to specialist financial organisations (B&CE and CAP) who helped her manage her debts and we supported her through this process. We also provided her with six sessions of counselling.
She has now returned to work, feeling more in control and less stressed. She is using coping techniques learned during her counselling to help manage her emotional health.

Trauma

We were contacted by the partner of a scaffolder, who had completed suicide, leaving her and their three children. She could not afford to pay for the funeral. We worked with the DWP and other organisations to pay for the funeral costs.

Shortly after, while the family were struggling with their recent bereavement, a fire destroyed the family home and they lost all their possessions. The impact of all this trauma was extremely difficult for them; the children found it difficult to process these massive changes to their lives and as a result they began to demonstrate disruptive and harmful behaviour.

We arranged bereavement counselling for the family and worked with the children's school to provide additional support. We were also able to provide support for Post Traumatic Stress. Working with the Local Authority, we were able to provide suitable accommodation conveniently located to the children's school and closer to friends and family. We also worked to ensure that they were financially stable.

Injury & suicidal thoughts

A client was referred for support. He had injured his back, could not work and was unable to pay his bills. The pain from his injury and despair at his situation, left him feeling suicidal and he did attempt to take his life.
We quickly undertook a safeguarding assessment due to the client's distress. We encouraged him to seek medical advice and provided counselling twice a week to help stabilise him.

We arranged for emergency food and utility payments while we worked with the local Adult Services Team to put necessary services in place including adaptations to his home. We paid for one month's car insurance to keep him mobile. We also undertook a complete financial assessment and partnered with CAP to provide him with financial advice and support.

The twice a week counselling, led to the psychiatric hospital signing him off. His GP has reviewed his pain medication. The client was on suicide watch when he came to us but is now safe and supported with financial support after a bereavement.

OBJECTIVES AND ACTIVITIES

Financial support after a bereavement

We were contacted by a client whose stepfather was tragically killed in a car accident by someone driving a stolen car. Her stepfather was the sole bread winner and had looked after all of the household finances.

We worked with the family to organise their finances, including applying for all the benefits they were entitled to claim. We provided them with a grant for 3 month's rent payments until all their benefits were released and paid. The client has thanked us for our support and prompt response during a very distressing and traumatic time.

Apprentice - Mental Health

We were contacted by an apprentice electrician's mother who was concerned for her son. During the Covid-19 pandemic, the client had been furloughed and this impacted his mental health. So much so, that he has been sectioned under the Mental Health Act, twice with suspected psychotic episodes.

Unable to work, he was made redundant. He didn't tell anyone and as a result, got into rent arrears. He received notice that unless his arrears were paid, he would be evicted.
His mother thought that her son might be on the autism spectrum. She paid to have a private assessment because he was too old to get one through the NHS. The client was diagnosed with autism.

We worked with the Rainy Day Trust and the Electrical Industries Charity and through matched funding we were able to clear the arrears and secure the client's tenancy. We also supported the client in applying for entitled benefits, including PIP. The rent is now paid directly to the landlord, securing his tenancy. The client is also receiving support from the National Autistic Society and is doing well.

STRATEGIC REPORT

The charity has delivered a year of strong financial performance in 2022, demonstrating its financial and operational robustness over a period of increased need for its services and in the face of further economic uncertainty for the sector.

Income

The charity delivered income growth of 62% in 2022 (2021: 6%). The increase is primarily due to significant increase in annual company supporters and a return of event income through our national and regional fundraising events.

Donations and legacies

Donations and legacies received during the year were £2,095,368 (2021: £1,581,083). As mentioned above, this sharp increase was primarily due to the focus on increasing the number of companies that donate on an annual basis and a restoration of event activity at Regional Lighthouse Club level.

Our 21, Regional Lighthouse Clubs throughout the UK and Ireland made a significant contribution to the charity; their donations totalled £442,508 (2021: £182,912). These Regional Lighthouse Clubs are volunteer-led and are the backbone of the charity. The charity is extremely grateful for their significant contributions and for the time and dedication of our regional volunteer committees.

The charity did not receive any legacy income from the Charles Newman Memorial Fund in 2022 (2021: £50,000).

Income from charitable activities

Charitable activities income totalled £1,592,590 (2021: £701,861). This significant increase was primarily due to the return of national event income. In addition to the charity's annual Christmas Lunch, the charity staged a very successful White Collar Boxing Night, a "4 Peaks" challenge" climbing the highest mountains in Scotland, England, Wales and Ireland in 48 hours and an "On Yer Bike" challenge charity bike ride in Ireland from Leitrim to Killarney. The number of events in 2022 is unlikely to be repeated as it was a catch up on cancelled events due to the pandemic.

During 2022 the charity completed its contractual obligation to the CITB and finalised the Building Mental Health project.

Grants totalling £135,610 (2021: £217,781) were paid to the charity.

The charity is grateful to all our donors for their generosity.

Operating costs

Total operating costs grew 59% to £3,016,517 (2021: £1,903,571)

Costs expended on raising funds was directly attributed to the increase in the number of nationally run events and increased to £794,190 (2021: £332,427). The charity recognises that there are significant costs to organising national events and each year we try to improve our efficiency and margins on events. The target margin for events is 30%. In 2022, the margin achieved was 45% (2021: 30%).

Staff and office costs

A strategic decision was taken in 2022 to bring "in house" and fully staff our own helpline. In previous years the front-line helpline advisers were subcontracted to a third party, while our case workers were employed by the charity. To facilitate this, the charity also invested in a new cloud-based phone system. This system delivers call management control and allows all our Helpline Advisors and Case Workers to operate effectively from home. This decision has been a huge success in terms of operational efficiency and quality of service.

During 2022 the charity also invested heavily in regional charity development resources to accelerate the Company Supporter initiative. Total staff and office costs (excluding direct event costs) rose by 84% to £1,956,798 (2021: £1,061,877)

Charitable activities
Total expenditure on the delivery of charitable services grew 40% to £1,548,020 (2021: £1,107,549)

2022 has been another year of unprecedented growth in terms of the delivery of charitable services. Further studies commissioned by the charity with Glasgow Caledonian University revealed that the suicide rate within construction during the pandemic period had increased while all other industries remained stable. The study also demonstrated that it was 3 times more likely to see a suicide in construction than any other industry and this rose to 8 times for ground workers and trades. This research galvanised the charity's resolve in 2022 to accelerate its activity to increase awareness of our charitable support to the "boots on the ground" and increase its engagement with construction companies and supply chains in the UK and Ireland.

The charity's vision is that "no construction worker or their family should be alone in a crisis". The aim is to surround every construction worker with options to improve their welfare and wellbeing by giving them easy access to a portfolio of services.

Building Mental Health
Expenditure on the Building Mental Health project was £155,543 (2021: £233,191). The aim of the project was to give the workforce access to a "Welibeing Champion" on as many sites as possible in the UK and Ireland. A mental health first aid qualification was seen as the "gold standard" to equip volunteers with the necessary knowledge to help signpost the individuals seeking help to get support. The charity completed its obligations to this contract with CITB. This project saw the charity manage the training and introduction of 278 Mental Health First Aid Instructors into construction who in turn have trained over 11,000 Mental Health First Aiders in the industry. The total Social Value created by this project is over £9,000,000 for a £1,000,000 total investment and has been recognised as one of the most successful CITB projects.

Welfare and benevolence
Expenditure on welfare and benevolence charity services increased by 71% to £945,767 (2021: £551,901)
The charity helpline along with the caseworkers provide the resources to deliver welfare and benevolence for the charity.

The charity is working hard to create awareness of our charitable support within our industry and as a result of the turbulent economic climate and two major awareness campaigns "Help inside the Hard Hat" and "Make it Visible On Site", the number of clients contacting the helpline rose 23%. The new in-house helpline advisors, coupled with the caseworkers, coped extremely well with this increased volume and delivered a NPS score of 96%

Education and training
The expenditure on education and training dropped 34% to £153,312 (2021: £230,084). This drop in expenditure was expected as the industry got back to work, the opportunity to attend wellbeing focussed scheduled masterclasses reducing. The charity has now refocussed its education and training via a Wellbeing Academy where individuals can access wellbeing and soft skills training on a self-paced basis.

Health and safety innovation
Total spend of health and safety innovation grew 350% to £267,413 (2021: 59,421). 87% of the workforce within construction are men and the two biggest problems in getting this workforce to seek help when in crisis is; awareness that services are available; and overcoming the stigma of asking for help. In 2022 the charity was approached by Ford Motor Company to collaborate on this issue. "Make It Visible On Site" was the initiative created. Ford delivered free of charge two multi coloured Transit vans and the charity resourced the vans with trade operatives that had Mental Health First Aid training and had lived experience of mental health issues. These teams were then sent onto sites around the UK and Ireland with the express purpose of opening the conversation on workplace wellbeing and informing the workforce of the help available. This initiative has been a hugely successful wellbeing and welfare project. During 2022 the two teams visited over 173 sites in the UK and Ireland and worked with over 8,000 "boots on the ground". The project has also activated 25 critical interventions where individuals with suicidal ideation were given immediate access to counselling.

Governance Costs
Governance costs in 2022 dropped 21% to £25,985 (2021: £32,952)

On a net basis, the charity is pleased to report an unrestricted fund operational surplus of £671,441 (2021: £464,864); however this was reduced to £454,244 (2021: £449,454) by a heavy loss on revaluation on investments of £217,197 as a result of the timing of the year-end coinciding with a reduction in stockmarket sentiment (2021: gain of £70,081).

Reserves Policy
Historically, the charity's objective has been to spend no less than 50% of our net income on Welfare & Benevolence activities and over the medium-term, to donate its entire surplus, subject to maintaining a prudent level of reserves to cover the impact of any significant loss of income as well as its contractual and statutory liabilities.

At the year end, the charity held funds amounting to £3,127,834 (2021: £2,673,590), of which £2,542,222 (2021: £2,367,890) were unrestricted, £500,000 (2021: £250,000) were designated from the unrestricted fund and £85,612 restricted (2021: £55,700).

The trustees consider that:

- unrestricted funds should represent the funds available to the charity for investment in new charitable projects or to create additional income

- designated funds should be maintained at a level calculated to enable the charity to continue its activity for at least six months in the event of loss of income. Designated funds were increased by £250,000 in 2022 to £500,000. It should be noted that £62,168 of the designated funds is thanks to the bequest of Harry Collins.

- demand for the charity's services is on a steep upward trajectory and the current level of reserves is appropriate.

The level of reserves is monitored by the audit and governance committee and is reviewed on an annual basis.

Investment policy and performance
During the year, the trustees invested a further £1,000,000 of the charity's cash reserves with investment manager Brewin Dolphin, (2021: £0). The total cash investment stands at £1,750,000.

The investment valuation resulted in a 2022 loss of £217,197 (2021: Gain £70,081) as a result of the timing of the year-end coinciding with a reduction in stockmarket sentiment.

Investments are held in Brewin Dolphin's Risk category 6; representing moderate investment risk.

Whilst all funds invested can be returned to cash within 48 hours, the charity intends to hold these for more than 12 months and they consequently have been included in the balance sheet as fixed asset investments.

STRATEGIC REPORT

Risk management

The trustees examine and review quarterly the major strategic, business and operational risks which the charity faces and confirm that systems have been established so that the risks may be effectively monitored and their impact mitigated as far as possible. The principal risks identified by the trustees and the control procedures used to mitigate those risks are:

Risk	Response
Major downturn in charity giving due to government policy change, major disaster or major economic downturn	Ensure a broad range of funding sources resulting in no excessive dependency on a single donor or income stream.
Insufficient reserves to meet the charity's needs	Ensure management information is timely and accurate. Also regularly review the forward commitments against the level of reserves.
Vulnerable person issues	Develop a policy and implement for volunteers with access to vulnerable people. Ensure contracted programme partners have up to date vulnerable person policies and processes.
Fraud / misappropriation causing loss of income, reputation or relationship damage	Ensure financial controls and authorisation limits are implemented. Track central and regional activities, income and use of the charity name. Investigate where any problems are identified.

Future plans

2022 was a year of considerable growth and the charity attained its aspirational target of doubling the number of people supported and also doubling the number of Company Supporters that fund the charity.

The charity's vision remains as "No construction worker or their family should be alone in a crisis".

Looking forward, the charity will be focussing on awareness and breaking down the stigma of accessing support by increasing activity through the "Make It Visible On Site" initiative. This is a labour intensive and expensive project to run but the returns on social impact and saving lives far outweighs the costs. Investment in resources to grow Company Supporters and engage with the Regional Lighthouse Clubs will be maintained along with investment in industry-wide initiatives to collaborate and unify industry best practice.

The charity will continue to build on the success of the launch of its Wellbeing Academy. This will be promoted heavily as a free proactive educational service aimed at improving wellbeing within the workforce and soft skills training for people managers.

Due to the significant growth in 2022, focus in 2023 will be on the internal systems and processes that underpin the charity's operations. All work processes will be evaluated and optimised and where possible automated to reduce the need for manual processing and to improve management information for decision-making.

The generosity of those who have and continue to support our charity remains vital to allow us to maintain our support for the construction industry.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.The Lighthouse Construction Industry Charity is a company limited by guarantee in the United Kingdom, company number 0824418, incorporated on 8 October 2012 and is a registered charity, number 1149488. The charity is governed by its Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

S Carey
R Devine
N Dewji
L Gallagher
E Naylor
R O Loughlin
J Vezey

The charity is governed by its trustees, which are also its directors under company law.

New trustees are appointed by the board of trustees which seeks to ensure that there is a broad range of relevant skills and experience on its body.

The trustees provide their time at no charge to the charity.

Management

The charity employs a full time Chief Executive, who is supported by full time and part time staff. In addition, a number of external contractors are engaged to carry out certain operations of the charity.

The Chief Executive prepares a detailed business plan and an annual financial budget which are reviewed by the trustees. The performance of the charity is measured by the trustees against both the business plan and the annual budget on a quarterly basis.

Governance

The board of trustees meets at least four times each year. The charity seeks to involve as many trustees as possible in different aspects of its operations, for example sitting on internal committees, helping organise events, liaising with Regional Lighthouse Clubs, attending Regional Lighthouse Club committee meetings and functions, and assisting with our charitable projects.

In order to promote good governance and best practice, the board of trustees has three committees:

The Audit and Governance Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to ensure that all matters of good governance and best practice are effective throughout the entire organisation of the charity. Its responsibility is also to consider reports from the auditor and advise the board of trustees on financial control and effectiveness.

This committee also reviews the remuneration of the Chief Executive and other key staff members on an annual basis. Remuneration of key personnel is benchmarked against charities of a similar size and complexity. Awards are given on the basis of performance against the charity's objectives.

The Charitable Projects Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. This committee communicates regularly by email, phone or in person to review all charitable projects. Its responsibilities are to review and authorise all the charity's project proposals whether these be individual one off applications for financial support, monthly applications for financial support or grants for other charitable activities within our charter.

Nominations Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to continually review the members of the board, identify skill gaps within our governance structure and nominate potential candidates to the board as new trustees.

