

# Construction Sport Foundation

England & Wales · Charity number 1184412

## Details

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**Other names** LET OFF STEAM, STEAM, Construction Sport

**Status** Registered

**Legal form** CIO

**Registered** 2019-07-15

**Register** [View on the Charity Commission register](#)

## Contact

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## Activities

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**Objects:** TO PRESERVE AND PROTECT THE GOOD MENTAL HEALTH OF PEOPLE IN THE CONSTRUCTION INDUSTRY, PARTICULARLY BUT NOT EXCLUSIVELY THROUGH THE PROVISION OF PSYCHOSOCIAL SUPPORT TO WORKERS THROUGH SPORTS ACTIVITIES, ACCESS TO COUNSELLING AND GROUP SUPPORT AND CONDUCTING RESEARCH INTO MENTAL HEALTH IN THE CONSTRUCTION INDUSTRY TO FURTHER BOLSTER AWARENESS RAISING AND PROGRAMMING.

**Activities:** Construction Sport Foundation promotes sport within the construction sector in order to improve the construction operatives mental health and wellbeing.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** The Advancement Of Health Or Saving Of Lives

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£193,321	£237,448	-	-
2024-03-31	£113,370	£118,408	-	-
2023-03-31	£73,294	£74,193	-	-
2022-03-31	£12,852	£37,207	-	-
2021-03-31	£0	£0	-	-

## Trustees

Name	Role	Appointed
STEPHEN KERSLAKE	Chair	2020-10-21
KERRY ANN AKERS		2020-10-21
PHILLIP AKERS		2020-10-21

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## Trustees' Report

### Construction Sport Foundation

Financial Year: 1 April 2024 – 31 March 2025

Charity Registration Number: 1184412

#### 1. Introduction

This Trustees' Report is prepared to summarise the key financial, operational and governance aspects of Construction Sport Foundation for the financial year ending 31 March 2025, drawing on the Charity Commission Annual Return 2025 and publicly available information about the charity's mission and activities. It is intended to provide assurance to trustees and stakeholders that the charity is governed in accordance with its charitable purposes and relevant regulatory requirements.

#### 2. Mission and Activities

Construction Sport Foundation exists to **support the physical and mental health of construction workers**, recognising that long hours, transient work patterns, and work-related stress contribute to poor wellbeing and increased risk of mental health issues, including suicide. The charity uses **sport as a vehicle to build team cohesion, encourage social connection, and promote wellbeing**.

Construction Sport continues to provide a range of **mental health and wellbeing resources** on its website for users, covering topics such as stress, anxiety and depression — reflecting its focus on **awareness and prevention** of poor mental health outcomes.

This year Construction Sport partnered with Band of Brothers and On the Tools to initiate The Lost City campaign. The campaign seeks to combat the high suicide rate in construction (4x the national average) by raising £2.5 million for mental health support, using a "sports-based" approach with challenges like running 7k to fund therapy for 7,000 tradespeople, symbolizing the city they could have built. The campaign saw an uptick in direct referrals for mental health support for construction workers engaged with Construction Sport.

The Construction Sport podcast started airing this year also, to challenge stigma around mental health in the construction industry, raise awareness and foster connection. The podcast gives a platform to those working in the construction industry to discuss challenges and hopes. The podcasts have been listened to thousands of times already.

'Construction Industries Alert' was also developed this year. It is a platform where construction workers can access support; report concerns; notify industry of dangers; raise issues with supply chain; receive safety bulletins; access targeted training.

In addition to this, the Hundred Club continues to attract some the industry's top firms, ensuring that they have the information they need to keep their teams safer from the mental stresses associated with the work.

Construction Sport also carried out some of its largest fundraising and awareness raising activities to date, with rugby, football, community workouts, treks and runs implemented throughout the year, raising thousands of pounds for families in need.

Finally, this year, Construction Sport launched a film documenting its journey to challenge stigma and raise funds for families in need. The event filled the everyman cinema in London and raised further

awareness of the support available to those struggling with their mental health in the construction industry, as well as raising awareness of the risks apparent in the industry.

### **3. Financial Summary**

For the year ending 31 March 2025:

- **Total Income:** £193,321 (entirely from donations and legacies).
- **Total Expenditure:** £237,448, resulting in a financial deficit for the period.
- **Payroll Costs:** £86,228.
- **No income from trading, grants, government contracts, or investment.**
- **No overseas income or spending.**
- **No trading subsidiaries operated.**

The excess of expenditure over income highlights the need for sustained focus on income diversification and fundraising strategy to ensure long-term sustainability. Trustees continue to monitor financial performance closely and ensure that reserves policies guide prudent resource management.

