

# Annual Report & Accounts 2025

**Financial Period:** 1 January 2025 – 31 December 2025




**Registered Company No. 00925718 (England and Wales)**  
**Registered Charity No. 255523**

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# Report and thoughts from the Chair

As Chair of BHSEA, I am pleased to introduce this Annual Report and reflect on a year of consolidation, strong delivery and—crucially—sound stewardship. BHSEA exists to promote and enhance health, safety, welfare and environmental good practice, and to provide a trusted forum for learning, collaboration and professional development. This year we have continued to strengthen our governance, enhance member value and broaden our reach, while remaining true to our charitable purposes.

I started my role as Chair in November of 2025, succeeding Wayne Bishop, who stepped down at this year's AGM after two years in the role. With over 16 years' experience as a health and safety professional, it was an honour to be appointed Chair of BHSEA, the first woman Chair of BHSEA in its history and I very much look forward to working with members to strengthen our community, share knowledge, and support the next generation of safety professionals.

Throughout 2025 we continued to strengthen member value by delivering 10 successful monthly events, with the September Event, an all-day conference addressing health and safety back to basics, with Keynote Speaker Jason Ankers. In June we welcomed another Health and Safety Hero, Tim Marsh, to headline our WWT Construction Event on Behavioral Safety, attended by over 70 Members and guests.

The Training sub-committee launched the Mentor/Mentee Scheme and continued its efforts to attract Student Members at the start of their health and safety career, as well as running four free training sessions. These efforts were recognised when BHSEA was invited to attend the prestigious 2025 SGUK Awards where the Committee was awarded a Gold Excellence Award for all its efforts.

A central theme in this year's report is BHSEA's financial resilience. We hold significant reserves and a strong investment base. This has been achieved through disciplined financial management over a long period, careful oversight by Trustees, and ongoing engagement with professional investment advisers. Our reserves help us remain stable and independent and enable strategic planning rather than short-term decision-making.

# Report and thoughts from the Chair

Importantly, we have aligned our approach explicitly with Charity Commission guidance on reserves (CC19) and with good practice expectations in charity reporting. Under this approach, Trustees do not treat ‘reserves’ as simply the year-end bank balance or total unrestricted funds. Instead, we focus on the element of unrestricted funds that is genuinely ‘free’ and available to spend on any of the charity’s purposes

However, good governance also demands we avoid holding excessive reserves without a clear rationale. Reserves are not an end in themselves: they are a means to deliver impact, maintain resilience and seize opportunities in the interests of beneficiaries and stakeholders. Trustees therefore review reserves actively, ensuring the level held is justified, transparent and linked to BHSEA’s strategic plan.

## How we plan to use our reserves

Over the coming period, Trustees intend to deploy reserves in a controlled, purposeful way—consistent with our reserves policy and our duty to manage resources responsibly. We will do this through clear planning, agreed budgets and documented approvals. Our priorities include:

### 1. Maintaining and enhancing our programme of events and learning

We will continue to fund high-quality monthly meetings and specialist events that provide accessible learning and networking. Where appropriate, reserves will be used to underwrite venue commitments, speaker costs and delivery expenses, protecting continuity of provision and maintaining value for members.

### 2. Investing in free and subsidised training and professional development

Building on the success of our training offer, we will use reserves to sustain and expand free or subsidised learning opportunities that support competence, confidence and progression in the profession—particularly for early-career practitioners.

### 3. Strengthening member benefits and engagement

We will invest in initiatives that improve the ‘member experience’, including development of our mentoring and support schemes, continued enhancement of our digital presence and resources, and targeted communications that widen reach and encourage participation.

# Report and thoughts from the Chair

## **4. Funding strategic capability and governance improvements**

Reserves will support projects that strengthen BHSEA's operational capability and governance infrastructure, including appropriate systems and processes that improve efficiency, support compliance and increase transparency. We will also ensure our investment approach remains subject to regular review and appropriate professional advice.

## **5. Supporting charitable impact in the wider community**

BHSEA's charitable purpose extends beyond member services. We will explore opportunities to use reserves to support outreach, collaboration and initiatives that advance health, safety and environmental standards across the West Midlands and beyond, ensuring any new activity is carefully governed, aligned to purpose and evaluated for impact.

## **6. Membership Growth**

We will continue to expand our marketing activity to grow membership numbers inline with our strategic objectives and charitable purpose.

## **Oversight and transparency**

In line with Charity Commission expectations, Trustees will keep our reserves policy under regular review. We will report transparently on the level of reserves held, the rationale for that level, and our progress in deploying funds in support of charitable objectives. This includes ongoing consideration of risk, commitments, and the balance between resilience and impact.

None of this would be possible without the commitment of our Trustees, Management Team, sub-committees, volunteers, speakers and members. I would like to thank everyone who has contributed time, expertise and energy to BHSEA this year, with a special thanks to Wayne Bishop, the outgoing Chair for his two-year tenure. With strong foundations, a clear reserves policy and a shared commitment to our charitable mission, BHSEA is well placed to continue delivering meaningful value and positive impact.

I look forward to the year ahead and to seeing our resources—financial and human—used wisely to strengthen our community, raise standards and support those working to protect people at work.

**BHSEA Chair March 2026**

## Association Objective

To promote the health, safety, welfare and wellbeing of working people and the organisations they work for by facilitating networking, sharing, learning, the adoption of good practice and continuous improvement.

This extends to an organisation's physical assets, the environment, and the community which it serves or in which it operates with a focus on Birmingham and surrounding areas.