The trustees are provided with detail of their responsibilities as charity trustees upon their appointment. This includes a copy of the Charity Commission's "Essential Trustee" booklet.

Trustees are encouraged to attend training events to brief them on their legal and other obligations under charity and company law, whilst assisting them in their role as a board member.

Regional Lighthouse Clubs
The charity is supported by 21 Regional Lighthouse Clubs run by their own volunteer Committees. These Regional Lighthouse Clubs operate independently and are tied to the charity through an affiliate agreement.

The charity is very much indebted to the Regional Lighthouse Clubs. These Clubs are staffed entirely by volunteers (more than 150 in all), who are drawn from their membership and include a chairperson, a secretary, a treasurer and a welfare officer. The constitution of each Club can be different but is broadly based on a central model and they are tied to the charity via an affiliate agreement. This agreement grants the Club the right to use the charity's name and logo and sets out an operating framework to protect both the charity and the Club.

The Regional Lighthouse Clubs operate throughout almost the entirety of the British Isles. The Clubs deliver fundraising and networking events throughout the year and pass over the surplus takings by way of a donation to the charity.

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Lighthouse Construction Industry Charity for the purposes of company law) are responsible for preparing the Report of the Trustees 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 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity 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 trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS
The auditors, Fortus Audit LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 27/4/23 and signed on the board's behalf by:



.....
E Naylor - Co-Chair - Trustee

Opinion
We have audited the financial statements of Lighthouse Construction Industry Charity (the 'charitable company') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

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

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

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 Statement of Trustees' Responsibilities, 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant frameworks which are directly relevant so specific assertions in the financial statements are those that relate to the reporting framework (UK GAAP and the Companies Act 2006) and the relevant tax compliance regulations in the UK.

We understood how the charitable company is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures. We corroborated our enquiries through review of board minutes and discussions with those charged with governance.

We assess the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, by discussion with management from various parts of the business to understand where they considered there was a susceptibility to fraud. We considered the procedures and controls that the charitable company has established to prevent and detect fraud, and how these are monitored by management, and also any enhanced risk factors such as performance targets.

Based on our understanding, we designed our audit procedures to identify any non-compliance with laws and regulations identified in the paragraphs above.

We also performed 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.

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

Use of our report

This report is made solely to the charitable company's members, 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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Buckby FCA (Senior Statutory Auditor)
for and on behalf of Fortus Audit LLP
Chartered Accountants & Statutory Auditor
31 High View Close
Hamilton Office Park
Leicester
Leicestershire
LE4 9LJ

Date: 9/5/2023

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	2,045,368	50,000	2,095,368	1,581,083
Charitable activities	7				
Building Mental Health		-	135,610	135,610	217,781
Other trading activities	5	1,441,710	-	1,441,710	478,248
Investment income	6	15,270	-	15,270	5,832
Total		3,502,348	185,610	3,687,958	2,282,944
EXPENDITURE ON					
Raising funds	8	1,468,342	155	1,468,497	796,022
Charitable activities	9				
Building Mental Health		-	155,543	155,543	233,191
Welfare & Benevolence		945,767	-	945,767	551,901
Education & Training		153,312	-	153,312	230,084
Health & Safety Innovation		267,413	-	267,413	59,421
Governance costs		25,985	-	25,985	32,952
Total		2,860,819	155,698	3,016,517	1,903,571
Net gains/(losses) on investments		(217,197)	-	(217,197)	70,081
NET INCOME		424,332	29,912	454,244	449,454
RECONCILIATION OF FUNDS					
Total funds brought forward		2,617,890	55,700	2,673,590	2,224,136
TOTAL FUNDS CARRIED FORWARD		3,042,222	85,612	3,127,834	2,673,590

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

GAINS AND LOSSES
The statement of financial activities includes all gains and losses recognised in the year.

The notes form part of these financial statements

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

BALANCE SHEET
31 DECEMBER 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	14	13,219	3,709
Investments	15	1,679,287	892,352
		1,692,506	896,061
CURRENT ASSETS			
Debtors	16	447,609	356,055
Cash in hand		1,278,640	1,865,064
		1,726,249	2,221,119
CREDITORS			
Amounts falling due within one year	17	(290,921)	(443,590)
NET CURRENT ASSETS		1,435,328	1,777,529
TOTAL ASSETS LESS CURRENT LIABILITIES		3,127,834	2,673,590
NET ASSETS		3,127,834	2,673,590
FUNDS	20		
Unrestricted funds:			
General fund		2,542,222	2,367,890
Six month contingency fund		500,000	250,000
		3,042,222	2,617,890
Restricted funds		85,612	55,700
TOTAL FUNDS		3,127,834	2,673,590

The financial statements were approved by the Board of Trustees and authorised for issue on 27/4/23 and were signed on its behalf by:

.....
L C Gallagher - Co-Chair - Trustee

.....
E Naylor - Co-Chair - Trustee

The notes form part of these financial statements

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	417,416	462,353
Net cash provided by operating activities		417,416	462,353
Cash flows from investing activities			
Purchase of tangible fixed assets		(14,978)	(3,552)
Purchase of fixed asset investments		(1,370,301)	(491,035)
Sale of fixed asset investments		357,575	75,752
Cash transferred to investment portfolio		8,594	417,074
Interest received		7	3
Dividends received		15,263	5,829
Net cash (used in)/provided by investing activities		(1,003,840)	4,071
Change in cash and cash equivalents in the reporting period		(586,424)	466,424
Cash and cash equivalents at the beginning of the reporting period		1,865,064	1,398,640
Cash and cash equivalents at the end of the reporting period		1,278,640	1,865,064

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	454,244	449,454
Adjustments for:		
Depreciation charges	5,468	1,936
Losses/(gain) on investments	217,197	(70,081)
Interest received	(7)	(3)
Dividends received	(15,263)	(5,829)
(Increase)/decrease in debtors	(91,554)	33,900
(Decrease)/increase in creditors	(152,669)	52,976
Net cash provided by operations	417,416	462,353

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22 £	Cash flow £	At 31.12.22 £
Net cash			
Cash at bank and in hand	1,865,064	(586,424)	1,278,640
	1,865,064	(586,424)	1,278,640
Total	1,865,064	(586,424)	1,278,640

The notes form part of these financial statements

1. CHARITY INFORMATION

Lighthouse Construction Industry Charity is a private company limited by guarantee incorporated in England and Wales. The registered office is Suffolk Enterprise Centre, Felaw Street, Ipswich, Suffolk IP2 8SJ.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The regional Lighthouse Clubs are all independent unincorporated associations and as such their income, expenditure and balance sheets are not included in these accounts.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income comprises membership, donations, income receivable from events organised during the year, charitable activities and interest receivable.

Donations are recognised when received and comprise amounts received which are not connected to fundraising events.

Legacies are recognised when the income is known and probable.

The charitable activity income relates to the training of Mental Health trainers, which is recognised on completion of each cohort.

All other income is accounted for on a receipts basis with related gift aid recognised when a claim is submitted.

Donations in kind are included in income when the benefit to the charity is reasonably quantifiable and measurable. Donated goods are not recognised if not practical to do so at the point of the gift. Donated goods and services where practical are valued by the trustees at the amount the charity would have been willing to pay for the goods or services on the open market.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds comprise the costs associated with attracting voluntary income and the costs of fundraising. These include the expenses of events hosted, promotional activities, staff and other costs directly involved with these activities.

continued...

2. ACCOUNTING POLICIES - continued

Expenditure
Charitable activities comprise grants and donations paid or unconditionally committed to charitable projects. In addition these include the cost associated with the Building Mental Health project.

Support costs, which include the governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity. These are allocated between raising funds and charitable activities.

All costs are allocated between the expenditure categories on the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis including time spent.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

The charity has adopted a policy of only capitalising assets with a cost of £500 or more.

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Fixed asset investments
Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds earmarked by the trustees as a contingency fund.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

2. ACCOUNTING POLICIES - continued

Going concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Employee benefit
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Leases
Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any key sources of estimation uncertainty that have a significant impact on the amounts recognised in the financial statements.

4. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	2,043,292	1,559,400
Gift aid	52,076	21,683
	2,095,368	1,581,083

Donations and legacies

	2022	2021
	£	£
Regional Lighthouse Club Donations	442,508	182,912
Company Donations	1,540,107	1,309,094
Individual Donations	95,493	63,917
General Donations	17,260	25,160
	2,095,368	1,581,083

Apart from a company donation of £50,00 in 2022, all of the total income from donations during 2022 and 2021 was by way of unrestricted funds.

continued...

5. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Fundraising events	1,441,710	478,248

Other trading activities

	Unrestricted funds income 2022	Direct event costs 2022	Net income 2022
Christmas Lunch	463,262	(334,123)	129,139
Boxing Night	565,166	(254,848)	310,318
Marathon	49,374	(2,237)	47,137
BAFTA Awards	40,100	(1,732)	38,368
Challenges	251,511	(123,776)	127,735
Other	72,297	(77,474)	(5,177)
Other trading activities	1,441,710	(794,190)	647,520

	Unrestricted funds income 2021	Direct event costs 2021	Net income 2021
Christmas Lunch	409,565	(223,775)	185,790
Golf	10,392	-	10,392
Marathon	10,682	-	10,682
Rugby	18,100	(40,500)	(22,400)
Challenges and other	19,966	(68,152)	(48,186)
Christmas Raffle	9,543	-	9,543
Other trading activities	478,248	(332,427)	145,821

All of the total income during 2022 and 2021 from other trading activities was by way of unrestricted funds.

6. INVESTMENT INCOME

	2022	2021
	£	£
Income from listed investments	15,263	5,829
Interest receivable	7	3
	15,270	5,832

All of the total income during 2022 and 2021 from investments was by way of unrestricted funds.

continued...

7. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022 £	2021 £
Services provided under contract	Building Mental Health	135,610	217,781

All of the total income during 2022 and 2021 from charitable activities was by way of restricted funds.

8. RAISING FUNDS

Raising donations and legacies

	2022 £	2021 £
Staff costs	852,168	530,565
Marketing	107,020	70,204
Other fundraising costs	106,623	44,445
Direct event costs (note 5)	794,190	332,427
Regional support	17,686	11,592
Office costs	91,883	61,508
Bad debts	450	-
Foreign exchange loss	(18,690)	9,200
Depreciation	5,468	1,936
Less: expenditure allocated to Welfare and Benevolence	(488,301)	(265,855)
	1,468,497	796,022

All of the total costs of raising funds during 2022 and 2021 were by way of unrestricted funds.

continued...

9. CHARITABLE ACTIVITIES COSTS

	Welfare & Benevolence 2022 £	Education & Training 2022 £	Health & Safety Innovation 2022 £	Total 2022 £	Total 2021 £
One off Grants	420,325	-	-	420,325	244,538
Monthly Grants	165	-	-	165	73
Welfare and Benevolence Office	488,301	-	-	488,301	265,855
Construction Industry Helpline	36,976	-	-	36,976	41,435
Education and Training	-	308,855	-	308,855	463,275
Health and Safety Innovation	-	-	267,413	267,413	59,421
	945,767	308,855	267,413	1,522,035	1,074,597
Analysis by fund					
Unrestricted funds	945,767	153,312	267,413	1,366,492	841,406
Restricted funds	-	155,543	-	155,543	233,191
	945,767	308,855	267,413	1,522,035	1,074,597
For the year ended 31 December 2021					
Unrestricted funds	551,901	230,084	59,421		841,406
Restricted funds	-	233,191	-		233,191
	551,901	463,275	59,421		1,074,597

During 2022, of the total costs of charitable activities, £1,366,492 (2021 - £841,406) were from unrestricted funds and £155,543 (2021 - £233,191) were by way of restricted funds.

Grants payable
During the year the Charity received 3,421 (2021: 2,788) calls for support to the Helpline. 2,151 (2021: 1788) of these calls were managed by our case workers. Our case workers organised food delivery, rent and utility bill payment, replacement white goods, counselling and direct grants, totalling £393,983 (2021: £237,435).

continued...

10. SUPPORT COSTS

	Governance costs
	£
Governance costs	25,985

Support costs, included in the above, are as follows:

Governance costs

	2022 Governance costs	2021 Total activities
	£	£
Auditors' remuneration	8,250	8,000
Legal and professional fees	5,073	11,640
Trustee Meetings	1,530	5,691
Management Fees	11,132	7,621
	25,985	32,952

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Auditors' remuneration	8,250	8,000
Depreciation - owned assets	5,468	1,936

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2022 nor for the year ended 31 December 2021.

13. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	754,635	473,925
Social security costs	75,028	43,028
Other pension costs	22,505	13,612
	852,168	530,565

continued...

13. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2022	2021
National Office	9	7
Welfare and Benevolence	14	7
	23	14

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
£60,001 - £70,000	1	1
£70,001 - £80,000	1	-
	2	1

14. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 January 2022	9,915
Additions	14,978
At 31 December 2022	24,893
DEPRECIATION	
At 1 January 2022	6,206
Charge for year	5,468
At 31 December 2022	11,674
NET BOOK VALUE	
At 31 December 2022	13,219
At 31 December 2021	3,709

continued...

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2022	892,352
Additions	1,370,301
Disposals	(357,575)
Revaluations	(217,200)
Cash deposits invested	(12,723)
Other SoFA changes	4,132
At 31 December 2022	1,679,287
NET BOOK VALUE	
At 31 December 2022	1,679,287
At 31 December 2021	892,352

Investments at fair value comprise:	2022 £	2021 £
UK equities	392,939	164,925
Other equities	773,666	445,339
Property	35,491	23,889
Commodities	41,930	37,273
Bonds	139,558	99,958
Other investments	170,466	103,094
Cash product	115,954	-
Cash	9,283	17,874
	1,679,287	892,352

Cost or valuation at 31 December 2022 is represented by:

	Listed investments £
Valuation	1,679,287

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	298,912	294,829
Other debtors	262	18,980
VAT	1,057	-
Prepayments and accrued income	147,378	42,246
	447,609	356,055

continued...

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	63,615	62,014
Social security and other taxes	23,007	12,591
VAT	-	12,284
Other creditors	6,674	-
Accruals	152,433	100,079
Deferred income	45,192	256,622
	290,921	443,590

Included within deferred income is £nil (2021 - £184,000) of deposits received arising from the boxing event ticket sales.

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2022	2021
	£	£
Within one year	21,292	21,280
Between one and five years	33,142	54,391
	54,434	75,671

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2022 Total funds	2021 Total funds
	£	£	£	£
Fixed assets	13,219	-	13,219	3,709
Investments	1,679,287	-	1,679,287	892,352
Current assets	1,640,637	85,612	1,726,249	2,221,119
Current liabilities	(290,921)	-	(290,921)	(443,590)
	3,042,222	85,612	3,127,834	2,673,590

20. MOVEMENT IN FUNDS

	At 1.1.22	Net movement in funds	Transfers between funds	At 31.12.22
	£	£	£	£
Unrestricted funds				
General fund	2,367,890	424,332	(250,000)	2,542,222
Six month contingency fund	250,000	-	250,000	500,000
	2,617,890	424,332	-	3,042,222
Restricted funds				
Building mental health	55,700	(20,088)	-	35,612
Other restricted funds	-	50,000	-	50,000
	55,700	29,912	-	85,612
TOTAL FUNDS	2,673,590	454,244	-	3,127,834

continued...

20. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	3,502,348	(2,860,819)	(217,197)	424,332
Restricted funds				
Building mental health	135,610	(155,698)	-	(20,088)
Other restricted funds	50,000	-	-	50,000
	185,610	(155,698)	-	29,912
TOTAL FUNDS	3,687,958	(3,016,517)	(217,197)	454,244

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	1,903,026	464,864	2,367,890
Six month contingency fund	250,000	-	250,000
	2,153,026	464,864	2,617,890
Restricted funds			
Building mental health	71,110	(15,410)	55,700
TOTAL FUNDS	2,224,136	449,454	2,673,590

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	2,065,163	(1,670,380)	70,081	464,864
Restricted funds				
Building mental health	217,781	(233,191)	-	(15,410)
TOTAL FUNDS	2,282,944	(1,903,571)	70,081	449,454

continued...

21. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £22,505 (2021: £13,612).

22. RELATED PARTY DISCLOSURES

The remuneration of key management personnel is as follows:

	2022 £	2021 £
Aggregate compensation	185,943	125,519

The charity is not aware of any transactions relating to the transfer of resources, services or obligations between related parties, regardless of whether a price was charged, during the accounting period.

The trustees are drawn from the construction world and therefore there may be donations and other transactions between the charity and the companies that the trustees work for.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	2,043,292	1,559,400
Gift aid	52,076	21,683
	2,095,368	1,581,083
Other trading activities		
Fundraising events	1,441,710	478,248
Investment income		
Income from listed investments	15,263	5,829
Interest receivable	7	3
	15,270	5,832
Charitable activities		
Services provided under contract	135,610	217,781
Total incoming resources	3,687,958	2,282,944
EXPENDITURE		
Raising donations and legacies		
Wages	754,635	473,925
Social security	75,028	43,028
Pensions	22,505	13,612
Marketing	107,020	70,204
Other fundraising costs	106,623	44,445
Direct event costs (note 5)	794,190	332,427
Regional support	17,686	11,592
Office costs	91,883	61,508
Bad debts	450	-
Foreign exchange loss	(18,690)	9,200
Depreciation of tangible fixed assets	5,468	1,936
Less: expenditure allocated to Welfare and Benevolence	(488,301)	(265,855)
	1,468,497	796,022
Charitable activities		
One off grants	420,325	244,538
Monthly grants	165	73
Welfare and benevolence office	488,301	265,855
Construction industry helpline	36,976	41,435
Education and training	308,855	463,275
Health and safety innovation	267,413	59,421
	1,522,035	1,074,597

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 £	2021 £
Support costs		
Governance costs		
Auditors' remuneration	8,250	8,000
Legal and professional fees	5,073	11,640
Trustee Meetings	1,530	5,691
Management Fees	11,132	7,621
	25,985	32,952
Total resources expended	3,016,517	1,903,571
Net income before gains and losses	671,441	379,373
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	(217,197)	70,081
Net income	454,244	449,454

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

England & Wales - Charity number 1149488

Accounts

REGISTERED COMPANY NUMBER: 08244118 (England and Wales)
REGISTERED CHARITY NUMBER: 1149488 (England and Wales)
REGISTERED CHARITY NUMBER: 20200334 (Republic of Ireland)

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

FOR

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY
(A COMPANY LIMITED BY GUARANTEE)

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

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For The Year Ended 31 December 2021

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REFERENCE AND ADMINISTRATIVE DETAILS
For The Year Ended 31 December 2021

TRUSTEES	S Carey (appointed 1.10.21) R H Devine N Dewji L C Gallagher - Co-Chair E Naylor - Co-Chair R OLoughlin (appointed 29.4.21) M B Roddy (resigned 29.7.21) R B Smith (resigned 29.7.21) J Vezey
COMPANY SECRETARY	W J Hill
REGISTERED OFFICE	Suffolk Enterprise Centre Felaw Maltings 44 Felaw Street Ipswich Suffolk IP2 8SJ
REGISTERED COMPANY NUMBER	08244118 (England and Wales)
REGISTERED CHARITY NUMBER	1149488
AUDITORS	Fortus Audit LLP Chartered Accountants & Statutory Auditor 31 High View Close Hamilton Office Park Leicester Leicestershire LE4 9LJ
BANKERS	Lloyds Bank 79 High Street Chesham Buckinghamshire HP5 1DE
SOLICITORS	Gordon Dadds 80 Brook Street Mayfair London W1K 5DD
INVESTMENT ADVISERS	Brewin Dolphin 12 Smithfield Street London EC1A 9BD

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Our History

Back in 1956 a small group of individuals decided to do something about the growing problem of construction families being thrown into poverty as a result of an illness, injury or death of the main breadwinner. Following an evening out and underneath the flashing light of St Mary's Lighthouse, they created the Lighthouse Club.

The objective of the Club was to fundraise within a collegiate friendly environment and pass those funds onto individuals and families within the construction industry who were in financial crisis as a consequence of ill health, injury, disability or bereavement. The Lighthouse Club Benevolent Fund was established in 1962 as a registered charity to act as a conduit between the fundraising activities and the beneficiaries supported.

The Lighthouse symbol soon became a beacon of hope for those within the industry suffering considerable hardship and a new charity was born.

Under the "Lighthouse Club" banner the charity has grown from strength to strength and now operates through 21 independent Regional Clubs in the UK and Ireland, along with a thriving overseas community in Asia Pacific, Middle East, Europe and the Americas. All of our Regional Lighthouse Clubs are run by volunteers who give up their time freely to organise local networking events to raise much needed funds to deliver our charitable work.

During 2012 it was agreed that the Lighthouse Club and the Lighthouse Club Benevolent Fund should be merged into a new charity called the Lighthouse Construction Industry Charity. In doing so the charity would gain more flexibility in the pursuit of its charitable objects and gain a more streamlined governance and reporting structure. This charity was incorporated on 8 October 2012 and commenced operations on 1 January 2013.

On 31 October 2013 the charity merged the assets of the National Lighthouse Club. This organisation was an unincorporated association and up until merger performed the governance and administration functions for the Lighthouse Club membership and the Regional Lighthouse Clubs.

On 31 December 2013 the charity, with the permission of the Charity Commission, also merged the assets of the Lighthouse Club Benevolent Fund Charity (charity number 205670).

Our Mission

The charity exists to deliver the following services to the Construction Community of the UK and Ireland:

To relieve hardship and stress amongst the construction community by:

- Providing financial assistance, welfare and wellbeing advice and emotional and legal support;
- Promoting initiatives aimed at avoiding accidents and improving safety on construction sites;
- Supporting educational initiatives aimed at improving employment conditions and career opportunities within the construction industry;
- Supporting and delivering local and national events that embrace networking, fundraising and fellowship within the construction industry; and
- Supporting other purposes which are charitable under the law of England and Wales and which the trustees, at their discretion, consider appropriate from time to time.

OBJECTIVES AND ACTIVITIES

How we raise our funds

The charity has five primary income sources:

1. Events
We fundraise through the delivery of events which are also used to recruit new members. These range from sporting dinners, corporate golf days and glamorous dinner dances to "once in a lifetime" physical challenges. As a result the charity has to constantly organise events, pay for marketing, pay for venues, facilities, entertainment, hospitality and other resources required to deliver quality events. Our objective is always to maximise the funds generated by all our events but inevitably significant costs can be incurred. The vast majority of our events are run by our Regional Lighthouse Clubs whose dedication and commitment are at the heart of the charity. The cost of running the Regional Lighthouse Club events are not shown in the annual accounts as they run autonomously from the charity. In accordance with accounting standards, the costs of events are shown in expenditure separate from the income for all central charity events. As a result, the operational cost base of the charity appears inflated when compared to charities that rely on donations and legacy income.

2. Membership Subscriptions
At our events we encourage participants to become Members of the Lighthouse Club. We enjoy the support of over 3,000 individual supporters who donate an annual subscription to the charity. Our supporters do not accrue any benefits nor do they have any voting rights on the operation of the charity.

3. Corporate Engagement
The third key area of income comes from engagement with the corporate community. We have a programme to encourage support through an Annual National Appeal, called "Lighthouse Day". This programme is proving very successful in securing funding for our charitable work. In September 2018 the charity launched a campaign to engage companies in the construction sector to become company supporters. This requires a company to commit to an annual donation to provide annuity income for the charity. As at 31 December 2021, 260 companies (2020: 142) had pledged annual support amounting to £400,000. Contributions commence from £250 per annum.

4. Trusts, Foundations and Legacies
The charity does not benefit from public sector funding. The vast majority of the funds raised to date have been through regional and central events and have relied upon the support of private individuals and the business community.

5. Donated Goods and Services
The charity receives donations of goods and services from both corporate and individual supporters. These items are often repackaged for auction at our charitable events.

Fundraising

The charity is registered with the Fundraising Regulator. Although the charity accepts donations from national and local organisations and private individuals, the charity does not run fundraising campaigns or use third parties to raise funds on our behalf. We do not approach individuals in person, by email, telephone, social media or post to seek donations. We have not received any complaints regarding fundraising.

Public Benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake and in planning future activities.

Charitable projects

The charity has three key charitable projects, these are:

OBJECTIVES AND ACTIVITIES

Welfare and Benevolence
The charity provides a 24/7 Construction Industry Helpline (0345 605 1956) and supporting website www.constructionindustryhelpline.com that provides the gateway to deliver:

Emergency Financial Aid to the construction industry community in times of crisis following an illness, accident, injury or bereavement that forces a family into a state of poverty.

Advice on a range of matters including:
- Mental health and wellbeing issues as an employee or employer;
- Support and advice for sufferers of stress and addiction related illness;
- Advice on matters ranging from divorce to employment (through our partners Law Express);
- Advice on specific tax related issues concerning employment within the construction industry (through our partners RIFT);
- Help to manage and reschedule debt;
- Help to understand the benefits system and entitlement, especially if caring for others; and
- Support on career changes, especially after accident or injury preventing return to work.

Education and Training Initiatives
Finance for re-training within our sector can be accessed via the Construction Industry Helpline and is available to anybody suffering financial hardship or who has suffered an injury or illness that prevents them from returning to work in their original capacity.

Within our Education and Training activity we also review, commission and fund projects aimed at improving the mental wellbeing of our industry workforce and projects aimed at socially disadvantaged young people and young offenders looking to gain qualifications to enter construction or complete apprenticeships.

Health and Safety Improvement Projects
In special circumstances we will review applications from companies and individuals and finance, innovative and implementable ideas, to improve health and safety in the work environment.

Grantmaking policy
Grants are managed and controlled through the Charitable Projects Committee. This Committee is appointed by the trustees and comprises of two trustees and the Chief Executive or the Head of Charity Services. The chairperson is appointed by the trustees.

The Committee convenes as and when needed and at short notice. Conference calls are often used as meeting forums to discuss cases for approval.

The Committee is responsible for approving all charitable projects and charitable giving provided that:
- the project or grant fits the charity's criteria; and
- the chairperson is satisfied that the charity has sufficient funds to accommodate the project.

In the quarterly trustee report the Committee chairperson reports on the projects approved that quarter and attaches details of the projects or grants. Projects which do not fit the charity's criteria, are thought to be sensitive or unusual or where the project has generated a query, are referred to the quarterly trustee board meeting.

The trustees have delegated authority for:
- the approval for all grants <£5,000 to the Head of Charity Services;
- the approval of all projects and grants between £5,000 - £10,000 to the Charitable Giving Committee; and
- all individual grants over £10,000 require the approval of the Trustee Board.

The Head of Charity Services manages the weekly operational process, producing a monthly report for the Charitable Giving Committee. The Committee carries out a quarterly audit on a selection of cases.

OBJECTIVES AND ACTIVITIES

Achievements and performance

Our Mission is to ensure that "no construction worker or their family should be alone in a crisis".

The charity is constantly striving to develop our support services to meet the urgent and changing needs of our construction community.
Our core objectives for the year remain:
• Communicate our Construction Industry Helpline number to as many of the 3.1 million construction workers in the UK and Ireland as possible;
• Increase corporate engagement through our Lighthouse Day initiative and encourage annual donations through our Company Supporters programme;
• Help to develop the Building Mental Health programme and increase resources available to companies to support positive mental health in the industry; and
• Increase the support and nurture the growth of our Regional Lighthouse Clubs.

Annual summary

During the first quarter of 2021 our Helpline saw a significant increase in cases as a result of the pandemic and the government furlough schemes. However, this surge in call volumes subsided as construction got back to work and the clarity of the various financial support schemes became apparent.

The call volumes were 23% higher at 2,788 (2020: 2,264) but the serious nature of many of these resulted in a 42% increase in complex case work, with 1,788 cases arising (2020: 1,256) justifying our investment in professional case workers.

The pandemic had a significant effect on event income and consequently the charity set a strategic objective to increase annuity income through a focused Company Supporter programme. During the year our company supporters grew by 118 to 260 (2020: 142) generating a potential annualised income of £400,000 (2020: £162,435).

The Building Mental Health programme has been a huge success and we have, for the first time in our charity's history, managed a nationwide project on behalf of the Construction Industry Training Board. The Building Mental Health project set out to train 288 mental health first aid instructors in our industry and ended in 2021. The project was seen as a significant success within the industry. During the project we trained 277 instructors and delivered on budget. These construction industry focused instructors have gone on to train and accredit 7,742 Mental Health First Aiders, 541 managers through the one day Mental Health Aware course and 4,985 managers through the half day Mental Health Aware course.

Charitable Work Examples

1. We were contacted by the wife of a Traffic Marshall after his sudden death. She was alone, dealing with her grief and the care of their 11-year-old son. They were not coping emotionally and were in financial difficulty. We provided immediate legal assistance to help her obtain probate and supported her with funeral costs. Our case worker completed a review of her financial circumstances and ensured that she was claiming all the benefits she was entitled to and worked with her energy supplier to manage her arrears. The family have been offered further emotional support to help them with their bereavement. She has recently contacted us to express her profound gratitude for our help and for being there to support her during such a difficult and traumatic period in her life.

2. We received a call to our helpline from a man who had been a scaffolder, who was staying with his children in a homeless shelter. He had been involved in a serious accident and suffered acute physical and mental health issues as a result. This contributed to the breakdown of his relationship and the family home was lost. His situation was classified as a serious safeguarding issue, and he was immediately contacted by one of our caseworkers who organised emergency temporary accommodation as an interim measure. This offered a degree of normality and stability for him and his children while we worked with the local housing association to find them a suitable home. Once a home was found, we paid the deposit to secure the accommodation and provided essential items such as a sofa, basic furniture, beds, white goods and kitchenware. We also made sure that the children received gifts at Christmas.