### **4. People and Capacity**

The charity employed:

- **3 permanent employees**
- **3 employees on fixed-term contracts**
- **2 self-employed workers**

No employees received benefits exceeding £60,000. There were also **approximately 5 volunteers** (excluding trustees) engaged in supporting charitable activities within the UK.

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## Annual Trustee Report 2023 – 2024

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#### Letter from Chair – Steve Kerlake

Despite our ongoing efforts to drive change, the statistics for suicide in the construction industry continue to rise. Social media company On The Tools found that 73% of the UK's 2.1 million construction workers have been affected by mental illness. In the last decade 7,000 have taken their own lives.

This is a clear indication that we must do more, as an industry and as individuals, to support one another and prioritise mental health just as we do physical safety

Our growing social media presence has allowed us to reach a wider audience, attracting interest and support from larger Tier 1. Key decision-makers are beginning to recognise that change is not only necessary but inevitable and in turn we are gaining increasing financial support through sponsorship, merchandise and donations to really make a difference and encourage change further.

*Stephen Kerlake*

## OUR VISION

Construction Sport aims to support workers and employers to address poor mental health in the construction sector by:

- Providing direct psychosocial support to workers through sports activities, providing access to counselling and group support
- Disseminating information about relevant services (this might be mental health, financial or legal advice for example) and signposting those people facing mental health issues to further support
- Building the capacity of employers to address the mental health needs of their staff within the workplace through training (for example, on psychological first aid) and awareness raising
- Conducting research into mental health in the construction industry to further bolster awareness raising and programming
- Advocating for change within the industry and raising awareness to break down stigma surrounding mental health within the construction sector
- Engaging with those responsible for driving change and improving mental health in the construction industry, with the ultimate goal of preventing suicide.



Construction Sport Rugby Team 2024

## OUR IMPACT

Sporting events, including golf days, long-distance treks, and football and rugby matches, serve as platforms where connections are forged, and participants feel empowered to openly discuss mental health challenges and share personal experiences. These activities offer a relaxed, non-confrontational setting, allowing participants to engage in conversations naturally, as opposed to more formal settings like support groups, which many construction workers find uncomfortable or awkward. Additionally, many workers prefer not to spend their limited downtime in such spaces. With sporting events, they can enjoy themselves while also releasing stress. During these events, participants receive valuable information that helps them better understand how to seek further support for mental health concerns. These events also raise awareness about the unique risks faced by construction workers, helping to reduce barriers like social stigma associated with seeking help.

Construction Sport also plays a role in organizing or supporting fundraising efforts to assist those in the construction industry who are experiencing hardship.

Beyond this grassroots effort, Construction Sport also delivers strategic support through the Hundred Club. This initiative provides major construction companies with tailored resources aimed at minimizing harm to their employees. Members of the Hundred Club actively promote and advocate for enhanced mental health support within the industry, fostering broader change and helping to dismantle social stigmas. Public advocacy and campaigns focused on mental health within the construction sector are central to all of our work."

## YEAR AT A GLANCE

- Sporting Events: 5 aside tournament, 3 marathons, Triathlon, Saracens Rugby
- PR Events: UK Construction Week – Van Rally
- Beneficiary for Tractor Fever
- Protects: Van Break-in
- Social Media profile: Super Trowel video, reaching 10k followers on Tiktok
- Campaigns: Waste clean up, Get Construction Talking
- Multiple exhibitions (UKCW/ Installer Show / Super Trowel
- Hundred Club Members meeting, B1M talks, site visits, Multiplex Sir Robert McAlpine.

## FINANCIALS

### Our activities

To date, as reflected in our accounts, we have received donations through events organised by businesses on our behalf, as well as funds via PayPal and GoFundMe for events we continue to host, including golf days, football tournaments, and long-distance treks. Additionally, we have received contributions through membership fees for the Hundred Club. This year, the growing popularity of Construction Sport's public campaigns has also led to monetisation through TikTok.

In addition to organising our own fundraising events, we have supported families within the construction industry to mobilise their networks to raise funds during times of need. Notably, this year, we supported a family whose child was critically ill, as well as another family who tragically lost their primary breadwinner, a construction worker.

## ADMINISTRATION

Voluntary work continues to be supported with the assistance of three employees.

## GOVERNANCE

Several trustee meetings were held this year.

No significant risks to the charity were identified this year. No safeguarding risks were reported this year.