**‘Welfare’** means facilities and provisions that are necessary for the comfort, convenience and wellbeing of working people such as washing, toilet, rest and changing facilities and somewhere clean to eat and drink during breaks.

**‘Wellbeing’** means a good or satisfactory condition of existence or state characterised by health, happiness and prosperity determined primarily by work and which can be influenced by workplace interventions.

## Summary of activities and achievements

- ▶ Varied programme of ten monthly events all of which were in-person, one of which was also combined with our annual conference, and one WWT/SHAD on the topic of Behavioural Safety and Cultural Change. We also ran four Free Training Courses. Coaching and Mentoring, COSHH, Risk Assessment Part 2 and Mental Health and Well-being Workshop.
- ▶ Continued invitation to BHSEA events to all groups affiliated to Safety Groups UK.
- ▶ Attendance at events is back to pre-covid levels.
- ▶ Successful well attended Construction ‘Working Well Together’ (WWT) events held in June at the new venue at Walsall FC, the Locker Room.
- ▶ Continued strong support from Members at WWT events, including, Equans, Canal and River Trust
- ▶ Significant contribution from Council and other members to ‘Members Corner’ slots.
- ▶ Successful increase of Membership Fees since pre-Covid times.
- ▶ New Support of Marketing Communications Company Zen to increase Social media presence.
- ▶ Continued sound finances with investment income remaining stable despite lowering the yield target to 3%. The surplus income has increased, mainly because of a bigger gain on investments, sitting alongside £64,389 of market value uplift which together make up the £76,196 total gain on investments this year.

***Only achieved by the continuing voluntary effort by Trustees, Management and Council with support from others including Secretary Sarah Kenny.***

## Organisation Information 2025

<b>Registered office</b>	Church Court, Stourbridge Road, Halesowen, West Midlands, B63 3TT
<b>Registration</b>	Company No. 00925718. Incorporation date: 11 January 1968 Charity Commission Registration No. 255523.
<b>Governing documents</b>	Memorandum of Association (As revised at AGM - 8 January 2001); Articles of Association (As revised at AGM – 8 April 2024)
<b>President</b>	Rosi Edwards - appointed February 2016
<b>Trustees</b>	Mr Wayne Bishop (resigned April 2025), Mrs Lisa Rollinson, Mrs Marisa Firkins, Mr Clark Hunter, Mrs L Ley; Ms L Prophett; Mr A Rolinson; Mr D Masaun - Vice President
<b>Chair</b>	Mr Wayne Bishop (resigned April 2025), and Mrs Marisa Firkins appointed Nov 2025
<b>Secretary</b>	Mrs Sarah Kenny
<b>Independent Examiner</b>	Mr M Howell, DJH Halesowen Limited, West Midlands, B63 3TT
<b>Bank</b>	Lloyds
<b>Stockbrokers / Investment Manager(s)</b>	Charity Property Fund (Savills) Brewin Dolphin

# Organisation Structure 2025

<b>President</b>	Rosi Edwards	<i>Non-Executive Director, Shrewsbury and Telford Hospitals NHS Trust; Former Regional Director, HSE Wales, Midlands and South West Region</i>		
<b>Trustees / Honorary Officers (directing)</b>		<b>Management Committee (managing) – Trustees plus ↓</b>	<b>Council (advising) – Management Comm. plus ↓</b>	
Chair – Marisa Firkins		Ken Davies	Jolie Taylor	
Vice Chair – Lisa Rollinson		Louise Mansfield	Mike Morton	
Clark Hunter- Construction Chair			Greg Ward	
Vice President– Dalvinder Masaun			Paul Singh	
Trustees – Linda Ley and Liz			Mike Wright	
Prophett/Andy Rolinson			Isaac Adu	
			Peter Bowers	
			Daljit Sharma	
			Emma Woodhouse – Co-opt	
<b>Secretary:</b> Sarah Kenny				

# Summary of 2025 Events

Type of event	Number of Events	Total Attendance
Monthly Events	9	414
Construction / WWT-SHAD Events	1	73
Annual Conference	1	73
Training Sessions	4	85

## Note:

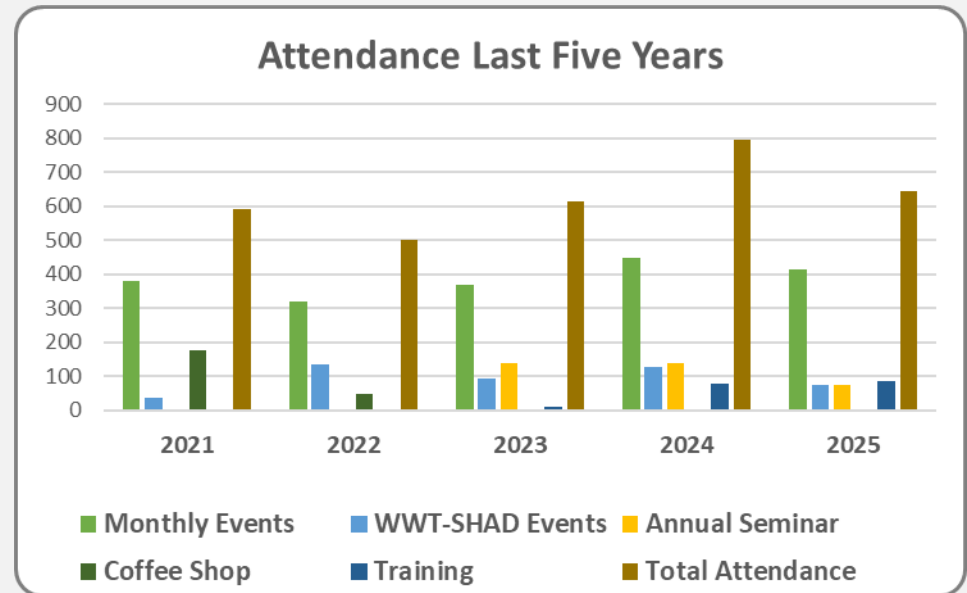
- Average attendance at monthly events of 46, back up to pre-Covid levels, and overall attendances the highest for five years.
- Attendances at WWT-SHAD continuing to increase.
- Attendance at free training sessions up 8% on 2024
- Well-attended Annual Conference – Health and Safety Back to Basics