OBJECTIVES AND ACTIVITIES

3. A 23-year-old construction labourer, who has been in the industry for over 5 years, became homeless when the relationship with his partner ended - they shared a house together. He was no longer in contact with his family and had no one to turn to in his time of need. Because of his financial circumstances, he also had no means of getting to and from his place of work. He contacted us in need of financial support towards somewhere to live and be safe. We were able to provide emergency accommodation and arrange for emergency food deliveries. We also provided support to pay his first month's rent and holding fee so he could have a stable living situation. With our help he now has a place to live and can work more hours and doesn't have to worry about where he is going to sleep each night.

4. We were recently contacted by a lady who had just been diagnosed with breast cancer and she had been referred to us by MacMillan. She was an office worker for a construction company, but as a temporary employee she was not entitled to the same paid sickness leave as her colleagues. So as well as coping with the devastating news of her condition she was also faced with dealing with immediate financial problems. She began her cancer treatment straight away, so this meant she was unable to work. As a result, she had no means of paying her rent, council tax or daily living costs. She is still undergoing chemotherapy and we have been able to support her financially with her rent arrears, managing her council tax and paying daily bills. The chemotherapy treatment has resulted in her losing her hair and she has an extremely sensitive scalp. We were able to source and pay for some headscarves designed and made of special fabric that will not irritate her scalp and they have given her some of her confidence back.

5. A client, a contract manager was referred to our charity for emotional support after he had found his son attempting to commit suicide. The client found his son and attempted to revive him. As a result of the trauma, he was very distressed and suffering from flashbacks. We immediately put emotional and mental health support in place. This included extended counselling with a trauma and bereavement specialist. The client has thanked us for the compassion he was shown and for helping him process what has happened while giving him the tools manage going forward.

STRATEGIC REPORT

The charity has delivered a year of strong financial performance in 2021, demonstrating its financial and operational robustness over a period of increased need for its services and in the face of a pandemic related inability to stage fundraising events:

From the outset of the pandemic, the trustees foresaw a significant reduction in net income as a result of cancelled fundraising events- both national and regional. In parallel, it was also clear that there would be an increased requirement for the services of the charity with the lockdown and restrictions on construction activity resulting in a crisis for many who work within construction. The pandemic exacerbated issues which were already acute - two construction workers taking their own life every working day and stress, anxiety and depression accounting for a fifth of all work-related illness. Complex cases increased by 42% in 2021- an increase in caseload which is unprecedented and clearly demonstrates the pressure which the pandemic has placed on the construction community.

Income

The charity delivered income growth of 5.5% in 2021 (2020: 2.9%). The increase is primarily due to increases in donations and legacies which compensated for a decrease in event income and charitable activity income.

Donations and legacies

Donations and legacies received during the year were £1,581,083 (2020: £1,895,134).

Although largely unable to fulfil their normal regional events calendars and fundraising activities, our 21 Regional Lighthouse Clubs throughout the UK and Ireland again made significant contributions to the charity; their donations totalled £182,912 (2020: £456,085). These Regional Lighthouse Clubs are volunteer-led and are the backbone of the charity. The charity is extremely grateful for their significant contributions and for the time and dedication of our regional volunteer committees.

The charity also received legacy income of £50,000 from the Charles Newman Memorial Fund in the year (2020: £100,000).

The other donations totalled £1,302,988 (2020: £835,249) and comprised both Corporate General Donations and donations through the Company Supporter initiative. Even pre-pandemic, the charity was aiming to reduce its reliance on event income and this programme invites companies to commit to making an annual donation. Growing the Company Supporter programme remains one of the charity's main medium-term fundraising objectives.

The charity is grateful to all our donors for their generosity.

Charitable activities

Mental Health Education and Training

The mental, physical and financial wellbeing of the construction workforce are all major areas of focus for our charity. Over recent years, we have seen a marked increase in the proportion of calls to our Helpline relating to mental health and an increased education and industry awareness of this issue are beginning to have a notable impact on our case load. We work with a volunteer group in the industry called Building Mental Health. Through Building Mental Health, we secured a grant to project manage the training of 288 Mental Health First Aid Instructors in the UK. Pre-pandemic, the initiative delivered against its objectives and completed in December 2021. The income received from the CITB delivery grant in 2021 amounted to £217,781 (2020: £183,461).

Income from national events

During 2021 the charity managed to deliver golf events and its annual Christmas Lunch within the pandemic protocols. These generated income of £478,248 (2020: £82,616). The charity also recognized that delivering so many golf events was not efficient within the charity. An arm's length Community Interest Company CIC called Lighthouse Golf Club was established in 2021 to manage golf days within the industry. This CIC was given a startup loan of £20,000 to be repaid in full by 31st December 2022.

STRATEGIC REPORT

The charity recognises that there are significant costs to organising these events and each year we try to improve our efficiency and margins on events. The target margin for events is 30%. In 2021, the margin achieved was 30.5% (2020: -25.5%), despite the pandemic dramatically reducing event income and unavoidable costs being incurred.

Operating costs

Spend on raising funds comprised £332,427 of event costs (2020: £103,651; the lower spend in the previous year was due to the lower number of events as a result of the Covid pandemic); there were £463,595 of non-event costs (2020: £248,744).

Charitable activity spend has increased to £1,074,597 (2020: £723,818). The charity has been handling a significant increase in case load and supporting a greater number of beneficiaries. The main driver has been the introduction of case workers, who have successfully led a drive to leveraged giving- helping applicants unlock funds from other available local or governmental bodies and accessing matched funding where possible before releasing charitable funds. As a result, spend on Welfare & Benevolence was £551,901 (2020: £397,381).

The ongoing Building Mental Health and Health & Safety Innovation initiatives resulted in spend of £463,275 and £59,421 respectively (2020: £239,437 and £87,000).

On a net basis, the charity is pleased to report an unrestricted fund operational surplus of £464,864 (2020: £1,063,399). Historically, our aim has been to spend no less than 50% of our net income on Welfare & Benevolence activities in addition to maintaining a reserve equivalent to six months of operating costs; however, the trustees believe that demand for the charity's services is on a steep upward trajectory and the current level of reserves is appropriate in the light of the 42% increase in the charity's case numbers in 2021 (case numbers in 2021 were 1,788; in 2020 1,256).

Reserves Policy

The charity's objective is to donate its entire surplus over the medium term, subject to maintaining a prudent level of reserves to cover the impact of any significant loss of income as well as its contractual and statutory liabilities. At the year end, the charity held funds amounting to £2,673,590 (2020: £2,224,136), of which £2,367,890 (2020: £1,903,026) were unrestricted, £250,000 (2020: £250,000) were designated from the unrestricted fund and £55,700 restricted (2020: £71,110).

The trustees consider that:

- unrestricted funds should represent the funds available to the charity for investment in new charitable projects or to create additional income

- designated funds should be maintained at a level calculated at £250,000 to enable the charity to continue its activity for at least six months in the event of loss of income. It should be noted that £62,168 of the designated fund is thanks to the bequest of Harry Collins.

The level of reserves is monitored by the audit and governance committee and is reviewed on an annual basis.

Investment policy and performance

During the year, the trustees did not invest any further amounts of the charity's cash reserves with investment manager Brewin Dolphin, (2020: £500,000 supplementing a previous investment of £250,000 made in 2017). Investments are held in Brewin Dolphin's Risk category 6; representing moderate investment risk. All funds invested can be returned to cash within 48 hours; however, as the charity intends to hold these for more than 12 months, they have been included in the balance sheet as fixed asset investments.

STRATEGIC REPORT

Risk management

The trustees examine and review quarterly the major strategic, business and operational risks which the charity faces and confirm that systems have been established so that the risks may be effectively monitored and their impact mitigated as far as possible. The principal risks identified by the trustees and the control procedures used to mitigate those risks are:

Risk	Response
Major downturn in charity giving due to government policy change, major disaster or major economic downturn	Ensure a broad range of funding sources resulting in no excessive dependency on a single donor or income stream.
Insufficient reserves to meet the charity's needs	Ensure management information is timely and accurate. Also regularly review the forward commitments against the level of reserves.
Vulnerable person issues	Develop a policy and implement for volunteers with access to vulnerable people. Ensure contracted programme partners have up to date vulnerable person policies and processes.
Fraud / misappropriation causing loss of income, reputation or relationship damage	Ensure financial controls and authorisation limits are implemented. Track central and regional activities, income and use of the charity name. Investigate where any problems are identified.

Future plans

The charity has adopted a mission that "No construction worker or their family should be alone in a crisis" and has spent much of the last 12 months accommodating increased demand and developing new services to deliver to the construction community in the UK and Ireland. A study by Caledonian University and commissioned by the charity indicated that suicide in the industry had reduced within the construction professional occupations but had increased within the trades and lower skilled workforce. As a result, the charity has set a 2022 objective to double the number of people the charity supports and also to double the number of Company Supporters that fund the charity. This is an aspirational target but deemed necessary to make a significant impact in the welfare and wellbeing of the workforce. The generosity of those who have and continue to support our charity remains vital to allow us to maintain our support for the construction industry.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. The Lighthouse Construction Industry Charity is a company limited by guarantee in the United Kingdom, company number 0824418, incorporated on 8 October 2012 and is a registered charity, number 1149488. The charity is governed by its Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

S Carey (appointed 1 October 2021)
R Devine
N Dewji
L Gallagher
E Naylor
R O Loughlin (appointed 29 April 2021)
M Roddy (resigned 29 July 2021)
R Smith (resigned 29 July 2021)
J Vezey

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is governed by its trustees, which are also its directors under company law.

New trustees are appointed by the board of trustees which seeks to ensure that there is a broad range of relevant skills and experience on its body.

The trustees provide their time at no charge to the charity.

Management
The charity employs a full time Chief Executive, who is supported by full time and part time staff. In addition, a number of external contractors are engaged to carry out certain operations of the charity.

The Chief Executive prepares a detailed business plan and an annual financial budget which are reviewed by the trustees. The performance of the charity is measured by the trustees against both the business plan and the annual budget on a quarterly basis.

Governance
The board of trustees meets at least four times each year.

The charity seeks to involve as many trustees as possible in different aspects of its operations, for example sitting on internal committees, helping organise events, liaising with Regional Lighthouse Clubs, attending Regional Lighthouse Club committee meetings and functions, and assisting with our charitable projects.

In order to promote good governance and best practice, the board of trustees has three committees:

The Audit and Governance Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to ensure that all matters of good governance and best practice are effective throughout the entire organisation of the charity. Its responsibility is also to consider reports from the auditor and advise the board of trustees on financial control and effectiveness.

This committee also reviews the remuneration of the Chief Executive and other key staff members on an annual basis. Remuneration of key personnel is benchmarked against charities of a similar size and complexity. Awards are given on the basis of performance against the charity's objectives.

The Charitable Projects Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. This committee communicates regularly by email, phone or in person to review all charitable projects. Its responsibilities are to review and authorise all the charity's project proposals whether these be individual one off applications for financial support, monthly applications for financial support or grants for other charitable activities within our charter.

Nominations Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to continually review the members of the board, identify skill gaps within our governance structure and nominate potential candidates to the board as new trustees.

The trustees are provided with detail of their responsibilities as charity trustees upon their appointment. This includes a copy of the Charity Commission's "Essential Trustee" booklet.

Trustees are encouraged to attend training events to brief them on their legal and other obligations under charity and company law, whilst assisting them in their role as a board member.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Regional Lighthouse Clubs
The charity is supported by 21 Regional Lighthouse Clubs run by their own volunteer Committees. These Regional Lighthouse Clubs operate independently and are tied to the charity through an affiliate agreement.

The charity is very much indebted to the Regional Lighthouse Clubs. These Clubs are staffed entirely by volunteers (more than 150 in all), who are drawn from their membership and include a chairperson, a secretary, a treasurer and a welfare officer. The constitution of each Club can be different but is broadly based on a central model and they are tied to the charity via an affiliate agreement. This agreement grants the Club the right to use the charity's name and logo and sets out an operating framework to protect both the charity and the Club.

The Regional Lighthouse Clubs operate throughout almost the entirety of the British Isles. The Clubs deliver fundraising and networking events throughout the year and pass over the surplus takings by way of a donation to the charity.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Lighthouse Construction Industry Charity for the purposes of company law) are responsible for preparing the Report of the Trustees 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 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity 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 trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Fortus Audit LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 25 May 2022 and signed on the board's behalf by:

.....
E Naylor - Co-Chair - Trustee

Opinion
We have audited the financial statements of Lighthouse Construction Industry Charity (the 'charitable company') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

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

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

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 Statement of Trustees' Responsibilities, 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant frameworks which are directly relevant so specific assertions in the financial statements are those that relate to the reporting framework (UK GAAP and the Companies Act 2006) and the relevant tax compliance regulations in the UK.

We understood how the charitable company is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures. We corroborated our enquiries through review of board minutes and discussions with those charged with governance.

We assess the susceptibility of the charitable company's financial statements to material misstatement, including how fraud might occur, by discussion with management from various parts of the business to understand where they considered there was a susceptibility to fraud. We considered the procedures and controls that the charitable company has established to prevent and detect fraud, and how these are monitored by management, and also any enhanced risk factors such as performance targets.

Based on our understanding, we designed our audit procedures to identify any non-compliance with laws and regulations identified in the paragraphs above.

We also performed 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.

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

Use of our report

This report is made solely to the charitable company's members, 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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Richard Buckby FCA (Senior Statutory Auditor)
for and on behalf of Fortus Audit LLP
Chartered Accountants & Statutory Auditor
31 High View Close
Hamilton Office Park
Leicester
Leicestershire
LE4 9LJ

Date: 27/5/2022

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2021

	Notes	Unrestricted funds £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	1,581,083	-	1,581,083	1,895,134
Charitable activities	7				
Building Mental Health		-	217,781	217,781	183,461
Other trading activities	5	478,248	-	478,248	82,616
Investment income	6	5,832	-	5,832	3,010
Total		2,065,163	217,781	2,282,944	2,164,221
EXPENDITURE ON					
Raising funds	8	796,022	-	796,022	352,395
Charitable activities	9				
Building Mental Health		-	233,191	233,191	138,633
Welfare & Benevolence		551,901	-	551,901	397,381
Education & Training		230,084	-	230,084	100,804
Health & Safety Innovation		59,421	-	59,421	87,000
Governance costs		32,952	-	32,952	25,750
Total		1,670,380	233,191	1,903,571	1,101,963
Net gains on investments		70,081	-	70,081	45,969
NET INCOME/(EXPENDITURE)		464,864	(15,410)	449,454	1,108,227
RECONCILIATION OF FUNDS					
Total funds brought forward		2,153,026	71,110	2,224,136	1,115,909
TOTAL FUNDS CARRIED FORWARD		2,617,890	55,700	2,673,590	2,224,136

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

GAINS AND LOSSES
The statement of financial activities includes all gains and losses recognised in the year.