Trustees: Steven Kerlake (Chair and Founder), Phillip Akers and Kerry Akers

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## Annual Trustee Report 2022 – 2023

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#### Letter from Chair – Steve Kerslake

As the rate of suicides, approximately 9 per week, sadly continues to rise, it is clear to me that our campaign has never been more needed. Our approach continues to break down barriers to support by providing space to talk in a way which feels natural, particularly for those who struggle to talk about their emotions, but also for those who have to juggle the little spare time they have and would rather combine user-led talking therapy style support groups with sporting activities. This year we have reached thousands of people online and in person with sports events, podcasts and digital campaigns aimed at breaking down the barriers which prevent people from getting the help they need, such as social stigma or lack of information. We've coordinated with like-minded campaigns, organisations and companies along the way to strengthen our message and increase our outreach. As well as increasing our exposure through campaigns we've also been able to financially support individuals working within construction facing hardship and struggling with their mental health. Financial support has been provided through bespoke sporting activities aimed at raising money for those individuals, whilst also increasing awareness and disseminating information on mental health at those events. Our dedicated team continues to grow and I am proud to have helped as many people as we have this year.

*Steve Kerslake*

## OUR VISION

Construction Sport aims to support workers and employers to address poor mental health in the construction sector by:

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- Disseminating information about relevant services (this might be mental health, financial or legal advice for example) and signposting those people facing mental health issues to further support
- Building the capacity of employers to address the mental health needs of their staff within the workplace through training (for example, on psychological first aid) and awareness raising
- Conducting research into mental health in the construction industry to further bolster awareness raising and programming
- Advocating for change within the industry and raising awareness to break down stigma surrounding mental health within the construction sector



Construction Sport Rugby Team 2023

## OUR IMPACT

Through sporting events, such as golf days, long-distance treks, football and rugby matches, connections were made and participants felt empowered to discuss mental health issues and share their experiences with one another. Through these sporting activities, participants are given the space to talk at their leisure in an organic, non-confrontational way, rather than in a space designated to talking, such as a help group etc. which many construction workers have told us they find 'awkward' or something they would like to do, but have to juggle their time and chose not to use precious downtime just talking, this way, they also get to enjoy themselves and let off some steam. At the events, participants also receive information, which allows them to better understand how to seek additional help they might need to address mental health issues. Through sporting events, awareness was raised about the risks which construction workers face, and barriers to seeking help, such as social stigma, were reduced.

Construction sport also organises, or helps families organise fundraising events to assist those working with the construction industry, who find themselves in a state of hardship.

In addition to this grassroots approach, Construction Sport also delivers assistance at strategic levels through the Hundred club, where major construction companies are provided with tailored resources aimed at reducing the risk of harm to their staff. Members of this club. Construction companies involved promote and advocate for better mental health support within the industry, building momentum for larger scale change and breaking down social stigmas.

Public advocacy and campaigns on the issue of mental health within the construction industry underpins all of our work.

## YEAR AT A GLANCE

- Organised a number of sporting events for construction workers to provide psychosocial support and disseminate information, including football matches, cycling events, rugby games and golf days.
- Established rugby teams for construction workers, who played against the fire service and several other teams, including Saracens and Leicester Tigers, raising the profile of the campaign.
- Following on from our successful public advocacy through the BBC's documentary following Construction Sport, we continued to build momentum through public advocacy digital and stunt based campaigns, including podcasts which raise awareness and provide information awareness regarding mental health and construction work. This year our campaign has been promoted by other influencers in the sector, such as [www.GetConstructionTalking.org](http://www.GetConstructionTalking.org).

- The first meeting of all members of the Hundred Club took place, sharing learning and providing support to construction companies through provision of tailored resources to help employees and improve their company's capacity to address mental health in the workplace.
- Helped families to raise funds for those working with the construction industry facing hardship.

## FINANCIALS

### Our activities

To date as the accounts show, we have received donations through events that businesses have organised for us, funds have also come through paypal and 'go fund me' for events we have held ourselves, such as golf days, football tournaments and long-distance treks. We have also received funds through membership fees for the Hundred club. This year the popularity of Construction Sport's public campaigns has also seen it monetised on TikTok.

This year, as well as organising events to help raise funds, we have also assisted families of those working in the construction industry to mobilise their own networks to raise funds in times of need. This year, there were two notable whose children were both suffering from acute illnesses.

### Administration

Due to the momentum the campaign has gained this year two members of staff have been taken on, although a significant amount of the charities work remains carried out by volunteers.

In terms of assets, Construction Sport currently spends £400 per month on office rental.

Following briefings from the chair and analysis of accounts, trustees believe that any debts owed can be paid in the coming financial year.

## GOVERNANCE

Several trustee meetings were held this year.

No significant risks to the charity were identified this year. No safeguarding risks were reported this year. One conflict of interest issue was considered by the trustees and as a result a conflict of interest policy will be drafted in the coming year.

