CONSTRUCTION HEALTH AND SAFETY GROUP

England & Wales · Charity number 283249

Details

Other names	CONSTRUCTION HEALTH AND SCFETY GROUP LIMITED, CHSG
Status	Registered
Legal form	Charitable company
Company number	01573103
Registered	1981-09-15
Register	View on the Charity Commission register

Contact

Address	John Ryder Training Centre St Anns Road Chertsey KT16 9DG
Phone	01932 561871
Email	info@chsg.co.uk
Website	www.chsg.co.uk

Activities

Objects: (1) TO PROTECT AND PRESERVE OCCUPATIONAL HEALTH AND SAFETY IN THE CONSTRUCTION INDUSTRY. (2) TO STUDY THOSE ASPECTS OF THE INDUSTRY AND RELATED OPERATIONS NECESSARY TO IMPROVE OCCUPATIONAL HEALTH AND SAFETY AND DISSEMINATE THE USEFUL RESULTS OF ALL SUCH STUDY.

Activities: (A) To protect and preserve occupational health and safety in the construction industry. (B) To study those aspects of the industry and related operations necessary to improve occupational health and safety, and to arrange and provide suitable training to meet these needs. (C) To foster and develop co-operation between government, employers and trade unions in matters concerning health and safety.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Other Defined Groups

Geography

- Surrey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£623,690	£658,926	£1,079,491	5
2024-12-31	£700,131	£687,230	£1,155,906	5
2023-12-31	£628,491	£649,569	£1,124,001	4
2022-12-31	£502,332	£637,890	£1,145,079	4
2021-12-31	£483,683	£563,933	-	-

Trustees

Name	Role	Appointed
Alana Paterson		2025-05-02
Andy Hartwell		2025-05-02
Jeffrey Russell		2017-05-11
Martin Hall		2024-04-17
Martin Lovegrove		2020-07-15
Stuart Hosegood		2025-07-02
William Peter Mitchell		2025-05-02

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CONSTRUCTION HEALTH AND SAFETY GROUP

England & Wales - Charity number 283249

Accounts

CHSG

Annual Report & Accounts

2025

Construction Health and Safety Group
John Ryder Training Centre
St Ann's Road
Chertsey
Surrey
KT16 9DG
Charity number: 283249
Company number: 1573103

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Reference and Administrative information

Charity Name:	Construction Health and Safety Group (CHSG)
Charity registration number:	283249
Company registration number:	1573103
Registered office and operational address:	John Ryder Training Centre St Ann's Road Chertsey Surrey KT16 9DG
Website:	www.chsg.co.uk
Email:	info@chsg.co.uk
Telephone:	01932 561871

Trustees

Mr Martin Lovegrove	Chair
Mr Martin Hall	Vice-Chair
Mr Declan Davis	Immediate Past Chair
Mr Jeff Russell	Immediate Past Chair
Mr Gavin Bye	Resigned from the Board 31st December 2025
Mr Stuart Hosegood	Trustee Board Director Appointed 2nd July 2025
Ms Alana Paterson	Trustee Board Director Appointed 2nd May 2025
Mr Andy Hartwell	Trustee Board Director Appointed 2nd May 2025
Mr William Mitchell	Trustee Board Director Appointed 2nd May 2025

Management Team

Ms Debbie Clarkson	CEO & Company Secretary
Mrs Sera Martorana	Training & Centre Executive

Ex-officio

Mr Sean Elson	President

Principal Advisors

Auditors – Fuller Spurling Chartered Accountants, 58 Guildford Street, Chertsey, Surrey KT16 9BE.

Bankers – Barclays Bank, PO Box 193, 8 – 12 Church Street, Walton on Thames, Surrey KT12 2YW

Investment – CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

President's Review for the year ended 31 December 2025

I am delighted to report that the CHSG continues to evolve both in respect of the make up of the Board of Trustees but also the content and delivery of the vital training it provides to the industry – whehter the organisation that needs our assistance is an SME or a Tier One Contractor.

I very much welcome several new Trustees to the Board during 2025. Details of the new appointees and their considerable experience are set out later in the Annual Report. Refreshing the leadership is vital in any organisation – no less so, CHSG. We look forward to their additional insights and renewed energy. We are grateful to them for finding time in their busy professional careers to make a contribution. The quality of the construction businesses they represent is a testament to the continuing relevance of CHSG within the industry. We may be a relatively small orgnaisation but we have always punched above our weight when it comes to engagement with regulators and industry bodies.