BHSEA Partner – Driving for Better Business

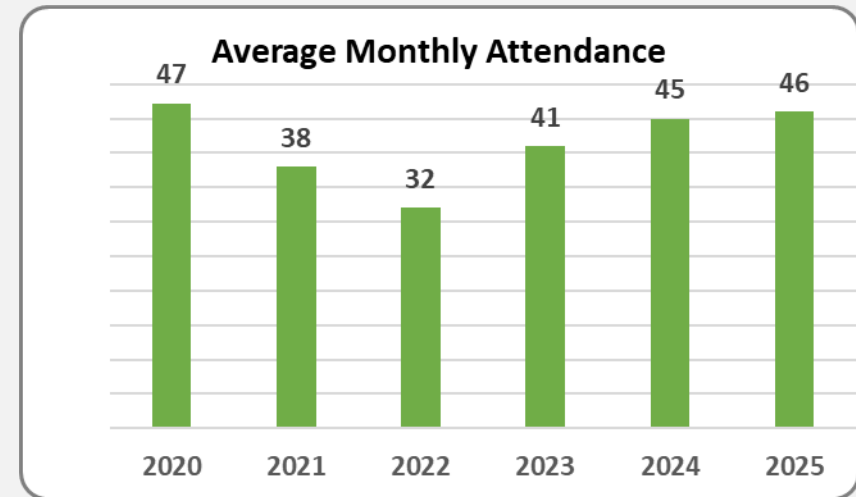


BHSEA Event at ARCO Training Centre



# Monthly Events 2025 and Attendances

Jan	<b>Can't recruit and/or retain – change your offering</b>	34
Feb	<b>Environment - Ecology</b>	39
Mar	<b>Construction Matters – Work at Height and Confined Spaces – ARCO Training Centre</b>	28
Apr	<b>AGM and Hand Protection</b>	33
May	<b>Fire Safety</b>	38
Jun	<b>Legal Update and Case studies from a prosecution perspective</b>	52
Sep	<b>Annual Conference – H&amp;S Back to Basics</b>	73
Oct	<b>Construction Matters – H&amp;S and Technology</b>	40
Nov	<b>Health – Noise and Face-Fit</b>	40
Dec	<b>Integrating H&amp;S into every training moment and 2025 BHSEA Awards</b>	43



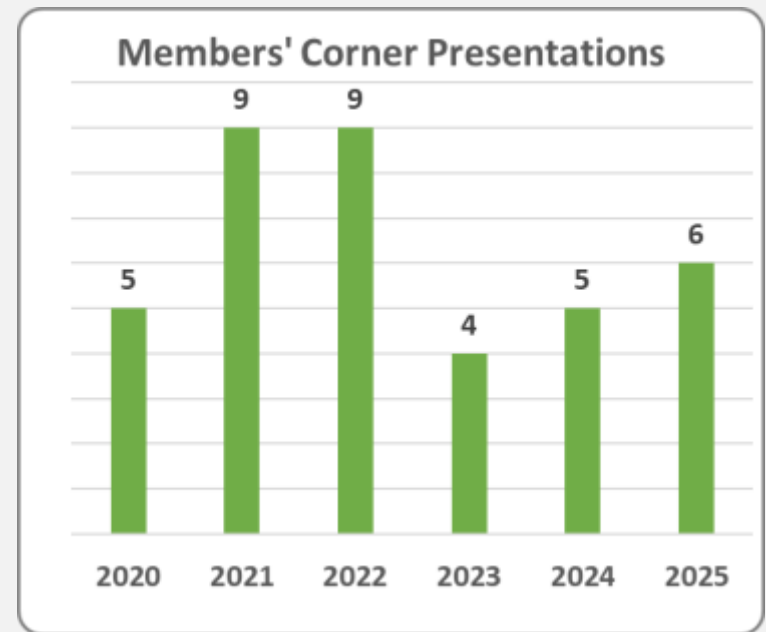
## Note:

- The 2020 attendance figures were all online via zoom.
- The 2021 attendance figures were a mix of in-person and zoom.
- Overall average attendance reaching pre-covid levels

## Members' Corner 2025

short (10 -15 mins) practical presentations - by members for members

Jan	<b>Imposter Syndrome</b> <i>Laura Aucott – HSE Recruitment</i>
Feb	<b>Incineration Solutions</b> – <i>Addfield Environmental</i>
Apr	<b>Award Winning App</b> – <i>QSP</i>
May	<b>Lessons Learnt</b> – <i>Lisa Rollinson</i>
June	<b>Neurodiversity</b> – <i>Interclass</i>
Oct	<b>CITB Update</b> – <i>Jenny Samuels</i>