The notes form part of these financial statements

BALANCE SHEET
31 December 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	14	3,709	2,093
Investments	15	892,352	824,062
		896,061	826,155
CURRENT ASSETS			
Debtors	16	356,055	389,955
Cash in hand		1,865,064	1,398,640
		2,221,119	1,788,595
CREDITORS			
Amounts falling due within one year	17	(443,590)	(390,614)
NET CURRENT ASSETS		1,777,529	1,397,981
TOTAL ASSETS LESS CURRENT LIABILITIES		2,673,590	2,224,136
NET ASSETS		2,673,590	2,224,136
FUNDS	20		
Unrestricted funds:			
General fund		2,367,890	1,903,026
Six month contingency fund		250,000	250,000
		2,617,890	2,153,026
Restricted funds		55,700	71,110
TOTAL FUNDS		2,673,590	2,224,136

The financial statements were approved by the Board of Trustees and authorised for issue on 25 May 2022 and were signed on its behalf by:

.....
L C Gallagher - Co-Chair - Trustee

.....
E Naylor - Co-Chair - Trustee

The notes form part of these financial statements

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

CASH FLOW STATEMENT
For The Year Ended 31 December 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	462,353	1,308,330
Net cash provided by operating activities		462,353	1,308,330
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,552)	(2,178)
Purchase of fixed asset investments		(491,035)	(115,068)
Sale of fixed asset investments		75,752	36,895
Cash transferred to investment portfolio		417,074	(422,263)
Interest received		3	20
Dividends received		5,829	2,990
Net cash provided by/(used in) investing activities		4,071	(499,604)
Change in cash and cash equivalents in the reporting period		466,424	808,726
Cash and cash equivalents at the beginning of the reporting period		1,398,640	589,914
Cash and cash equivalents at the end of the reporting period		1,865,064	1,398,640

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
For The Year Ended 31 December 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	449,454	1,108,227
Adjustments for:		
Depreciation charges	1,936	737
Gain on investments	(70,081)	(45,969)
Interest received	(3)	(20)
Dividends received	(5,829)	(2,990)
Decrease in stocks	-	1,959
Decrease/(increase) in debtors	33,900	(83,062)
Increase in creditors	52,976	329,448
Net cash provided by operations	462,353	1,308,330

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.21 £	Cash flow £	At 31.12.21 £
Net cash			
Cash at bank and in hand	1,398,640	466,424	1,865,064
	1,398,640	466,424	1,865,064
Total	1,398,640	466,424	1,865,064

The notes form part of these financial statements

1. CHARITY INFORMATION

Lighthouse Construction Industry Charity is a private company limited by guarantee incorporated in England and Wales. The registered office is Suffolk Enterprise Centre, Felaw Street, Ipswich, Suffolk IP2 8SJ.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The regional Lighthouse Clubs are all independent unincorporated associations and as such their income, expenditure and balance sheets are not included in these accounts.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income comprises membership, donations, income receivable from events organised during the year, charitable activities and interest receivable.

Donations are recognised when received and comprise amounts received which are not connected to fundraising events.

Legacies are recognised when the income is known and probable.

The charitable activity income relates to the training of Mental Health trainers, which is recognised on completion of each cohort.

All other income is accounted for on a receipts basis with related gift aid recognised when a claim is submitted.

Donations in kind are included in income when the benefit to the charity is reasonably quantifiable and measurable. Donated goods are not recognised if not practical to do so at the point of the gift. Donated goods and services where practical are valued by the trustees at the amount the charity would have been willing to pay for the goods or services on the open market.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds comprise the costs associated with attracting voluntary income and the costs of fundraising. These include the expenses of events hosted, promotional activities, staff and other costs directly involved with these activities.

continued...

2. ACCOUNTING POLICIES - continued

Expenditure
Charitable activities comprise grants and donations paid or unconditionally committed to charitable projects. In addition these include the cost associated with the Building Mental Health project.

Support costs, which include the governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity. These are allocated between raising funds and charitable activities.

All costs are allocated between the expenditure categories on the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis including time spent.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

The charity has adopted a policy of only capitalising assets with a cost of £500 or more.

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Fixed asset investments
Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds earmarked by the trustees as a contingency fund.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

2. ACCOUNTING POLICIES - continued

Going concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, subject to the ongoing impact that the COVID-19 pandemic might have on the charity which is unknown at this time . Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Employee benefit
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Leases
Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

4. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	1,559,400	1,851,711
Gift aid	21,683	43,423
	1,581,083	1,895,134

Donations and legacies

Regional Lighthouse Club Donations	182,912	456,085
Company Donations	1,309,094	1,325,914
Individual Donations	63,917	83,075
General Donations	25,160	30,060
	1,581,083	1,895,134

All of the total income from donations during 2021 and 2020 was by way of unrestricted funds.

continued...

5. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Fundraising events	478,248	82,616

Other trading activities

	Unrestricted funds income 2021	Direct event costs 2021	Net income 2021
Christmas Lunch	409,565	(223,775)	185,790
Golf	10,392	-	10,392
Marathon	10,682	-	10,682
Rugby	18,100	(40,500)	(22,400)
Challenges and other	19,966	(68,152)	(48,186)
Christmas Raffle	9,543	-	9,543
Other trading activities	478,248	(332,427)	145,821

	Unrestricted funds income 2020	Direct event costs 2020	Net income 2020
Christmas Lunch	-	(4,000)	(4,000)
Golf	8,726	(7,132)	1,594
Marathon	18,753	-	18,753
Rugby	41,894	(56,940)	(15,046)
Challenges and other	13,243	(10,079)	3,164
Christmas Cracker	-	(25,500)	(25,500)
Other trading activities	82,616	(103,651)	(21,035)

All of the total income during 2021 and 2020 from other trading activities was by way of unrestricted funds.

6. INVESTMENT INCOME

	2021	2020
	£	£
Income from listed investments	5,829	2,990
Interest receivable	3	20
	5,832	3,010

All of the total income during 2021 and 2020 from investments was by way of unrestricted funds.

continued...

7. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021 £	2020 £
Services provided under contract	Building Mental Health	217,781	183,461

All of the total income during 2021 and 2020 from charitable activities was by way of restricted funds.

8. RAISING FUNDS

Raising donations and legacies

	2021 £	2020 £
Staff costs	530,565	319,794
Marketing	70,204	81,532
Other fundraising costs	44,445	26,944
Direct event costs (note 5)	332,427	103,651
Regional support	11,592	4,619
Office costs	61,508	66,956
Foreign exchange loss	9,200	415
VAT correction	-	(98,180)
Depreciation	1,936	737
Less: expenditure allocated to Welfare and Benevolence	(265,855)	(154,073)
	796,022	352,395

All of the total costs of raising funds during 2021 and 2020 were by way of unrestricted funds.

continued...

9. CHARITABLE ACTIVITIES COSTS

	Welfare & Benevolence 2021 £	Education & Training 2021 £	Health & Safety Innovation 2021 £	Total 2021 £	Total 2020 £
One off Grants	244,538	-	-	244,538	129,752
Monthly Grants	73	-	-	73	9,424
Welfare and Benevolence Office	265,855	-	-	265,855	154,073
Construction Industry Helpline	41,435	-	-	41,435	104,132
Education and Training	-	463,275	-	463,275	239,437
Health and Safety Innovation	-	-	59,421	59,421	87,000
	551,901	463,275	59,421	1,074,597	723,818
Analysis by fund					
Unrestricted funds	551,901	230,084	59,421	841,406	585,185
Restricted funds	-	233,191	-	233,191	138,633
	551,901	463,275	59,421	1,074,597	723,818
For the year ended 31 December 2020					
Unrestricted funds	397,381	100,804	87,000		585,185
Restricted funds	-	138,633	-		138,633
	397,381	239,437	87,000		723,818

During 2021, of the total costs of charitable activities, £841,406 (2020 - £585,185) were from unrestricted funds and £233,191 (2020 - £138,633) were by way of restricted funds.

Grants payable
During the year the Charity received 2,788 (2020: 2,264) calls for support to the Helpline. 1,788 (2020: 1,256) of these calls were managed by our case workers. Our case workers organised food delivery, rent and utility bill payment, replacement white goods, counselling and direct grants, totalling £237,435 (2020: £139,176).

continued...

10. SUPPORT COSTS

	Governance costs
	£
Governance costs	32,952

Support costs, included in the above, are as follows:

Governance costs

	2021 Governance costs	2020 Total activities
	£	£
Auditors' remuneration	8,000	7,200
Legal and professional fees	11,640	4,300
Trustee Meetings	5,691	-
Management Fees	7,621	2,568
Accountancy costs	-	11,682
	32,952	25,750

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	8,000	7,200
Depreciation - owned assets	1,936	737

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2021 nor for the year ended 31 December 2020.

13. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	473,925	287,638
Social security costs	43,028	25,317
Other pension costs	13,612	6,839
	530,565	319,794

continued...

13. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	2021	2020
National Office	7	4
Welfare and Benevolence	7	4
	14	8

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
£60,001 - £70,000	1	1

14. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 January 2021	6,363
Additions	3,552
At 31 December 2021	9,915
DEPRECIATION	
At 1 January 2021	4,270
Charge for year	1,936
At 31 December 2021	6,206
NET BOOK VALUE	
At 31 December 2021	3,709
At 31 December 2020	2,093

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2021	824,062
Additions	491,035
Disposals	(75,752)
Revaluations	70,081
Cash deposits invested	(415,283)
Other SoFA changes	(1,791)
At 31 December 2021	892,352
NET BOOK VALUE	
At 31 December 2021	892,352
At 31 December 2020	824,062

continued...

15. FIXED ASSET INVESTMENTS - continued

Investments at fair value comprise:	2021 £	2020 £
UK equities	164,925	87,192
Other equities	445,339	195,628
Property	23,889	7,111
Commodities	37,273	-
Bonds	99,958	55,050
Other investments	103,094	44,133
Cash	17,874	434,948
	892,352	824,062

Cost or valuation at 31 December 2021 is represented by:

	Listed investments £
Cost	892,352

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	294,829	232,442
Other debtors	18,980	-
Prepayments and accrued income	42,246	157,513
	356,055	389,955

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	62,014	87,604
Social security and other taxes	12,591	8,688
VAT	12,284	20,955
Other creditors	-	7,369
Accruals	100,079	67,868
Deferred income	256,622	198,130
	443,590	390,614

Included within deferred income is £184,000 (2020 - £184,250) of deposits received arising from the boxing event ticket sales which will now take place in the following year.

continued...

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	21,280	36,576
Between one and five years	54,391	60,777
	75,671	97,353

During the year the charity downsized its office space. The lease for these premises is for 3 years and the annual committed total is £20,088 per annum.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted fund	2021 Total funds	2020 Total funds
	£	£	£	£
Fixed assets	3,709	-	3,709	2,093
Investments	892,352	-	892,352	824,062
Current assets	2,165,419	55,700	2,221,119	1,788,595
Current liabilities	(443,590)	-	(443,590)	(390,614)
	2,617,890	55,700	2,673,590	2,224,136

20. MOVEMENT IN FUNDS

	At 1.1.21	Net movement in funds	At 31.12.21
	£	£	£
Unrestricted funds			
General fund	1,903,026	464,864	2,367,890
Six month contingency fund	250,000	-	250,000
	2,153,026	464,864	2,617,890
Restricted funds			
Building mental health	71,110	(15,410)	55,700
TOTAL FUNDS	2,224,136	449,454	2,673,590

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
Unrestricted funds				
General fund	2,065,163	(1,670,380)	70,081	464,864
Restricted funds				
Building mental health	217,781	(233,191)	-	(15,410)
TOTAL FUNDS	2,282,944	(1,903,571)	70,081	449,454

continued...

20. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	839,627	1,063,399	1,903,026
Six month contingency fund	250,000	-	250,000
	1,089,627	1,063,399	2,153,026
Restricted funds			
Building mental health	26,282	44,828	71,110
TOTAL FUNDS	1,115,909	1,108,227	2,224,136

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,980,760	(963,330)	45,969	1,063,399
Restricted funds				
Building mental health	183,461	(138,633)	-	44,828
TOTAL FUNDS	2,164,221	(1,101,963)	45,969	1,108,227

21. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £13,612 (2020: £6,839).

22. RELATED PARTY DISCLOSURES

The remuneration of key management personnel is as follows:

	2021 £	2020 £
Aggregate compensation	125,519	115,932

The charity is not aware of any transactions relating to the transfer of resources, services or obligations between related parties, regardless of whether a price was charged, during the accounting period.

The trustees are drawn from the construction world and therefore there may be donations and other transactions between the charity and the companies that the trustees work for.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,559,400	1,851,711
Gift aid	21,683	43,423
	1,581,083	1,895,134
Other trading activities		
Fundraising events	478,248	82,616
Investment income		
Income from listed investments	5,829	2,990
Interest receivable	3	20
	5,832	3,010
Charitable activities		
Services provided under contract	217,781	183,461
Total incoming resources	2,282,944	2,164,221
EXPENDITURE		
Raising donations and legacies		
Wages	473,925	287,638
Social security	43,028	25,317
Pensions	13,612	6,839
Marketing	70,204	81,532
Other fundraising costs	44,445	26,944
Direct event costs (note 5)	332,427	103,651
Regional support	11,592	4,619
Office costs	61,508	66,956
Foreign exchange loss	9,200	415
VAT correction	-	(98,180)
Depreciation of tangible fixed assets	1,936	737
Less: expenditure allocated to Welfare and Benevolence	(265,855)	(154,073)
	796,022	352,395
Charitable activities		
One off grants	244,538	129,752
Monthly grants	73	9,424
Welfare and benevolence office	265,855	154,073
Construction industry helpline	41,435	104,132
Education and training	463,275	239,437
Health and safety innovation	59,421	87,000
	1,074,597	723,818

	2021 £	2020 £
Support costs		
Governance costs		
Auditors' remuneration	8,000	7,200
Legal and professional fees	11,640	4,300
Trustee Meetings	5,691	-
Management Fees	7,621	2,568
Accountancy costs	-	11,682
	32,952	25,750
Total resources expended	1,903,571	1,101,963
Net income before gains and losses	379,373	1,062,258
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	70,081	45,969
Net income	449,454	1,108,227

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

England & Wales - Charity number 1149488

Accounts

REGISTERED COMPANY NUMBER: 08244118 (England and Wales)
REGISTERED CHARITY NUMBER: 1149488 (England and Wales)
REGISTERED CHARITY NUMBER: 20200334 (Republic of Ireland)

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

FOR

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY
(A COMPANY LIMITED BY GUARANTEE)

LIGHTHOUSE CONSTRUCTION INDUSTRY CHARITY

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For The Year Ended 31 December 2020

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REFERENCE AND ADMINISTRATIVE DETAILS
For The Year Ended 31 December 2020

TRUSTEES	R H Devine (appointed 18.12.20) N Dewji L C Gallagher – Co-Chair C MacCrann (resigned 03.4.20) M T McGee (resigned 02.7.20) E Naylor – Co-Chair R O' Loughlin (appointed 29.4.21) M B Roddy R B Smith J Vezey
COMPANY SECRETARY	W J Hill
REGISTERED OFFICE	Suffolk Enterprise Centre Felaw Maltings 44 Felaw Street Ipswich Kent IP2 8SJ
REGISTERED COMPANY NUMBER	08244118 (England and Wales)
REGISTERED CHARITY NUMBER	1149488
AUDITORS	Fortus Audit LLP Chartered Accountants and Statutory Auditor 31 High View Close Hamilton Office Park Leicester Leicestershire LE4 9LJ
SOLICITORS	Gordon Dadds 80 Brook Street Mayfair London W1K 5DD
INVESTMENT ADVISERS	Brewin Dolphin 12 Smithfield Street London EC1A 9BD
BANKERS	Lloyds TSB 79 High Street Chesham Bucks HP5 1DE

REPORT OF THE TRUSTEES
For The Year Ended 31 December 2020

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2020. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Our History

Back in 1956 a small group of individuals decided to do something about the growing problem of construction families being thrown into poverty as a result of an illness, injury or death of the main breadwinner. Following an evening out and underneath the flashing light of St Mary's Lighthouse, they created the Lighthouse Club.