Sadly in 2025 we had the news that Gavin Bye of Costain was resigning from Board having served with the Trustees for eight and a half years. We understand that work commitments change in the day-job and we wish Gavin well and hope to see him back at the centre in the future. CHSG has had a long association with Costain going back many years and the Trustees and CSHG management will continue to explore how we can maintain that engagement for the future.

As a sign of the CHSG's relevance I was pleased to be invited as President in February to an exploratory meeting convened by Cancer Research and senior people with the industry. This world leading charity intends to establish a new grouping – "Construction Beats Cancer", a sector iniative to not only raise funds to research for new cancer treatments but also to raise awareness within the construction workforce, many of whom are part of a high-risk demographic. Unlike other sectors, the construction industry has the potential to do much more than raise awareness and funds. Together we can actually reduce the risks of work related cancers for individuals in the way that we manage exposure to dust, silica and other carcongenic materials such as chemicals, and of course – asbestos. It was great that CHSG was invited to the Francis Crick Institute in Kings Cross to consider how this goes forward and we will no doubt continue to engage with Cancer Research as this develops. I know that they were particularly interested in how they might reach people working in SME's within the supply chain.

This issue of wellbeing and occupational health is entirely consistent with what we are seeing more widely with a much greater emphasis on health than ever before. For example, in my role at Pinsent Masons we have experienced first hand enforcement engagement with the HSE in 2025 around stress management and also a number of Coroner Inquests relating to death by suicide, noting the intention of coroners to look more closely than before at surrounding factors relating to individuals.

This was reflected in our annual legal update that focussed more on health issues than safety and which brought news to CHSG members of a new British Standard relating to suicide and work related matters. On a personal note my thanks to all those who attended the legal update in person or on line – the numbers attending really did feel like the old pre-covid days!

I would like to finish by once again giving my sincere thanks to our trainers, the Office Staff at Chertsey and the Trustees for all the hard work that goes on behind the scenes. And of course to all the CHSG members and other organisations who support the group and undertake training with us. Without this virtuous circle of Trustees, Staff and the Industry we really could not achieve all that we have.

I would like to take this opportunity to wish you all a very prosperous, healthy and safe 2026 and we look forward to working with you all over the coming year.

Sean Elson - President CHSG.

Trustees' Annual Report (incorporating director's report for the year ended 31 December 2025

Reference and Administrative Information

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements of Construction Health and Safety Group (the Charity) for the year ended 31 December 2025. The Trustees confirm that the annual report and the financial statements comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) FRS102 Statement of Recommended Practice Charities (July 2014).

The Construction Health and Safety Group is a leading provider of health and safety training and information to the UK Construction Industry. CHSG has 142 members of its safety group and has over 74 years' experience in helping the construction and associated industries to understand and meet health and safety requirements and implement national standards.

Significant Activities

During 2025, although both the economic and investment performance for the year were very volatile, the Group were able to return to a more balanced training programme and the performance of the group was positively impacted by the Fire Academy and the courses developed for it.

However, the poor performance of the Building Safety Regulator and the plethora of new legislation, British Standards and associated quasi legal documentation has meant that it has been challenging to ensure that all the fire courses have always incorporated all of the required legislative links and more importantly incorporated these into the appropriate courses.

However, on a more positive note, the Group are delighted to confirm that all of the third party recognition and all of the course registrations have been maintained and we have had a very positive auditing performance. BSi no non- conformances recorded, CISRS, no non- conformances recorded, SQA no non- conformances recorded and finally we successfully passed the five yearly IFE audit which links directly to the professional standard of our Fire Diploma course, with the continued Educational Programme attainment. In Q2 we also received no non-conformances for the CITB audit too, so a very successful auditing performance, ensuring that we maintained the high standard of course content and course management at the centre and at Clients sites.

Internal Audits have been undertaken over a broad range of our courses this year, and a number of qualified auditors have been used to undertake this work. We identified areas for improvement and all auditors fed back to the Trainers as well as the centre, on each occasion, and were very positive overall about the competence of the Trainers and the great support and commitment they have provided to the Group.

The audit procedure is always a useful event, which ensures the Group reviews, systems, procedures and working methods and always raises discussions about how to work smarter, more efficiently and effectively to benefit all concerned. We are continuing to develop and enhance our procedures and

systems using the information received on our updated and enhanced Client and Delegate feedback system, which ensures we review performance on a regular basis, from an alternative source.

Also in 2025, the Group employed a fulltime Fire Trainer, who has been developing additional training courses and updating the diploma course materials throughout 2025.