Laura Aucott – Imposter Syndrome and former Chair  
Wayne Bishop

# Examples of Monthly Events and Newsletters Content



Member Benefits

Presentation Notes / Slides

HSE Safety Information



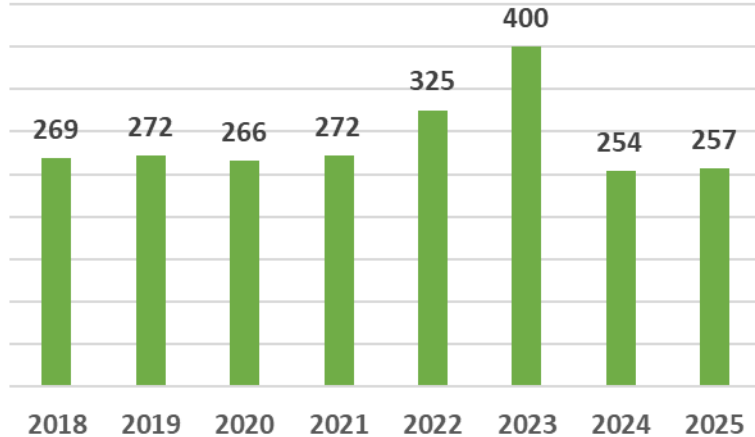
Free Member Training

BHSEA Partners

BHSEA 2025 Awards

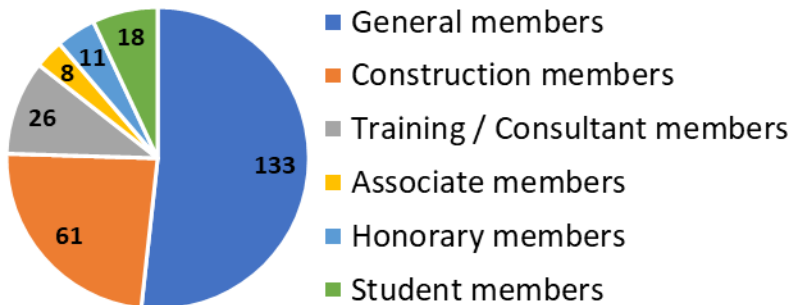
# Membership - at year end (31 December)

Total Membership



Members attending a WWT event

Membership by Category



Resigned / Lost Members & New Members



## 2025 Members' Feedback

"Thank you, great value for money"  
(SG– Sept 2025)

"Very informative  
presentations and plenty  
of engagement"  
(WR – May 2025)

"Enjoyed the group sessions, allowed the  
chance to voice my concern, show my  
experience and listen to others. The session  
was very helpful. I will take away a lot from  
today's event. " (FZ – Nov 2025)

"Very informative, good for someone like  
me who is training as all the information  
wasn't overwhelming and understandably  
explained" (NC – Apr 2025)

"Excellent - Very informative and  
thought provoking, definitely will  
be applying some of the tools  
explained"  
(ND – Feb 2025)

"I would like to say how welcoming the  
group is, the people are genuinely lovely,  
and the topics are always interesting and  
beneficial. BHSEA events feel like the best  
day of the month!" (Anon – Dec 2025)

# Key Contacts and Supporters

## SUPPORTERS & KEY CONTACTS



Safety Groups UK



The Health and Safety Executive



Birmingham City Council



HSE



Citb

Construction Industry Training Board

Make UK (formerly EEF)



MAKE UK



RSPCA

Royal Society for Prevention of Accidents

Equans



EQUANS



Working Well Together

Construction 'Working Well Together' (WWT)