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The objective of the Club was to fundraise within a collegiate friendly environment and pass those funds onto individuals and families within the construction industry who were in financial crisis as a consequence of ill health, injury, disability or bereavement. The Lighthouse Club Benevolent Fund was established in 1962 as a registered charity to act as a conduit between the fundraising activities and the beneficiaries supported.

The Lighthouse symbol soon became a beacon of hope for those within the industry suffering considerable hardship and a new charity was born.

Under the "Lighthouse Club" banner the charity has grown from strength to strength and now operates through 21 independent Regional Clubs in the UK and Ireland, along with a thriving overseas community in Asia Pacific, Middle East, Europe and the Americas. All of our Regional Lighthouse Clubs are run by volunteers who give up their time freely to organise local networking events to raise much needed funds to deliver our charitable work.

During 2012 it was agreed that the Lighthouse Club and the Lighthouse Club Benevolent Fund should be merged into a new charity called the Lighthouse Construction Industry Charity. In doing so the charity would gain more flexibility in the pursuit of its charitable objects and gain a more streamlined governance and reporting structure. This charity was incorporated on 8 October 2012 and commenced operations on 1 January 2013.

On 31 October 2013 the charity merged the assets of the National Lighthouse Club. This organisation was an unincorporated association and up until merger performed the governance and administration functions for the Lighthouse Club membership and the Regional Lighthouse Clubs.

On 31 December 2013 the charity, with the permission of the Charity Commission, also merged the assets of the Lighthouse Club Benevolent Fund Charity (charity number 205670).

Our Mission "No construction worker or their family should be alone in a crisis"

The charity exists to deliver the following services to the Construction Community of the UK and Ireland:

To relieve hardship and stress amongst the construction community by:

- Providing financial assistance, welfare and wellbeing advice and emotional and legal support;
- Promoting initiatives aimed at avoiding accidents and improving safety on construction sites;
- Supporting educational initiatives aimed at improving employment conditions and career opportunities within the construction industry;
- Supporting and delivering local and national events that embrace networking, fundraising and fellowship within the construction industry; and
- Supporting other purposes which are charitable under the law of England and Wales and which the trustees, at their discretion, consider appropriate from time to time.

REPORT OF THE TRUSTEES
For The Year Ended 31 December 2020

OBJECTIVES AND ACTIVITIES

How we raise our funds

The charity has five primary income sources:

1. Events
We fundraise through the delivery of events which are also used to recruit new members. These range from sporting dinners, corporate golf days and glamorous dinner dances to "once in a lifetime" physical challenges. As a result the charity has to constantly organise events, pay for marketing, pay for venues, facilities, entertainment, hospitality and other resources required to deliver quality events. Our objective is always to maximise the funds generated by all our events but inevitably significant costs can be incurred. The vast majority of our events are run by our Regional Lighthouse Clubs whose dedication and commitment are at the heart of the charity. The cost of running the Regional Lighthouse Club events are not shown in the annual accounts as they run autonomously from the charity. In accordance with accounting standards, the costs of events are shown in expenditure separate from the income for all central charity events. As a result, the operational cost base of the charity appears inflated when compared to charities that rely on donations and legacy income.

2. Membership Subscriptions
At our events we encourage participants to become Members of the Lighthouse Club. We enjoy the support of over 3,000 individual supporters who donate an annual subscription to the charity. Our supporters do not accrue any benefits nor do they have any voting rights on the operation of the charity.

3. Corporate Engagement
The third key area of income comes from engagement with the corporate community. We have a programme to encourage support through an Annual National Appeal, called "Lighthouse Day". This programme is proving very successful in securing funding for our charitable work. In September 2018 the charity launched a campaign to engage companies in the construction sector to become company supporters. This requires a company to commit to an annual donation to provide annuity income for the charity. As at 31 December 2020, 142 companies (2019: 88) had pledged annual support amounting to £162,435. Contributions commence from £250 per annum.

4. Trusts, Foundations and Legacies
The charity does not benefit from public sector funding. The vast majority of the funds raised to date have been through regional and central events and have relied upon the support of private individuals and the business community.

5. Donated Goods and Services
The charity receives donations of goods and services from both corporate and individual supporters. These items are often repackaged for auction at our charitable events.

Fundraising
The charity is registered with the Fundraising Regulator. Although the charity accepts donations from national and local organisations and private individuals, the charity does not run fundraising campaigns or use third parties to raise funds on our behalf. We do not approach individuals in person, by email, telephone, social media or post to seek donations. We have not received any complaints regarding fundraising.

Public Benefit
The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake and in planning future activities.

Charitable Projects
The charity has three key charitable projects, these are:

Welfare and Benevolence
The charity provides a 24/7 Construction Industry Helpline (UK:0345 605 1956 ROI:1800 939 122) and supporting website www.constructionindustryhelpline.com that provides the gateway to deliver:

Emergency Financial Aid to the construction industry community in times of crisis following an illness, accident, injury, or bereavement that forces a family into a state of poverty.

Advice on a range of matters including:
- Mental health and wellbeing issues as an employee or employer;
- Support and advice for sufferers of stress and addiction related illness;
- Advice on matters ranging from divorce to employment (through our partners Law Express);
- Advice on specific tax related issues concerning employment within the construction industry (through our partners RIFT);
- Help to manage and reschedule debt;
- Help to understand the benefits system and entitlement, especially if caring for others; and
- Support on career changes, especially after accident or injury preventing return to work.

OBJECTIVES AND ACTIVITIES

Education and Training Initiatives
Finance for re-training within our sector can be accessed via the Construction Industry Helpline and is available to anybody suffering financial hardship or who has suffered an injury or illness that prevents them from returning to work in their original capacity.

Within our Education and Training activity we also review, commission and fund projects aimed at improving the mental wellbeing of our industry workforce and projects aimed at socially disadvantaged young people and young offenders looking to gain qualifications to enter construction or complete apprenticeships.

Health and Safety Improvement Projects
In special circumstances we will review applications from companies and individuals and finance innovative and implementable ideas, to improve health and safety in the work environment.

Grant Making Policy
Grants are managed and controlled through the Charitable Projects Committee. This Committee is appointed by the trustees and comprises of two trustees and the Chief Executive or the Head of Charity Services. The chairperson is appointed by the trustees.

The Committee convenes as and when needed and at short notice. Conference calls are often used as meeting forums to discuss cases for approval.

The Committee is responsible for approving all charitable projects and charitable giving provided that:
- the project or grant fits the charity's criteria; and
- the chairperson is satisfied that the charity has sufficient funds to accommodate the project.

In the quarterly trustee report the Committee chairperson reports on the projects approved that quarter and attaches details of the projects or grants. Projects which do not fit the charity's criteria, are thought to be sensitive or unusual or where the project has generated a query, are referred to the quarterly trustee board meeting.

The trustees have delegated authority for:
- the approval for all grants <£5,000 to the Head of Charity Services;
- the approval of all projects and grants between £5,000 - £10,000 to the Charitable Giving Committee

All individual grants over £10,000 require the approval of the Trustee Board.

The Head of Charity Services manages the weekly operational process, producing a monthly report for the Charitable Giving Committee. The Committee carries out a quarterly audit on a selection of cases.

Achievements and Performance
Our Mission is to ensure that "no construction worker or their family should be alone in a crisis".

The charity is constantly striving to develop our support services to meet the urgent and changing needs of our construction community.

Our core objectives for the year remain:

- Communicate our Construction Industry Helpline number to as many of the 2.8 million construction workers in the UK and Ireland as possible;
- Increase corporate engagement through our Lighthouse Day initiative and encourage annual donations through our Company Supporters programme;
- Help to develop the Building Mental Health programme and increase resources available to companies to support positive mental health in the industry; and
- Increase the support and nurture the growth of our Regional Lighthouse Clubs.

REPORT OF THE TRUSTEES
For The Year Ended 31 December 2020

OBJECTIVES AND ACTIVITIES

Annual Summary
The pandemic and the country "lock down" completely decimated the charity's event fundraising plans for FY20. The charity faced a £1,000,000 shortfall due to a reduction in funding coupled with a potential increase in charitable giving. However, the organisation reacted quickly to this challenge and launched a successful industry wide charity appeal, raising 50% of this shortfall. In March through June 2020, our Helpline saw a significant increase in calls and in the majority of cases presented, families were struggling and facing poverty due to loss of income and many were suffering considerable stress, anxiety and depression. As a result, the charity invested heavily in employing full time professional case workers. This initiative has proved extremely beneficial as not only did our charity deliver a higher quality and comprehensive service, the case workers through their knowledge of and access to state and other support systems leveraged over £500,000 of support from sources outside the charity. This support would have previously been donated by our charity, thus saving the other 50% of our anticipated shortfall.

In conjunction with the immediate strategic challenges of FY20, the charity also launched a dedicated free Helpline for Ireland and an innovative portfolio of free proactive wellbeing educational courses to improve wellbeing and increase mental resilience through the pandemic.

24/7 Helpline and supporting app.
During the first quarter of 2020 our Helpline saw a significant increase in cases as a result of the pandemic and the government furlough schemes. However, the anticipated overall call volumes did not materialise as construction broadly got back to work and the clarity of the various financial support schemes became apparent. Although the call volumes were lower at 2264 (2019: 2615) there was almost a 50% growth in the underlying complex case work, with 1256 cases arising (2019: 855) justifying our investment in professional case workers. Recognising the need for more easily accessible information, thanks to the continuous technological support of COINS, we launched v2 of our Construction Industry Helpline support app. This was well received by the industry during Mental Health Awareness Week.

Examples of construction families in crisis and the work of our 24/7 Helpline and case workers

1) The Client suffered from physical and mental health issues including COPD, high blood pressure and anxiety. His wife suffered a miscarriage and when pregnant again became increasingly anxious. Added to this they had to move several times due to inadequate housing issues. The case worker supported the client through counselling for the wife, food shops, fuel and support and advice while house hunting. The Client has been encouraged to engage with the Money Advice and Budgeting Service to sort out their debts and social services are helping with their housing situation.

2) The Client's son tried to hang himself. The Client managed to revive him but started having flash backs and suffering with his mental health. We supported him with twelve sessions of specialist counselling. The Client now feels in a place where they can start to move forward.

3) The Client underwent several operations for prolapsed disks but is now paralysed from the waist down and the wheelchair provided by the NHS is inadequate due to the Client's home location. The case worker worked with the Client and other charities to raise just under £8,000 for a specialist off-road wheelchair which can be used in his rural area and our charity topped this up with £2,000 to complete the purchase.

4) The Client had a tumour removed from his liver and was in arrears with his mortgage and council tax. The case worker worked with the Client, the council and another charity to clear his mortgage arrears, council tax arrears and increase his benefits so that he is now in a sustainable position moving forward.

5) The Client lost his mum last year and then had a heart attack and lost his job and house. When he contacted the helpline, he was in emergency housing and suffering from anxiety and grief. We supported the Client with counselling for his grief and anxiety. The case worker liaised with the local council helping him secure a bungalow and with other charities to help him set up his bills and application for benefits as well a matched funding for white goods for his new property.

6) The Client called the helpline following both him and his wife contracting COVID. He had been looking after his mother who had broken her collarbone and was furloughed. His company paid him two payments then made him redundant. We supported with food shops and the case worker helped him claim the benefits he was entitled to and increased his monthly income by £1,320 per month, ensuring he was in a more sustainable position for the future.

OBJECTIVES AND ACTIVITIES

Educational Projects
The mental, physical and financial wellbeing of the construction workforce are all major areas of focus for our charity. Over recent years, we have seen a marked increase in the proportion of calls to our Helpline relating to mental health and an increased education and industry awareness of this issue are beginning to have a notable impact on our case load.

We work with a volunteer group in the industry called Building Mental Health. Through Building Mental Health, we secured a grant from the Construction Industry Training Board (CITB) to project manage the training of 288 Mental Health First Aid Instructors in the UK; this programme started in 2019 and was originally due to complete in December 2020. The income received from the CITB delivery grant in 2020 amounted to £183,461 (2019: £434,272).

Before the pandemic emergency, we were on schedule to meet our target but as a result of the pandemic, completion of the project was postponed to December 2021. However, the programme has already been a huge success and we have, for the first time in our charity's history, managed a nationwide project on behalf of the Construction Industry Training Board. So far, 174 MHFA instructors have already been project managed through the programme and the instructors that have been certified have managed to train 2,693 on-site Mental Health First Aiders. This has delivered a significant support for our industry to improve the mental wellbeing of our workforce.

As a result of the increased mental health cases presented to our Helpline, we launched a portfolio of proactive free tutor-led remote, interactive training sessions on a wide range of wellbeing topics. The sessions covered work/life balance, building resilience, mindfulness, meditation and stress management as well as a half day Mental Health Awareness Course and a two-day Mental Health First Aid Course. All the courses were CPD Accredited and proved to be very popular. During 2020 we trained 1,535 individuals with these life skills.

Examples of feed-back on our educational projects.
"Without a doubt, one of the most engaging and powerful training courses I have engaged with. The knowledge, experience and quality of the training was superb. This is a course I would recommend to all."

"We had a fantastic instructor. The sessions covered a lot of factual material but also gave space to contributions from the group. He was mindful of the well-being and safety of the group, and we as a group set clear ground-rules for the sessions. He approached the work with warmth, and this was particularly valuable as some of the material is quite intense. He also made Zoom a positive, interactive experience, and ensured that everyone in the group was heard. Thank you."

"Fantastic course, the instructor was really knowledgeable, helpful and supportive. The course was very interactive which was great. I've really enjoyed the variety of people and experiences shared; I would definitely recommend this to everyone. Thank you very much!"

FINANCIAL REVIEW

The charity has delivered a year of robust financial performance in 2020.

For much of the financial year, the UK and Ireland have been gripped by the coronavirus pandemic. This has had a twofold impact on the charity:

- Income- many of the planned 2020 national, regional and company fundraising events had to be cancelled.