During 2025, we changed the monthly meeting format, to a quarterly format, but we have structured the meeting to include two or three speakers, related to a particular subject area. We trialed this format to see if this would provide a more structured training, development and networking meeting which has proved to be far more successful than the original one speaker every month. So this format will be continued into 2026. The Christmas meeting also included the training awards, as most members have been reticent to return to a black tie dinner, which was the regular event prior to Covid. Unfortunately, this will be the standard format until the Board decide to return to a different format.

The centre has undertaken a limited number of maintenance activities during 2025:

a) The painting of the common areas of the centre, the areas that have a higher footfall and had started to look tired , it was agreed that we needed to maintain a good appearance for all trainers and delegates.
b) Three new cameras and a new main hub for the security and alarm systems for the centre, this included the storage capacity from all of the cameras on the site too. We also took the opportunity to update some of the older wiring and to update three of the older cameras, significantly improving the visual clarity of the car park and entrance area, this has improved clarity both in office working hours, but more importantly during out of hours.
c) The SIM card to the external gates had to be changed, this year to accommodate the changes to the phone network system in Chertsey, again this was successfully completed.

All the Trainers attended the Trainers meeting along with two office staff, and the board were represented by the Chair and the Vice Chair of the Board of Trustees. The meeting was a positive discussion for all parties and a number of positive outcomes and actions were documented and are currently or have already been successful implemented/ successfully actioned.

In 2024 a revised BS 5975 was produced and the standard has now been split into two British Standard documents: BS 5975:1 2024 and BS5975:2 2024. CITB then updated all of their course paperwork (in early 2025) relating to the suite of temporary works courses and all of the course materials were amended/updated etc accordingly, well within the required CITB timescale.

In 2025 CISRS also revised their centre contracts, and the course materials for their 3 day Basic Scaffold Inspection course, again we have successfully amended all of our course materials and presentation documentation accordingly, well within the agreed timeframe.

Directors Board Meetings continued throughout the year and also included the Management Review in October 2025 and the Financial review in November 2025. The Board including all of the new members have worked tirelessly for the Group, but unfortunately we had to accept the resignation of Gavin Bye from Costain, whose work commitments in 2026 have meant that he was unable to commit to the Groups Board programme. But if his work load changes in the near future, we would welcome his return and the added support from Costain and he confirmed that he would be delighted to return.

The annual report and accounts were successfully completed by the external auditors at the beginning of 2026, for the annual financial reporting year of January – December 2025.

We successfully exhibited at the IFSM, FSM Fire Technical Event at the Coventry Arena and have now successfully achieved accreditation with IFSM for all of our new Fire courses, SQA recognition for the three main courses: The Fire Diploma, the Fire Risk Assessors and the Fire Safety Coordinator courses,

all related directly to Construction. This is an excellent achievement by all involved and we must ensure that this is now marketed in the coming year.

The Group are also involved with a number of external committees and construction related groups, which should ensure that we maintain our networking and maintain our direct links with the construction industry. It also helps to support our training staff with respect to CPD and to maintain the information and learning from the sector. We have also maintained office staff support to attend and undertake learning seminars and links to ensure that we keep staff up-to-date and aware of any new and incoming legislation etc.

The area for significant changes in legislation over the past year has been with respect to both fire in Construction and also forthcoming employment laws, regulations and HR related issues. Again training has been undertaken specifically with respect to the new Employment Laws which will be coming in from April 2026 and then will be added to on a 6 month basis, for at least a further two years. Courses have therefore already been undertaken to ensure we start to develop our procedures and systems accordingly. It also led to the Group moving their payroll to BrightHr in Q3 2025, this company have already integrated the new payroll systems and protocols required for compliance to the new legislation being introduced shortly. We will be liaising with our HR legal support consultants Peninsula early in 2026 to start the additional work required to ensure conformance by April 2026 with respect to our staff handbook and our staff contracts.

In 2024, the group made a significant decision to develop their charitable support by working with Ready for the Gate in developing construction related skill based courses for offenders and to start working with a ROTL's women's prison where we are developing an employment structure to support offenders to find jobs in the construction sector whilst completing their sentences.

This was further developed in 2025 and also included one member of staff being invited to sit on the Employment Advisory Board of a second local women's prison. This has developed well and further detail will be included in the Charitable section of this report. This change in our charitable support was decided upon by the board, as the take up for mental health courses has declined and also the support of the night shelters on an active monthly basis, stopped during Covid and has not since been activated. The Group have now changed their support for the night shelters as an annual donation, along with the annual donation for the Lighthouse charity. Also with the successful training of many site personal on the Train the Trainer courses, the call on CHSG subsidized Mental Health courses, has been reducing, so we have decided to put more effort in supporting those from the prison system, with direct links to the Construction and associated sectors.