Bevan Brittan



Bevan Brittan

Federation of Master Builders



BSiF

British Safety Industry Federation



MASTER BUILDERS



Safety Forward

Safety Forward



SafetyForward



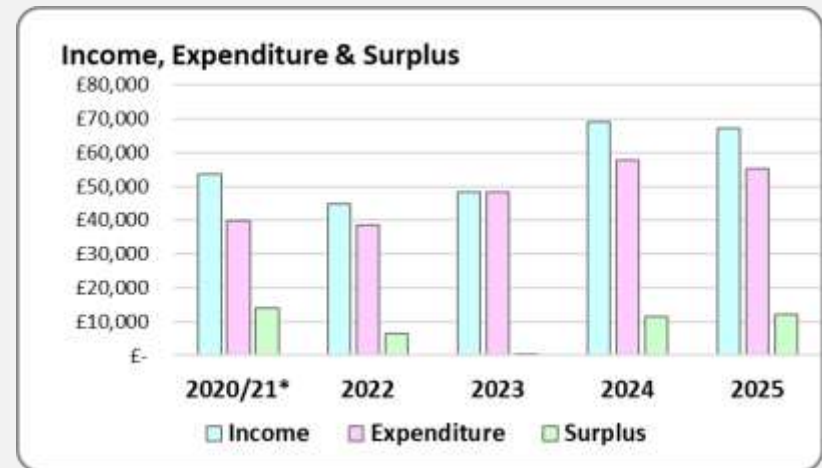
CITY OF WOLVERHAMPTON COLLEGE

City of Wolverhampton College

# Income & Expenditure Summary 2025

Income & Expenditure - from 'independently examined' Accounts					
Income and Expenditure	2020/21*	2022	2023	2024	2025
<b>Income from Investments</b>					
Dividends received	£53,614	£44,900	£ 48,268	£ 56,088	£ 55,070
<b>Income from Charitable activities</b>					
Subscriptions	-	-	-	£ 8,389	£ 11,485
Donations	-	-	-	-	-
Training and conferences	-	-	-	£ 4,696	£ 596
<b>Total income</b>	<b>£53,614</b>	<b>£44,900</b>	<b>£ 48,268</b>	<b>£ 69,173</b>	<b>£ 67,151</b>
<b>Expenditure - Management Fees</b>					
Portfolio management	£ 8,175	£ 6,597	£ 5,953	£ 7,065	£ 6,870
<b>Expenditure - Charitable Activities</b>					
Secretary's fees	£19,613	£15,593	£ 14,527	£ 15,316	£ 14,611
Admin assistant fees	-	-	-	-	-
Operating expenses	£ 8,255	£10,528	£ 17,299	£ 29,580	£ 25,165
Marketing Consultancy	-	£ 2,350	£ 5,877	£ 1,463	£ 4,000
Printing & stationery	£ 306	£ 233	£ 215	£ 95	£ 283
Other expenditure	£ 836	£ 352	£ 971	£ 515	£ 443
<b>Expenditure - Governance:</b>					
Accountancy	£ 410	£ 225	£ 600	£ 680	£ 700
Independent examination	£ 2,150	£ 2,550	£ 2,750	£ 3,050	£ 3,100
<b>Total expenditure</b>	<b>£39,745</b>	<b>£38,428</b>	<b>£ 48,192</b>	<b>£ 57,764</b>	<b>£ 55,172</b>
<b>Surplus (Income - Expenditure)</b>	<b>£13,869</b>	<b>£ 6,472</b>	<b>£ 76</b>	<b>£ 11,409</b>	<b>£ 11,979</b>

\* 2020/21 – 15-month period



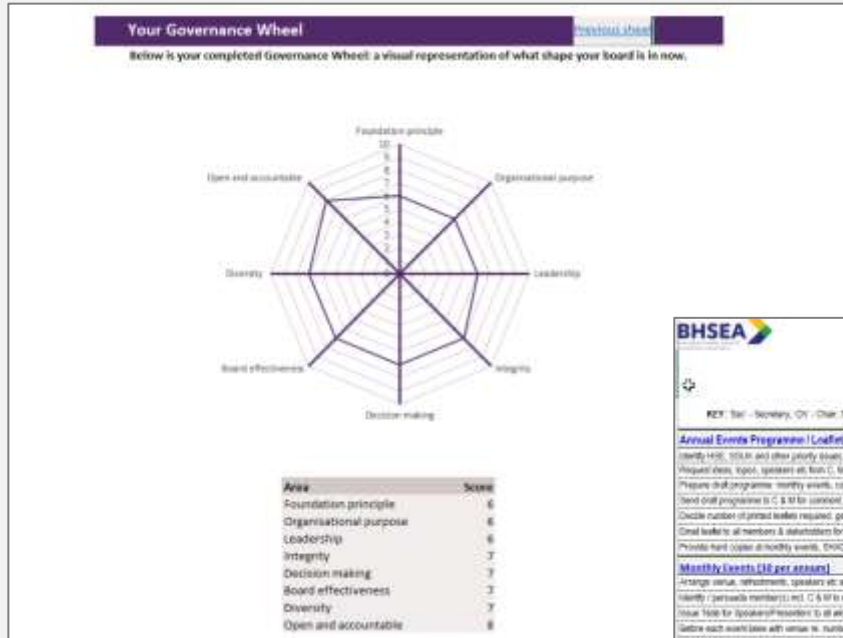
- Stable investment income
- Membership fee increase in 2025
- Income from Croner Referrals
- Increased Expenditure on Marketing (Zen Communications)
- Cash in the bank £152k.
- Financial position enables future increase in BHSEA services, initiatives and reach in furtherance of its charitable aims.
- Operating Expenses down as benefited from two months of complimentary venue charge

# Governance and Management (1)

- Articles of Association guide the way the Association is run and managed, and the Association continues to operate taking due account of Charities Commission rules, regulations and guidelines including those related to public benefit.
- Appropriate information, guidance and NCVO training is provided to new and existing Trustees, Management Committee and Council members.
- Recruitment and appointment of Honorary Officers / trustees (and others) is via nominations and member's votes at AGMs (details in the Articles).
- The NCVO Governance Wheel provides a framework for excellence, continuous improvement and good governance and the BHSEA 'Event / Activity Calendar' helps ensure that all needs and requirements are identified and dealt with in a timely manner.
- Management attention is routinely given to risk issues including finance/investments, organisational arrangements & succession planning, membership numbers, communication technology/developments and value and public benefit from Association activities.
- Reserves policy (see Appendix) is to have circa £35k in the bank to cover operating expenses etc. However, at financial year end, reserves of £152k were held to fund other initiatives in pursuit of the Association objectives, i.e. Maintaining and enhancing our programme of events and learning, investing in free and subsidised training and professional development and funding strategic capability and governance improvements.

*Copies of documents and further details on BHSEA Website*

## Governance and Management (2)



**‘Strategic Planning & Monitoring’ tool**  
- used to review the activities,  
performance and effectiveness of the  
Association and identify improvement  
opportunities, aims, objectives & priorities

# Activity - Tasks Calendar

Linked pages (worksheet tabs at the bottom) provide further information.