- Charitable activities- the lockdown and restrictions on construction activity resulted in a crisis for many who work within construction. The pandemic exacerbated issues which were already acute - two construction workers taking their own life every working day and stress, anxiety and depression accounting for a fifth of all work-related illness. Our 24/7 Construction Industry Helpline provides a completely free, industry-wide Employee Assistance Programme that can be a lifeline to anyone in construction, especially for smaller companies and the self-employed, who would otherwise have nowhere to turn in a crisis; complex cases, managed by our case workers and arising from calls to the Helpline increased by 70% during 2020.

This increase in caseload is unprecedented and clearly demonstrates the pressure which the pandemic has placed on the construction community. The charity has demonstrated its financial and operational robustness over a period of increased need for its services and in the face of a pandemic related inability to stage fundraising events.

Income
The charity delivered income growth of 2.8% in 2020 (2019: 2.0%). The increase is primarily due to increases in donations from our charity appeal which compensated for a decrease in event income and charitable activity income.

Income from national events
The charity generated income of £82,616 (2019: £489,352) from national events. The main reason for the shortfall was due to the cancellation of events in 2020 due to the pandemic.

The charity recognises that there are significant costs to organising these events and each year we try to improve our efficiency and margins. The target margin for events is 30%. In 2020, the margin achieved was -25.5% (2019: 35.4%), with the pandemic dramatically reducing event income and unavoidable costs being incurred.

Donations and legacies
Donations and legacies received during the year were £1,895,134 (2019: £1,175,769). Although largely unable to fulfil their normal regional event calendars and fundraising activities, our 21 Regional Lighthouse Clubs throughout the UK and Ireland again made significant contributions to the charity; their donations totalled £471,311 (2019: £341,505). These Regional Lighthouse Clubs are volunteer-led and are the backbone of the charity. The charity is extremely grateful for their significant contributions and for the time and dedication of our regional volunteer committees.

As previously mentioned, at the outset of the pandemic, the trustees foresaw a significant reduction in net income due to cancelled fundraising events- both national and regional. In parallel, it was clear that there would be an increased requirement for the services of the charity due to individuals experiencing unprecedented financial and other pressures as a result of the pandemic. A national Construction Workers Family Crisis Appeal was launched in April 2020, which received good support from large and small construction companies, individuals connected to the construction community and other organisations supportive of the wider charity sector including Barclays and the Lottery Communities Fund: we are very grateful to all who contributed to this appeal which raised £503,800 (2019: £Nil).

The charity also received legacy income of £100,000 from the Charles Newman Memorial Fund in the year (2019: £Nil).

The other donations totalled £820,023 (2019: £834,264) and comprised both Corporate General Donations and donations through the Company Supporter initiative. Even pre-pandemic, the charity was aiming to reduce its reliance on event income and this programme invites companies to commit to making an annual donation. Growing the Company Supporter programme remains one of the charity's main medium-term fundraising objectives.

The charity is grateful to all our donors for their generosity.

Operating costs
Spend on raising funds comprised £103,651 of event costs (2019: £316,097; the higher spend in the previous year was due to the greater number of events) and £248,744 of non-event costs (2019: £343,193).

Paradoxically, charitable activity spend has decreased to £723,818 (2019: £1,221,226) at a time when the charity has been handling a significant increase in case load and supporting a greater number of beneficiaries. The main driver has been the introduction of case workers, who have successfully led a drive to leveraged giving- helping applicants unlock funds from other available local, charitable, or governmental bodies and accessing matched funding where possible before releasing charitable funds. As a result, spend on Welfare & Benevolence was £397,381 (2019: £723,607).

The ongoing Building Mental Health and Health & Safety Innovation initiatives resulted in spend of £239,437 and £87,000 respectively (2019: £416,372 and £81,247).

On a net basis, the charity is pleased to report an unrestricted fund operational surplus of £1,061,822 (2019: £203,961). Historically, our aim has been to spend no less than 50% of our net income on Welfare & Benevolence activities- in addition to maintaining a reserve equivalent to six months of operating costs; however, the trustees believe that demand for the charity's services is on a steep upward trajectory and the current level of reserves is appropriate in the light of the 70% increase in cases established by the charity in 2020: case numbers in 2020 were 1,324 (2019: 777).

Reserves Policy
The charity's objective is to donate its entire surplus over the medium term, subject to maintaining a prudent level of reserves to cover the impact of any significant loss of income as well as its contractual and statutory liabilities. At the year end, the charity held funds amounting to £2,224,136 (2019: £1,115,909), of which £1,903,026 (2019: £1,089,627) were unrestricted, £250,000 (2019: £250,000) were designated from the unrestricted fund and £71,110 restricted (2019: £26,282).

The trustees consider that:

- unrestricted funds should represent the funds available to the charity for investment in new charitable projects or to create additional income.
- designated funds should be maintained at a level calculated at £250,000 to enable the charity to continue its activity for at least six months in the event of loss of income. It should be noted that £62,168 of the designated fund is thanks to the bequest of Harry Collins.
- restricted funds cover all funds received by the charity for named specific purposes that have yet to be spent. The restricted fund currently covers our Building Mental Health programme.

The level of reserves is monitored by the audit and governance committee and is reviewed on an annual basis.

Investment policy and performance
During the year, the trustees agreed to invest a further £500,000 of the charity's cash reserves with investment manager Brewin Dolphin, supplementing a previous investment of £250,000 made in 2017. Investments are held in Brewin Dolphin's Risk category 6, representing moderate investment risk. All funds invested can be returned to cash within 48 hours; however, as the charity intends to hold this for more than 12 months, these have been included in the balance sheet as fixed asset investments.

FUTURE PLANS

The charity has spent much of the last 12 months accommodating increased demand for its services and adapting to a lack of fundraising events. Whilst we hope to be able to resume those events over the course of 2021, the generosity of those who have and continue to support our charity remains vital to allow us to maintain our support for the construction industry.

Suicide and mental wellbeing are a major issue with the construction industry and statistics presented by the ONS to the end of 2019 only amplify that we need to do so much more as an industry to focus on workforce wellbeing. During 2021 and beyond the charity will focus on 5 key initiatives:

Awareness:
The recent suicide statistics produces by the Office of National Statistics clearly demonstrate that we are getting our message of support to the professional bodies in construction, but we are not reaching the trades and non-skilled workers that make up a huge percentage of the workforce. "Help Inside The Hard Hat" is a new awareness campaign and our biggest in our charity's history. We will be using every distribution channel available to get our message to all in construction that our charity can give support in their time of need.

Lighthouse Beacons:
Due to historical industry culture and the stigma surrounding talking about mental wellbeing, we need to encourage more (especially men) to talk openly in confidential surroundings. We will be developing a nationwide network of "safe places" for people to talk in a confidential environment with other workers about their issues. These "drop-in centres" will be volunteer led and deliver a network of self-help groups run by facilitators that have lived experience. This is not a new concept and organisations like Alcoholics Anonymous have been running these for years. Several have now been created independently within construction e.g. "Man Gang" in the Southampton area and "Man Shed" in the North. Our initiative is to not rename these but to qualify them as "Lighthouse Beacons" ensuring that they have good support and excellent signposting routes for the individuals with difficult issues. The independence from employers and confidentiality are key to the success of these groups. Our Helpline along with others will be able to signpost people to this support.

Changing the culture for the future:
We will be adding a new focus on apprenticeship support. If we can instil good soft skills and a significant appreciation of mental wellbeing at the start of a construction career, this will only benefit the future in a positive way. We are piloting with London Colleges an initiative to support 1000 apprentices going through training. We are training all the tutors and over 200 of the apprentices as Mental Health First Aiders, all apprentices to be Mental Health Aware and for "at risk" apprentices, we are offering escalated counselling and life coaching. We have also linked up with the Rainy Day Trust to offer FREE toolkits and laptops to apprentices that are failing their apprenticeship due to lack of tools or technology equipment.

Using technology to accelerate learning and support:
Through our relationship with Building Mental Health and CITB we have won the opportunity to manage an exciting new project called "Mind Builder". This is the initiative we are project managing funded by the CITB and produced by the Samaritans to deliver central based high-quality support and learning assets around wellbeing. This project also links up with the Supply Chain School for deeper learning. This will be an exceptional resource for everyone in construction but will rely on our awareness campaign to ensure the workforce knows how to access this beneficial learning.

Keeping everything FREE:
If we are to ensure that there are no barriers to using our charitable services, we must continue to keep them FREE. The adversity of working in the challenging pandemic environment of 2020 has given rise to great innovation and prompted a more robust focus on delivering our Company Supporter Programme. We now have a dedicated team following up all opportunities to encourage them to support our charity as annual donors. It is through growing predictable annual income that we will relieve the stresses of developing and managing so many fundraising events. Our desire is to grow this predictable annuity income stream to 50% of our income streams. This will assist our services development and secure the long-term FREE access and sustainability of our support programmes.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Lighthouse Construction Industry Charity is a company limited by guarantee in the United Kingdom, company number 0824418, incorporated on 8 October 2012 and is a registered charity, number 1149488. The charity is governed by its Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

R H Devine	(appointed 18.12.20)
N Dewji	
L C Gallagher – Co-Chair	
C MacCrann	(resigned 03.4.20)
M T McGee	(resigned 02.7.20)
E Naylor – Co Chair	
R O' Loughlin	(appointed 29.4.21)
M B Roddy	
R B Smith	
J Vezey	

The charity is governed by its trustees, which are also its directors under company law.

New trustees are appointed by the board of trustees which seeks to ensure that there is a broad range of relevant skills and experience on its body.

The trustees provide their time at no charge to the charity.

Management
The charity employs a full time Chief Executive, who is supported by five full time and three part time staff. In addition, a number of external contractors are engaged to carry out certain operations of the charity.

The Chief Executive prepares a detailed business plan and an annual financial budget which are reviewed by the trustees. The performance of the charity is measured by the trustees against both the business plan and the annual budget on a quarterly basis.

Governance
The board of trustees meets at least four times each year.

The charity seeks to involve as many trustees as possible in different aspects of its operations, for example sitting on internal committees, helping organise events, liaising with Regional Lighthouse Clubs, attending Regional Lighthouse Club committee meetings and functions, and assisting with our charitable projects.

In order to promote good governance and best practice, the board of trustees has three committees:

The Audit and Governance Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to ensure that all matters of good governance and best practice are effective throughout the entire organisation of the charity. Its responsibility is also to consider reports from the auditor and advise the board of trustees on financial control and effectiveness.

This committee also reviews the remuneration of the Chief Executive and other key staff members on an annual basis. Remuneration of key personnel is benchmarked against charities of a similar size and complexity. Awards are given on the basis of performance against the charity's objectives.

The Charitable Projects Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. This committee communicates regularly by email, phone or in person to review all charitable projects. Its responsibilities are to review and authorise all the charity's project proposals whether these be individual one-off applications for financial support, monthly applications for financial support or grants for other charitable activities within our charter.

Nominations Committee:
Has a trustee chairperson and co-opts other Lighthouse Club supporters to join as and when specialist knowledge is required. Its responsibility is to continually review the members of the board, identify skill gaps within our governance structure and nominate potential candidates to the board as new trustees.

The trustees are provided with detail of their responsibilities as charity trustees upon their appointment. This includes a copy of the Charity Commission's "Essential Trustee" booklet.

Trustees are encouraged to attend training events to brief them on their legal and other obligations under charity and company law, whilst assisting them in their role as a board member.

Regional Lighthouse Clubs
The charity is supported by 21 Regional Lighthouse Clubs run by their own volunteer Committees. These Regional Lighthouse Clubs operate independently and are tied to the charity through an affiliate agreement.

The charity is very much indebted to the Regional Lighthouse Clubs. These Clubs are staffed entirely by volunteers (more than 150 in all), who are drawn from their membership and include a chairperson, a secretary, a treasurer and a wellbeing officer. The constitution of each Club can be different but is broadly based on a central model and they are tied to the charity via an affiliate agreement. This agreement grants the Club the right to use the charity's name and logo and sets out an operating framework to protect both the charity and the Club.

The Regional Lighthouse Clubs operate throughout almost the entirety of the British Isles. The Clubs deliver fundraising and networking events throughout the year and pass over the surplus takings by way of a donation to the charity.

REPORT OF THE TRUSTEES
For The Year Ended 31 December 2020

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Lighthouse Construction Industry Charity for the purposes of company law) are responsible for preparing the Report of the Trustees 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 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 those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Fortus Audit LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 29th July 2021 and signed on its behalf by:



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E Naylor - Trustee & Co-Chair



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L C Gallagher – Trustee & Co-Chair

Opinion
We have audited the financial statements of Lighthouse Construction Industry Charity (the 'charitable company') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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

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

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

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

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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.

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:

We obtained an understanding of the legal and regulatory frameworks that are applicable to the company and determined that the most significant frameworks which are directly relevant so specific assertions in the financial statements are those that relate to the reporting framework (UK GAAP and the Companies Act 2006) and the relevant tax compliance regulations in the UK.

We understood how the company is complying with those frameworks by making enquiries of management and those responsible for legal and compliance procedures. We corroborated our enquiries through review of board minutes and discussions with those charged with governance.

We assess the susceptibility of the company's financial statements to material misstatement, including how fraud might occur, by discussion with management from various parts of the business to understand where they considered there was a susceptibility to fraud. We considered the procedures and controls that the company has established to prevent and detect fraud, and how these are monitored by management, and also any enhanced risk factors such as performance targets.

Based on our understanding, we designed our audit procedures to identify any non-compliance with laws and regulations identified in the paragraphs above.

We also performed 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.

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

Use of our report
This report is made solely to the charitable company's members, 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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Buckby FCA (Senior Statutory Auditor)
for and on behalf of Fortus Audit LLP
Chartered Accountants and Statutory Auditor
31 High View Close
Hamilton Office Park
Leicester
Leicestershire
LE4 9LJ

Date: 29/7/2021

STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2020

	Notes	Unrestricted funds £	Restricted fund £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	4	1,895,134	-	1,895,134	1,175,769
Charitable activities	7				
Building Mental Health		-	183,461	183,461	434,272
Other trading activities	5	82,616	-	82,616	489,352
Investment income	6	3,010	-	3,010	3,243
Total		1,980,760	183,461	2,164,221	2,102,636
EXPENDITURE ON					
Raising funds	8	352,395	-	352,395	659,290
Charitable activities	9	585,185	138,633	723,818	1,221,226
Governance costs	10	25,750	-	25,750	18,159
Total		963,330	138,633	1,101,963	1,898,675
Net gains on investments		45,969	-	45,969	43,204
NET INCOME		1,063,399	44,828	1,108,227	247,165
RECONCILIATION OF FUNDS					
Total funds brought forward		1,089,627	26,282	1,115,909	868,744
TOTAL FUNDS CARRIED FORWARD		2,153,026	71,110	2,224,136	1,115,909

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

GAINS AND LOSSES
The statement of financial activities includes all gains and losses recognised in the year.