Centre Maintenance

There were two maintenance activities successfully completed in 2025:

The first was the installation of three new external security cameras, along with the associated wiring upgrade. This was also supported by a new main base system, that has increased the storge facility, thus storing past footage for longer and also aligning with the new requirement to link with the mobile antennae in the area (with the loss of the BT line service). We also took the opportunity to upload an improved remote app access on mobile phones for both Debbie and Sera for 24/7 remote access.

The second improvement was the painting of the centre in the delegate areas, to ensure that the standard of the facilities has remained as clean and well presented, this is the first re-paint since the refurbishment in 2016.

The centre has also invested in both hardware and software with the purchase in 2025 of new laptops with Windows 11 software, ensuring that all of the training laptops and software are now all upgraded. Also all staff now have the required standard equipment.

There was one action that was related to the Chertsey areas BT phone line upgrade, which meant that the external electric gates had to have a SIM card replacement. This upgrade was a requirement to ensure that they functioned correctly going forwards. This work has now meant that we have reduced the cost of one landline to the centre, this was a dedicated line.

Staffing

The office staffing was increased to five full time employees during 2025, as we have employed a fulltime Trainer. We also had the sad loss of one of our Temporary Works trainers who also covered scaffolding training too. Jo Affinito died suddenly in early 2025 and will be sadly missed by us all.

So later in 2025, we started to develop a succession plan for all of the courses and for the centre staff. To this end we have started to train a potential new scaffold trainer, but we are still finding it a challenge to recruit a new TW trainer. We have also, successfully recruited a new fire consultant who has a wealth of both fire and construction knowledge and experience, who we have engaged to work with from January 2026, when he becomes available. The new fire trainer has already worked with CHSG on an ad hoc basis, but will now become an excellent support for this area of training.

All, except for one of our trainers, remain as self- employed, but we are very particular that all of our Trainers should have - all of the required professional and academic qualifications for the role, alongside significant Construction experience, so that they understand the roles and responsibilities of our delegates and can support them in their questions and queries – it is an aspect of training that the Group has always placed high importance on and we find our Clients and Delegates always value this additional expertise too.

Charitable Support and Donations

Membership numbers have again reduced slightly during this year mainly in the SME sector. On review, this links into the training requirements of SME's and we see the annual trend of membership and re-application when specific training is due to maintain their costs effectively. But we have still gained new members on a monthly basis over the last year, and we hope to continue to attract new members/businesses in the year ahead.

The Group has continued to, wherever possible, support members – in particular SME's so fees have been reviewed and supportive options discussed, to hopefully ensure that SME's can retain their links with the Group and all that membership offers to them.

At the end of the year the Group donated to two charities namely Glass Door who were specifically aiming to raise money for their 2025 Xmas appeal. The second donation was sent to the Lighthouse charity supporting the Construction Industry. This money was paid, instead of ordering CHSG Christmas cards, as many charities are finding funding more difficult this year. We hope that all of our members and guests accepted our email Christmas greetings instead?

The significant subsidisation of the Mental Health First Aid England courses, (1 day, 3 day and half day awareness courses) have also reduced in attendance, we believe that this has been directly linked into the successful training of MHFA in the Construction sector well supported by the CITB and Tier One Contractors. Although the group still promotes this training support and financial subsidization, there

has been a successful development for a new form of training and support for HMP prisons in the development of Dry Lining courses. In 2025 the group has been working in partnership with "Ready for the Gate". In 2025 the new scheme has successfully developed Dry Lining courses at HMP Coldingley and HMP High Down. Both prisons have been provided with the required training, equipment and training course materials to completely support the two dry lining courses and HMP High Down successfully completed their first three courses by the end of December 2025. They have also ensured that all of their attendees have also successfully completed the CITB CSCS red card. Which will hopefully help the individuals to become employable as ex-offenders, in the near future.

The group has also supported Debbie Clarkson who sits on the Employment Advisory Board (EAB) of HMP Send a women's prison where different support and investment has been provided and this work will continue in 2026. This has also led to links with other supportive charitable groups where we can hopefully develop the recruitment options available to ex-offenders and to develop further support for employment in the construction sector going forwards. The EAB agreed three main drivers for their mission in 2025 and we are delighted to confirm that that the committee have improved in all three drivers working closely with the prison management team. The new mission drivers will be confirmed at the January 2026 meeting, ready for the year ahead.