KEY: Sec - Secretary, CH - Chair, Trn - Chair members, M - Management members, T - Trustees, Con - Consultation Committee members

Activity - Tasks Timing

Revised 26.07.2022

## Annual Events Programme / Leaflet (incl. WWT / SHAD Events)

Identify HSE, IOSH and other priority bodies, strategies etc. current & next year

Assign dates, topics, speakers etc. from C, M, & members (Agenda item for C meetings)

Prepare draft programme, monthly events, coffee shop, SHADs etc where dates are known

Send draft programme to C & M for comment, discuss and update table

Decide number of printed leaflets required, go quotes (1) and order

Send leaflets to all members & distributors for onward circulation

Provide hard copies of monthly events, SHAD events & other events

## Monthly Events (16 per annum)

Arrange venue, refreshments, speakers etc. as per dates in annual programme

Identify (personally members) incl. C & M to deliver Monthly Corner presentation

Issue table for speakers/responses to all who will be presenting

Settle each month table with venue, numbers, refreshments, room layout, etc.

Design graphics etc for events in the next three months are posted on the website

Prepare flyer & send out (via email & by website) 2 weeks, 1 week & a few days before

Prepare ppt slides for the event & for subsequent feedback

Onsite at necessary equipment etc available (set up, projector, screen, laptop, printer)

Chair events (Vice Chair or other member or M member to deputise)

Take photos for Newsletter & publicity (marketing purposes) (CC-001 or M member)

Onsite send desktop jobs etc as per dates for presentation (in BHSEA job policy)

Tell to members, particularly new members, & guests

Send thank you email to all presenters etc

Issue feedback forms / requests, analyse results

Issue meeting attendance Certificate - if requested

See also AGM (part of the April or May meeting event)

## BHSEA WWT - SHADs (Working Well Together - Safety & Health Awareness Days) - Checklist

A construction industry initiative to improve health & safety particularly in small (15 or less employees) & micro (10 or less employees) construction businesses. Started in 1998, the most successful health & safety initiative within the construction industry. Events aim for 50% of attendees from small businesses, 20% from micro businesses.

The aims of the initiative which has direct involvement and support from the HSE (both personnel and financial) are:

- To improve health and safety knowledge and good practice within the construction industry and seek to continuously improve health, safety and welfare performance
- To provide practical advice and assistance to the construction industry on the provision and maintenance of healthy and safe working environments
- To encourage co-operation between members in relation to sharing knowledge of health and safety matters
- To promote training and learning in health and safety
- To provide low or low cost information, advice and training to employers and workers in the construction industry
- To stage events where at least half the people who attend will be from small businesses (15 or fewer employees) and 20% are micro businesses (5 or fewer employees)

Notes: Timing (below) is a guide to help provide a good service and to allow for other arrangements to be made in the case of a problem

Item / Action	Timing in weeks ref. day of the event 2'	Who by S = Secretariat C = Chair (support from - R volunteers)	Notes and key to 'Who by' CC - BHSEA Construction Committee / WWT Group L/LD - Lead person and deputy lead person (as agreed by CC)
Establish / confirm theme of the event	D - 12	CC / WWT Group	Usually theme to be published in annual programme (copy to HSE lead person)
Establish lead person (L) and lead deputy (LD) for SHAD	D - 12	CC / WWT Group	
Book / confirm venue	D - 10	BH-SEA Secretary	
Prepare coffee programme - confirm key topics and contact presenters	D - 10	L/LD (BHSEA Sec)	Secretariat support from BHSEA Sec. as may be required / requested
Identify 'chair' for the event itself	D - 10	CC / WWT Group	Chair generally either Construction section chair, L or LD
Produce flyer - electronic form only (only to send) forwarded on & checked	D - 10	BH-SEA Secretary	Refreshed then put with established WWT branding and artwork
Send flyer to WWT partners and CC members for onward distribution	D - 8	BH-SEA Secretary	CC members to circulate to their suppliers and contractors
Advertise event on WWT and HSE website	D - 8	HSE	
Take bookings	D - 8	HSE	
Ensure presenters still on board and aware of brief	D - 4	L/LD	L/LD expected to maintain an active involvement throughout
Remind WWT partners to send flyer to all contacts etc	D - 4	BH-SEA Secretary	
Remind WWT partners to send flyer to all contacts etc	D - 2	BH-SEA Secretary	

**‘Activity Calendar’**  
- a tool to ensure actions are taken in a planned and timely manner. Linked guidance notes, tools & techniques indicate why, how, who etc.



## Guidance / Procedure

- example



## Future Actions / Improvement Opportunities

- Investing in free and subsidised training and professional development
- Expand the Mentoring Programme and develop Works Experience for early career Members
- Further development and use of social media including LinkedIn and use of video.
- Developing website – Membership Pages and Video Testimonials
- Increase the variety and different delivery methods of events, for example face-to-face, webinars and discussion forums.
- Seeking further ways of promoting health and safety / BHSEA membership across the West Midlands Region and more diverse communities.
- Extending free first year membership offer more widely to students at local Colleges and Universities.
- Further development, expansion and simplification of policies, procedures and guidance.
- Committee Team Building and Strategy Away Days.
- Hold Membership fees for 2026

## Trustees report approved

This report including financial statements were approved by the Board of Trustees via email:

➤ Trustee – Dalvinder Masaun

➤ Trustee - Andy Rolinson

➤ Trustee – Linda Ley

➤ Trustee – Lisa Rollinson

➤ Trustee – Clark Hunter

➤ Trustee – Marisa Firkins

and signed on behalf of the Board by:

➤ Trustee – Elizabeth Prophet

Sig:  Date: 17<sup>th</sup> March 2026

# **Birmingham Health, Safety and Environment Association**

## **Independent examiner's report**

### **To the trustees of Birmingham Health, Safety and Environment Association**

I report to the trustees on my examination of the financial statements of Birmingham Health, Safety and Environment Association (the charity) for the year ended 31 December 2025.