The notes form part of these financial statements

BALANCE SHEET
31 December 2020

	Notes	2020 £	2019 £
FIXED ASSETS			
Tangible assets	14	2,093	652
Investments	15	824,062	277,657
		826,155	278,309
CURRENT ASSETS			
Stocks	16	-	1,959
Debtors	17	389,955	306,893
Cash in hand		1,398,640	589,914
		1,788,595	898,766
CREDITORS			
Amounts falling due within one year	18	(390,614)	(61,166)
NET CURRENT ASSETS		1,397,981	837,600
TOTAL ASSETS LESS CURRENT LIABILITIES		2,224,136	1,115,909
NET ASSETS		2,224,136	1,115,909
FUNDS	21		
Unrestricted funds:			
General fund		1,903,026	839,627
Six month contingency fund		250,000	250,000
		2,153,026	1,089,627
Restricted funds		71,110	26,282
TOTAL FUNDS		2,224,136	1,115,909

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

The financial statements were approved by the Board of Trustees and authorised for issue on 29th July 2021 and were signed on its behalf by:

.....
E Naylor - Trustee & Co-Chair

.....
L C Gallagher - Trustee & Co-Chair

The notes form part of these financial statements

CASH FLOW STATEMENT
For The Year Ended 31 December 2020

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	1,308,330	11,866
Net cash provided by operating activities		1,308,330	11,866
Cash flows from investing activities			
Purchase of tangible fixed assets		(2,178)	(978)
Purchase of fixed asset investments		(115,068)	(16,077)
Sale of fixed asset investments		36,895	25,392
Net cash transferred to investment portfolio		(422,263)	-
Interest received		20	60
Dividends received		2,990	3,183
Net cash (used in)/provided by investing activities		(499,604)	11,580
Change in cash and cash equivalents in the reporting period		808,726	23,446
Cash and cash equivalents at the beginning of the reporting period		589,914	566,468
Cash and cash equivalents at the end of the reporting period		1,398,640	589,914

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
For The Year Ended 31 December 2020

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income for the reporting period (as per the Statement of Financial Activities)	1,108,227	247,165
Adjustments for:		
Depreciation charges	737	326
Gain on investments	(45,969)	(53,246)
Interest received	(20)	(60)
Dividends received	(2,990)	(3,183)
Decrease in stocks	1,959	53
Increase in debtors	(83,062)	(141,905)
Increase/(decrease) in creditors	329,448	(37,284)
Net cash provided by operations	1,308,330	11,866

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.20 £	Cash flow £	At 31.12.20 £
Net cash			
Cash at bank and in hand	589,914	808,726	1,398,640
	589,914	808,726	1,398,640
Total	589,914	808,726	1,398,640

The notes form part of these financial statements

1. CHARITY INFORMATION

Lighthouse Construction Industry Charity is a private company limited by guarantee incorporated in England and Wales. The registered office is Suffolk Enterprise Centre, Felaw Street, Ipswich, Suffolk IP2 8SJ.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The regional Lighthouse Clubs are all independent unincorporated associations and as such their income, expenditure and balance sheets are not included in these accounts.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income comprises membership, donations, income receivable from events organised during the year, charitable activities and interest receivable.

Donations are recognised when received and comprise amounts received which are not connected to fundraising events.

Legacies are recognised when the income is known and probable.

The charitable activity income relates to the training of Mental Health trainers, which is recognised on completion of each cohort.

All other income is accounted for on a receipts basis with related gift aid recognised when a claim is submitted.

Donations in kind are included in income when the benefit to the charity is reasonably quantifiable and measurable. Donated goods are not recognised if not practical to do so at the point of the gift. Donated goods and services where practical are valued by the trustees at the amount the charity would have been willing to pay for the goods or services on the open market.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds comprise the costs associated with attracting voluntary income and the costs of fundraising. These include the expenses of events hosted, promotional activities, staff and other costs directly involved with these activities.

Charitable activities comprise grants and donations paid or unconditionally committed to charitable projects. In addition these include the cost associated with the Building Mental Health project.

Support costs, which include the governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity. These are allocated between raising funds and charitable activities.

All costs are allocated between the expenditure categories on the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis including time spent.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.
Computer equipment - 33% on cost

2. ACCOUNTING POLICIES - continued

Tangible fixed assets
The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

The charity has adopted a policy of only capitalising assets with a cost of £500 or more.

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any) .

Fixed asset investments
Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year . Transaction costs are expensed as incurred.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are unrestricted funds earmarked by the trustees as a contingency fund.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Going concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future , subject to the impact that the COVID-19 pandemic might have on the charity which is unknown at this time . Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Employee benefit
The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Leases
Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

continued...

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

4. DONATIONS AND LEGACIES

	2020 £	2019 £
Donations	1,851,711	1,161,033
Gift aid	43,423	14,736
	1,895,134	1,175,769

Donations and legacies

Regional Lighthouse Club Donations	456,085	341,505
Company Donations	1,325,914	763,826
Individual Donations	83,075	57,237
General Donations	30,060	13,201
	1,895,134	1,175,769

All of the total income from donations during 2020 and 2019 was by way of unrestricted funds.

5. OTHER TRADING ACTIVITIES

	2020 £	2019 £
Fundraising events	82,616	489,352

Other trading activities

	Unrestricted funds income 2020	Direct event costs 2020	Net income 2020
Christmas Lunch	-	(4,000)	(4,000)
Golf	8,726	(7,132)	1,594
Marathon	18,753	-	18,753
Rugby	41,894	(56,940)	(15,046)
Challenges and other	13,243	(10,079)	3,164
Christmas Cracker	-	(25,500)	(25,500)
Boxing Dinner	-	-	-
Other trading activities	82,616	(103,651)	(21,035)

	Unrestricted funds income 2019	Direct event costs 2019	Net income 2019
Christmas Lunch	430,987	(246,827)	184,160
Golf	47,352	(44,693)	2,659
Challenges and other	11,013	(14,487)	(3,474)
Boxing Dinner	-	(10,090)	(10,090)
Other trading activities	489,352	(316,097)	173,255

continued...

5. OTHER TRADING ACTIVITIES - continued

All of the total income during 2020 and 2019 from other trading activities was by way of unrestricted funds.

6. INVESTMENT INCOME

	2020	2019
	£	£
Income from listed investments	2,990	3,183
Interest receivable	20	60
	3,010	3,243

All of the total income during 2020 and 2019 from investments was by way of unrestricted funds.

7. INCOME FROM CHARITABLE ACTIVITIES

		2020	2019
	Activity	£	£
Services provided under contract	Building Mental Health	183,461	434,272

All of the total income during 2020 and 2019 from charitable activities was by way of restricted funds.

8. RAISING FUNDS

Raising donations and legacies

	2020	2019
	£	£
Staff costs	319,794	248,815
Marketing	81,532	51,333
Other fundraising costs	26,944	42,978
Direct event costs (note 4)	103,651	316,097
Regional support	4,619	17,441
Office costs	66,956	69,240
Foreign exchange loss	415	-
VAT correction	(98,180)	-
Depreciation	737	326
Less: expenditure allocated to Welfare and Benevolence	(154,073)	(86,940)
	352,395	659,290

All of the total costs of raising funds during 2020 and 2019 were by way of unrestricted funds.

continued...

9. CHARITABLE ACTIVITIES COSTS

	Welfare & Benevolence 2020 £	Education & Training 2020 £	Health & Safety Innovation 2020 £	Total 2020 £	Total 2019 £
One off Grants	129,752	-	-	129,752	305,423
Monthly Grants	9,424	-	-	9,424	244,546
Welfare and Benevolence Office	154,073	-	-	154,073	86,940
Construction Industry Helpline	104,132	-	-	104,132	86,698
Education and Training	-	239,437	-	239,437	416,372
Health and Safety Innovation	-	-	87,000	87,000	81,247
	397,381	239,437	87,000	723,818	1,221,226
Analysis by fund					
Unrestricted funds	397,381	100,804	87,000	585,185	837,688
Restricted funds	-	138,633	-	138,633	383,538
	397,381	239,437	87,000	723,818	1,221,226
For the year ended 31 December 2019					
Unrestricted funds	723,607	32,834	81,247		837,688
Restricted funds	-	383,538	-		383,538
	723,607	416,372	81,247		1,221,226

During 2020, of the total costs of charitable activities, £585,185 (2019 - £837,688) were from unrestricted funds and £138,633 (2019 - £383,538) were by way of restricted funds.

Grants payable
During the year the Charity received 2,264 (2019: 2,615) calls for support to the Helpline. 1,256 (2019: 855) of these calls were managed by our case workers. Our case workers organised food delivery, rent and utility bill payment, replacement white goods, counselling and direct grants totalling £139,176 (2019: £549,969).

10. SUPPORT COSTS

	Governance costs £
Governance costs	25,750
	25,750

continued...

10. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

Governance costs

	2020	2019
	£	£
Auditors' remuneration	7,200	7,156
Legal fees	4,300	4,200
Trustee Meetings	-	4,348
Management Fees	2,568	2,455
Accountancy costs	11,682	-
	25,750	18,159

11. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2020	2019
	£	£
Auditors' remuneration	7,200	7,156
Depreciation - owned assets	737	326

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the year ended 31 December 2019.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2020 nor for the year ended 31 December 2019.

13. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	287,638	225,758
Social security costs	25,317	19,576
Other pension costs	6,839	3,481
	319,794	248,815

During the year a redundancy payment of £Nil (2019: £1,720) was made.

The average monthly number of employees during the year was as follows:

	2020	2019
National Office	4	5
Welfare and Benevolence	4	3
	8	8

continued...

13. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020	2019
£60,001 - £70,000	1	-
£70,001 - £80,000	-	1
	1	1

14. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 January 2020	4,185
Additions	2,178
At 31 December 2020	6,363
DEPRECIATION	
At 1 January 2020	3,533
Charge for year	737
At 31 December 2020	4,270
NET BOOK VALUE	
At 31 December 2020	2,093
At 31 December 2019	652

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 January 2020	277,657
Additions	115,068
Disposals	(36,895)
Revaluations	45,969
Cash deposits	421,828
Other SoFA changes	435
At 31 December 2020	824,062
CARRYING VALUE	
At 31 December 2020	824,062
At 31 December 2019	277,657

Investments at fair value comprise:	2020 £	2019 £
UK equities	87,192	91,129
Other equities	195,628	51,498
Property	7,111	11,613
Bonds	55,050	69,850
Other investments	44,133	40,822
Cash	434,948	12,685
	824,062	277,657

continued...

16. STOCKS

	2020	2019
	£	£
Stock	-	1,959

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade debtors	232,442	177,074
Prepayments and accrued income	157,513	129,819
	389,955	306,893

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	87,604	11,229
Social security and other taxes	8,688	6,294
VAT	20,955	-
Other creditors	7,369	1,533
Accruals	67,868	10,810
Deferred income	198,130	31,300
	390,614	61,166

Included within deferred income is £184,250 of deposits received arising from the boxing event ticket sales which will now take place in the following year.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2020	2019
	£	£
Within one year	36,576	36,576
Between one and five years	60,777	97,353
	97,353	133,929

In 2018, the charity relocated its national office in Ipswich to new premises. The lease for these premises is for 5 years and the annual committed total is £36,000 per annum.

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted fund	2020 Total funds	2019 Total funds
	£	£	£	£
Fixed assets	2,093	-	2,093	652
Investments	824,062	-	824,062	277,657
Current assets	1,717,485	71,110	1,788,595	898,766
Current liabilities	(390,614)	-	(390,614)	(61,166)
	2,153,026	71,110	2,224,136	1,115,909

continued...

21. MOVEMENT IN FUNDS

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	839,627	1,063,399	1,903,026
Six month contingency fund	250,000	-	250,000
	1,089,627	1,063,399	2,153,026
Restricted funds			
Building mental health	26,282	44,828	71,110
TOTAL FUNDS	1,115,909	1,108,227	2,224,136

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,980,760	(963,330)	45,969	1,063,399
Restricted funds				
Building mental health	183,461	(138,633)	-	44,828
TOTAL FUNDS	2,164,221	(1,101,963)	45,969	1,108,227

Comparatives for movement in funds

	At 1.1.19 £	Net movement in funds £	At 31.12.19 £
Unrestricted funds			
General fund	643,196	196,431	839,627
Six month contingency fund	250,000	-	250,000
	893,196	196,431	1,089,627
Restricted funds			
Building mental health	(24,452)	50,734	26,282
TOTAL FUNDS	868,744	247,165	1,115,909

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,668,364	(1,515,137)	43,204	196,431
Restricted funds				
Building mental health	434,272	(383,538)	-	50,734
TOTAL FUNDS	2,102,636	(1,898,675)	43,204	247,165

continued...

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £6,839 (2019: £3,481).

23. FINANCIAL COMMITMENTS, GUARANTEES AND CONTINGENT LIABILITIES

At the year end the charity had no moral obligations to pay any beneficiaries. In 2019, 9 grants were awarded awaiting payment to a value of £6,350.

24. RELATED PARTY DISCLOSURES

The remuneration of key management personnel is as follows:

	2020 £	2019 £
Aggregate compensation	115,932	73,186

The charity is not aware of any transactions relating to the transfer of resources, services or obligations between related parties, regardless of whether a price was charged, during the accounting period.

The trustees are drawn from the construction world and therefore there may be donations and other transactions between the charity and the companies that the trustees work for.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2020

	2020 £	2019 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,851,711	1,161,033
Gift aid	43,423	14,736
	1,895,134	1,175,769
Other trading activities		
Fundraising events	82,616	489,352
Investment income		
Income from listed investments	2,990	3,183
Interest receivable	20	60
	3,010	3,243
Charitable activities		
Services provided under contract	183,461	434,272
Total incoming resources	2,164,221	2,102,636
EXPENDITURE		
Raising donations and legacies		
Wages	287,638	225,758
Social security	25,317	19,576
Pensions	6,839	3,481
Marketing	81,532	51,333
Other fundraising costs	26,944	42,978
Direct event costs (note 4)	103,651	316,097
Regional support	4,619	17,441
Office costs	66,956	69,240
Foreign exchange loss	415	-
VAT correction	(98,180)	-
Depreciation of tangible fixed assets	737	326
Less: expenditure allocated to Welfare and Benevolence	(154,073)	(86,940)
	352,395	659,290
Charitable activities		
One off grants	129,752	305,423
Monthly grants	9,424	244,546
Welfare and benevolence office	154,073	86,940
Construction industry helpline	104,132	86,698
Education and training	239,437	416,372
Health and safety innovation	87,000	81,247
	723,818	1,221,226
Support costs		
Governance costs		
Auditors' remuneration	7,200	7,156
Legal fees	4,300	4,200
Carried forward	11,500	11,356

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2020

	2020 £	2019 £
Governance costs		
Brought forward	11,500	11,356
Trustee Meetings	-	4,348
Management Fees	2,568	2,455
Accountancy costs	11,682	-
	25,750	18,159
Total resources expended	1,101,963	1,898,675
Net income before gains and losses	1,062,258	203,961
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	45,969	43,204
Net income	1,108,227	247,165

This page does not form part of the statutory financial statements