Trustees: Steven Kerslake (Chair and Founder), Phillip Akers and Kerry Akers

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#### Letter from Chair - Steve Kerslake

This year the effects of Covid 19 have magnified many of the stress factors which see construction workers continue to take their lives at a rate 3 times that of anyone else. As such, Construction Sport's sporting events, bringing construction workers together to connect and openly talk about mental health with each other has proved to be more important than ever. Through these events we've broken down barriers which prevent people from getting the help they need, such as social stigma or lack of information and built up social connections amongst those who've joined us on some physically and mentally demanding sporting challenges. This year we've made great strides forwards spreading the message and raising awareness about the need for improved support for construction workers' mental health, particularly through taking part in a BBC documentary on the topic. In addition to this, some major construction companies have signed up to join the Hundred club, increasing the resources they aim at supporting workers' mental health. As well as the far reaching advocacy and awareness raising work we've been doing this year, we've also been able to support construction workers and their families from the community where we are based, donating funds directly to support families facing hardship and adversity. We hope to be able build on what we've achieved this year and continue

to break down barriers and reduce the risks to construction workers, as the rate of suicides, approximately 9 per week, sadly continues to rise.

Steve

## OUR VISION

Construction Sport aims to support workers and employers to address poor mental health in the construction sector by:

- Providing direct psychosocial support to workers through sports activities, providing access to counselling and group support
- Disseminating information about relevant services (this might be mental health, financial or legal advice for example) and signposting those people facing mental health issues to further support
- Building the capacity of employers to address the mental health needs of their staff within the workplace through training (for example, on psychological first aid) and awareness raising
- Conducting research into mental health in the construction industry to further bolster awareness raising and programming
- Advocating for change within the industry and raising awareness to break down stigma surrounding mental health within the construction sector

## OUR IMPACT

Through sporting events, such as golf days and long-distance treks, connections were made and participants felt empowered to discuss mental health and share their experiences with one another. Participants were also empowered through being given information, which allowed them to better understand how to seek the help they might need to address mental health issues. Through sporting events, awareness was raised about the risks which construction workers face and barriers to seeking help, such as social stigma, were broken down.

Through expansion of the Hundred club, major construction companies are now better equipped to reduce the risk of harm to their staff and better able to support them when they need it. Construction companies promote and advocate for better mental health support within the industry, building momentum for larger scale change and breaking down social stigmas.

## YEAR AT A GLANCE

- Organised a number of sporting events for construction workers to provide psychosocial support
- Website designed with information for those seeking help and to raise awareness regarding mental health and construction work
- Established a members' club which allows interested companies to access resources to help employees and improve their company's capacity to address mental health in the workplace
- Raised funds for families of construction workers facing hardship
- Designed a framework through which to gather data on the impact of courses etc attended by beneficiaries
- Took part in a major documentary for the BBC advocating for change in the construction industry and raising awareness re construction workers mental health



## FINANCIALS

## Our activities

To date as the accounts show, we have received donations through events that businesses have organised for us, funds have also come through paypal and 'go fund me' for events we have held ourselves, such as golf days, football tournaments and long distance treks. We have also received funds through membership fees for the Hundred club.

This year significant funds have been raised to support construction workers' families facing difficulties, including the families of Josh Powell and Martyn Guest. Some of these funds have been paid out to those families in this financial year and, but some will be donated in the next financial year.

## Administration

A digital marketing team were brought on board this year to assist with advocacy and enable us to reach more people. Payments to this team were paid this year.

In terms of assets, Construction Sport currently spends £400 per month on office rental.

No salaries are currently paid through the charity. 4 volunteers currently support with the running of Construction Sport, including the Founder and Chair Steve Kerslake, Craig Butler (Project Manager), Leanne Stevens (administrator) and Alex Davis (Digital Marketing).

Following briefings from the chair and analysis of accounts, trustees believe that any debts owed can be paid in the coming financial year.

## GOVERNANCE

Several trustee meetings were held this year and construction sport's safeguarding policy was drafted.

No significant risks to the charity were identified this year, although reputational risks were considered prior to engaging in the high-profile BBC documentary. Safeguarding risks were considered by trustees and the safeguarding policy was drafted and is being shared amongst volunteers and trustees.

Trustees: Steven Kerslake (Chair and Founder), Phillip Akers and Kerry Akers

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# Accounts

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Construction Sport Foundation

Trustees Annual Report

For the attention of the Charity Commission,

Due to the Covid-19 Pandemic the account set up and financial operations of Charity 1184412 - Construction Sport Foundation were delayed and did not begin until July 2021.

For the reporting year of 31<sup>st</sup> March 2021 there are no accounts to report.

Our first year of submitted accounts will begin as of April 1<sup>st</sup> 2021.

Yours Sincerely

Stephen Kerslake  
Trustee  
Construction Sport Foundation  
Registered Charity: 1184412