#### **Responsibilities and basis of report**

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

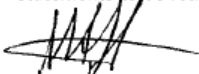
Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

#### **Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006;
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Mark Howell FCA  
**DJH Halesowen Limited**  
Church Court  
Stourbridge Road  
Halesowen  
West Midlands  
B63 3TT  
Date: ..... 18th March 2026 .....

## Birmingham Health, Safety and Environment Association

### Statement of financial activities Including income and expenditure account

For the year ended 31 December 2025

		Unrestricted funds 2025 £	Unrestricted funds 2024 £
	Notes		
<b>Income from:</b>			
Health and safety information and advice	3	12,081	13,086
Investments	4	55,070	56,088
		<u>67,151</u>	<u>69,174</u>
<b>Total income</b>			
<b>Expenditure on:</b>			
Raising funds	5	6,870	7,065
Health and safety information and advice	6	48,302	50,699
		<u>55,172</u>	<u>57,764</u>
<b>Total expenditure</b>			
Net gains/(losses) on investments	9	76,196	57,296
		<u>88,175</u>	<u>68,706</u>
<b>Net income and movement in funds</b>			
<b>Reconciliation of funds:</b>			
Fund balances at 1 January 2025		1,447,322	1,378,616
		<u>1,535,497</u>	<u>1,447,322</u>
<b>Fund balances at 31 December 2025</b>			

# Birmingham Health, Safety and Environment Association

## Balance sheet

As at 31 December 2025

		2025		2024	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	11		1,070		1,070
Investments	12		1,376,181		1,312,351
			<u>1,377,251</u>		<u>1,313,421</u>
<b>Current assets</b>					
Debtors	13	871		851	
Investments	14	10,156		3,176	
Cash at bank and in hand		152,069		134,374	
		<u>163,096</u>		<u>138,401</u>	
<b>Creditors: amounts falling due within one year</b>	15		(4,850)		(4,500)
			<u>(4,850)</u>		<u>(4,500)</u>
<b>Net current assets</b>			158,246		133,901
<b>Total assets less current liabilities</b>			<u>1,535,497</u>		<u>1,447,322</u>
<b>The funds of the charity</b>					
Unrestricted funds	16		1,535,497		1,447,322
			<u>1,535,497</u>		<u>1,447,322</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2025.

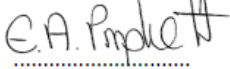
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

17<sup>th</sup> March 2026

The financial statements were approved by the trustees on .....



E Prophet  
Trustee

# Birmingham Health, Safety and Environment Association

## Notes to the financial statements

### For the year ended 31 December 2025

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#### 1 Accounting policies

##### Charity information

Birmingham Health, Safety and Environment Association is a private company limited by guarantee incorporated in England and Wales. The registered office is Church Court, Stourbridge Road, Halesowen, West Midlands, B63 3TT, England.

#### 1.1 Basis of preparation

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 charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

#### 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.

#### 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.

#### 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.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

# Birmingham Health, Safety and Environment Association

## Notes to the financial statements (continued)

For the year ended 31 December 2025

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### 1 Accounting policies (Continued)

#### 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:

Regalia	Depreciation is not provided for on the regalia.
---------	--------------------------------------------------

#### 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 Taxation

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

#### 1.9 Fund accounting

All the funds of the charity are unrestricted so they are available for use at the discretion of the trustees in furtherance of the general activities of the charity. There were no designate or restricted funds.

#### 1.10 WWT Fund

This fund is maintained for the Working Well Together Construction Campaign.

#### 1.11 VAT

The company has been registered for VAT since October 2000. Income and expenditure included in the Statement of Financial Activities are therefore shown net of VAT for this year, as are any capital purchases.

### 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.

# Birmingham Health, Safety and Environment Association

## Notes to the financial statements (continued)

For the year ended 31 December 2025

### 3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<b>General</b>		
Subscriptions and fees	12,081	13,086
	<u>          </u>	<u>          </u>

### 4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from listed investments	55,070	56,088
	<u>          </u>	<u>          </u>

### 5 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Investment management	6,870	7,065
	<u>          </u>	<u>          </u>

# Birmingham Health, Safety and Environment Association

## Notes to the financial statements (continued)

For the year ended 31 December 2025

### 6 Expenditure on health and safety information and advice

	General 2025 £	General 2024 £
<b>Direct costs</b>		
Operating expenses	29,165	31,043
Secretary fees	14,611	15,316
Telephone	216	197
Printing & stationery	283	95
Travelling	227	318
Accountancy	700	680
Independent examination	3,100	3,050
	<u>48,302</u>	<u>50,699</u>
<b>Analysis by fund</b>		
Unrestricted funds	<u>48,302</u>	<u>50,699</u>

### 7 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	<u>3,100</u>	<u>3,050</u>

### 8 Trustees

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

### 9 Gains and losses on investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Gains/(losses) arising on:		
Investment gains	<u>76,196</u>	<u>57,296</u>

### 10 Taxation

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

# Birmingham Health, Safety and Environment Association

## Notes to the financial statements (continued)

For the year ended 31 December 2025

### 11 Tangible fixed assets

	Regalia £
<b>Cost</b>	
At 1 January 2025	1,070
At 31 December 2025	1,070
<b>Carrying amount</b>	
At 31 December 2025	1,070
At 31 December 2024	1,070

### 12 Fixed asset investments

	Listed investments £
<b>Cost or valuation</b>	
At 1 January 2025	1,312,351
Additions	301,005
Valuation changes	64,388
Disposals	(301,563)
At 31 December 2025	1,376,181
<b>Carrying amount</b>	
At 31 December 2025	1,376,181
At 31 December 2024	1,312,351