We have also developed a draft Mentoring Course, for those who are, or will be mentoring ex-offenders in the construction sector. The group working with RFG have undertaken all of the development work FOC and we have also purchased software to be able to provide case studies using on screen avatars. This is a new development for the Group, and has been used on this course development first, as the need for confidentiality and anonymity is obviously far greater, than for other courses. We have successfully completed five case studies to date. Again, this has been fully subsidized by the Groups charitable support.

Also fire development work has continued to be funded by the Group to develop additional courses and to also customize courses to support this work for the sector to support costs and maintain the emphasis on training for the construction and associated industries. No company has been asked to contribute to the course development costs, as we believe this development should be for the benefit and safety of the industry members going forwards. Also with the increased range of accreditation bodies used, the investment from the group in these professional bodies has also increased, but is valued as an essential part of current course development for the sector.

As previously detailed, the updated BS5975 Parts 1 & 2 led the group to update all of the Temporary Works courses in line with the CITB required dates (early 2025), again completely FOC to any delegates.

We also successfully gained SQF verification for the Fire Safety Coordinator in Construction Course, gaining a Level 5 with 2 credit points.

We were delighted this year, to host speakers for our quarterly meetings, we have continued to develop the format of hosting 2 or 3 speakers on a quarterly basis rather than one speaker on a monthly basis, as this has been identified as a preferable format by our attendees. We have continued to open these presentations up to any person, who wishes to attend, thus building on our charitable support for the industry and this now offers the meeting attendance to other industries too. Again our charitable support is to encourage and support those attending with respect to enhancing understanding and the exchange of best practice and an ability to network.

We supported the CONIAN working group for the Working Well Together Committee for Fire Risk Management, again supporting this work from our charitable support. The importance of this committee by the Regulator has now led to this committee being stand alone, rather than being part of a group of risk management committees. So going forwards, in 2026 the committee will be required to

ensure the outcomes are clear and focused from this separate risk group. The work and outcomes of the group will now be hosted on the new CIC/HSE website.

We also exhibited at the IFSM Technical day at the Coventry arena for a third year and found the engagement at this exhibition was busy and the aims and objectives, along with the course development presented by the Group was well received. We have already booked our stand for 2026, along with a second exhibition with the same providers to be held at Kempton Racecourse in March 2026.

We have also started to develop a separate area on our website to detail our charitable activities and this will be launched in 2026.

ACHIEVEMENT & PERFORMANCE

Investment performance

The initial sum of £660,000 was invested in 2016 and has grown to £819,084 in our long term CCLA investment account. This investment was very volatile over the last twelve months, but overall did not produce a profit this year and in fact, fell compared to the previous year. But the Group appreciated that this is a long term investment and has made some significant gains over the last few years. The Group will continue to build on the overall long term investment. The external stock market will always produce years of both positive and negative performance. Despite this volatility, we are pleased to confirm that we received income earned from our investments, that we were able to support both the Lighthouse and Glass Door along with subsidizing the one day and two-day mental health courses throughout the year and our work with the prisons and the further development of fire courses without having to require any funding from the industry.

The other investment account is managed by CCLA under a deposit account and at the end of 2025, the total in this account was £56,309, again a slight decrease on the previous year. The Barclays current account was £56,245, again, slightly down compared to last year's figures. Given the current economic climate in the UK, particularly for the construction and associated sectors, it is unsurprising that the deferred sheet for 2026 is also reduced compared to 2025, but the team are working hard to maintain a consistent level of training for 2026.

It is also important to note that the group has had no bad debts to action this past year and the debtors list remains very well managed.

Due to the consistent amount of course development in 2024 and 2025 we have seen a growing delivery in the new courses and a healthy mix of both new and current CHSG courses, across the year. This has confirmed that the ROI was well justified and has reaped the rewards considered during the development working groups mandate. This work has been very positive, and we hope that it will positively impact on the performance in 2026.

We hope to positively use the considerable development costs over the last few years, to embed the current courses and to then use this sound base from which to identify any further development / investment for the coming year. We are also pleased that the investment in the third party accreditations associated with this work, has also proved to be well received by the sector and thus justifying this standard of accreditation and recognition.

FINANCIAL REVIEW

Financial Position

Our revenue was positive in 2025, we have used a significant amount of this money to invest in the course development and also to develop our charitable development work, including updating the website and continuing to invest in a standard for our Marketing, so we hope to embed and to launch more of this work in 2026, as/where appropriate.