### 13 Debtors

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
Other debtors	871	851

### 14 Current asset investments

	2025 £	2024 £
Investment deposits	10,156	3,176

# Birmingham Health, Safety and Environment Association

## Notes to the financial statements (continued)

### For the year ended 31 December 2025

#### 15 Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals and deferred income	4,850	4,500

#### 16 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 2025	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2025
	£	£	£	£	£	£
General	1,440,942	67,151	(54,822)	6,380	76,196	1,535,847
WWT	6,380	-	-	(6,380)	-	-
General funds	-	-	(350)	-	-	(350)
	<u>1,447,322</u>	<u>67,151</u>	<u>(55,172)</u>	<u>-</u>	<u>76,196</u>	<u>1,535,497</u>
<b>Previous year:</b>	<b>At 1 January 2024</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>Gains and losses</b>	<b>At 31 December 2024</b>
	£	£	£	£	£	£
General	1,373,679	65,662	(55,695)	-	57,296	1,440,942
WWT	4,937	3,512	(2,069)	-	-	6,380
	<u>1,378,616</u>	<u>69,174</u>	<u>(57,764)</u>	<u>-</u>	<u>57,296</u>	<u>1,447,322</u>

#### 17 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

# Appendix

Investment Policy including Reserves Policy 

## Investment Policy

Issue 11	page 1 of 2
Orig. SK	18.02.2026
Agreed by MC	03.03.2026

# Investment Policy including Reserves Policy (1)

### 1. Introduction

- 1.1 The Association's objective is to promote the health, safety, welfare and wellbeing of working people and the organisations they work for by facilitating networking, sharing, learning, the adoption of good practice and continuous improvement. This extends to an organisation's physical assets, the environment, and the community which it serves or in which it operates, with a focus on Birmingham and surrounding areas.
- 1.2 The Charity currently has about 250 subscription (donation) paying members and total assets of approximately £1.4m, mostly through investments.
2. The business of the Association is governed by Articles of Association which give decision making powers to the Management Committee including the power to invest moneys of the Association **Investment Objectives**
  - 2.1 To provide the best financial return within an acceptable level of risk.
  - 2.2 *To provide an income, to supplement the amount obtained from subscriptions, in order to help fund the Association's activities and related expenditure as indicated by Annual Report and Accounts. The investment mandate targets an income distribution of 3% per annum, distributed monthly. Based on valuations as at the end of 2025, this amounts to annual income from the portfolio of £32.5k.*
  - 2.3 To maintain the real capital value of the invested assets over the medium term (at least in line with inflation / CIPH) in order to provide an adequate future income stream and secure the sustainability of the Association.

### 3. Risk

- 3.1 In order to meet the income requirement / target it is accepted that a medium risk strategy may be required.
- 3.2 Volatility, inflation and failure risk to be mitigated through a diversified mix of investments / asset classes and at least two investment bodies. (As of February 2025 – two bodies).
- 3.3 Inflation risk to be further mitigated through a significant proportion of investments in real assets.
- 3.4 Investment in property may be via investment funds and / or equities as part of a diversified portfolio.
- 3.5 Large direct investment(s) in property is to be avoided.
- 3.6 Financial Services Compensation Scheme compensation limit for cash deposits not to be exceeded, currently £120k per institution.

# Investment Policy including Reserves Policy (2)

## 4. Reserves

- 4.1 Nine months expenditure / operating costs, less the amount obtained from subscriptions, to be kept as cash at the bank (approx. £35k) outside of any investment portfolios.
- 4.2 Twelve months expenditure / operating costs less subscriptions of approx. £10k, i.e. approx. £50k, to be realisable within 3 months. If this is likely to give rise to significant costs, penalties or close to full value not being realised, discussion will need to take place at the investment agreement / contract stage.

## 5. Ethicality

- 5.1 Investment managers should be signatories of the United Nations Principles for Responsible Investment (UNPRI) which outlines the principles for incorporating environmental, social and governance (ESG) issues into investment practice.
- 5.2 No direct investments which could be detrimental to the objective of the Association as outlined under Introduction.
- 5.3 Direct investments to be excluded include: gambling, alcohol, smoking, firearms, armaments, pornography and high-interest rate lending.

## 6. Investment / Portfolio Management (incl. Discretionary Powers)

- 6.1 Every investment organisation / manager to be subject to a formal agreement / contract with the Association which identifies any specific terms and conditions in addition to the general terms in this Policy.
- 6.2 The formal agreement / contract will specify the nature of any discretionary powers.

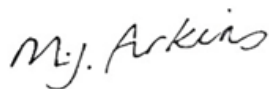
## 7. Investment Decisions & Signatories (Internal procedures / controls)

- 7.1 Investment decisions will be made by the Management Committee. (As provided for by the Articles of Association, agreement may be obtained by postal or email means).
- 7.2 At least two trustee signatures are required to authorise transfer of money to investment funds.

## 8. Reporting and Monitoring

- 8.1 Investment performance including income, asset value, % income / return, all fees / charges, and cash on deposit to be reported to the Association (Secretary) quarterly.
- 8.2 A formal review by the Management Committee - with input from investment manager(s) - to take place at least once a year. The review should include: investment policy including ethicality, investment managers/organisations, performance, benchmark data, risks and outlook.

Marisa Firkins Association Chair on behalf of the Trustees and Management Committee:



Signature: .....

Date: 05.03.2026