Gross profit percentage, is 55% for 2025, down from 59% in 2024, likely due to the increase in employment costs. We have also increased the number of trainers and again this will be increasing in 2026.

The revenue is detailed as follows:

Non Fire Courses £207,833

Non Fire External courses £ 12,756

Remote closed courses £ 36,338

Fire Academy £286,573

Membership £ 50,939

Nominal Income £2,055

Total income for the year £ 596,494

A reduction in income of 11.5% (from £674,327)

Staff costs £362,141 have increased as the group has now incorporated the employment of a full-time trainer.

Cost of Sales £177,051

R&D £56,338

Publicity & Marketing £ 34,492

The fire courses were 53% of total course earnings and 48% of total income, thus confirming the strategic development and R&D spend over the last two years, with a good ROI to date.

In addition to this the Charities long-term and short-term investment accounts suffered in line with global investment impacts, which led to a reduction in the valuation of £41,179.

Overall the Charity made a loss of £76,415. However, £41,686 was depreciation and £41,179 was investment loss. If you disregard these two figures to identify the strict operating position, the Group showed a small profit of £6,450.

In addition the group has capital assets of £1,079,491 and has maintained a good cashflow situation throughout the year, finishing with both the current business account and the deposit account in a positive position. Along with the longer term investment, that throughout the year has mirrored the volatility in the investment markets, but overall the group is still in a healthy position.

Investment policy and objectives

The charity operates a low-risk strategy for both of the CCLA investments that it holds. The funds in the short-term deposit and investment funds support the Group to function on a day-to-day basis, and in 2025 provided the support funding to continue the development work and charitable support. All maintenance work was scheduled, and no emergency costs were identified for the year. The aim is to continue to run the investment accounts as per the previous year.

Reserves Policy

The charity considers its reserves policy on a regular basis, and the Board undertook an annual strategic financial review during the November Board Meeting in 2025. The strategy was reviewed and confirmation was detailed in the Board documentation, to ensure that appropriate reserves are maintained to support the Group. The strategy of maintaining the ability to fund future course development costs, any necessary upgrades to the centre and the facilities, and any unforeseen repairs and maintenance requirements, remains the same. At 31st December 2025, the net assets of the Group excluding property and other tangible fixed assets were £906,699. The freehold property was valued in December 2022 on an existing use basis at £810,000. It is shown in the balance sheet, at cost less accumulated depreciation, at £157,953 (this valuation is undertaken on a five yearly basis).

FUTURE PLANS

The Group will continue to develop, the Fire in Construction range of courses and we already have two new course options for consideration in early 2026 which if they go forward to development will be presented to IFSM for assessment in 2026.

We will also continue to develop the "bespoke courses" where Clients, who prefer to hold "closed courses" detailing their specific procedures and systems in accordance with their working systems, will be provided as requested. The number of courses held remotely/distance learning has now become part of the regular training provision, and now combines with face -to-face and on-site training too. Where these are fire related, they too have achieved individual IFSM recognition too.

We will continue to review recognition status and how we can best support the Construction and Associated Industries to provide the third- party competence and levels of performance required, particularly with respect to the new legislation, standards and regulations that will continue to be launched by Government, British Standards and other associated professional bodies for all of the groups training courses.

Continued charitable support is planned as the Group remains in a healthy financial position. However, market conditions will be closely scrutinized, particularly in light of the current economic climate. Fuel and energy costs are still continuing to impact the whole market situation along with increased interest costs and the ongoing wars and related economic impacts. It is forecast that 2026 will be a difficult year for businesses especially in the Construction and associated sectors.

The Group have always supported particular charities and to provide support and attendance to many construction related bodies eg HSE, and CITB in particular, but also through attendance of seminars and technical working groups. The Group have also linked with the IFSM and CISRS and will continue to do so.

The ongoing changes in the fire related legislation, British Standards and other professional bodies guidance notes and information will continue to be reviewed and included in our current and future courses as/where appropriate. The new FRA standard produced by BSi in 2025 has now raised some significant questions with respect to the competence of Construction FRA's and we will be detailing a formal paper for discussion with IFSM and others in early 2026.

Our charitable work with the prison service and associated bodies will be further developed and it is hoped to complete a further two or three (at maximum) dry lining courses at three separate prisons during 2026, with a programme of further development going forward. We also aim to have established a programme of potential employment options for some of the ROTL's inmates who wish to work in the construction sector. We are also organizing a seminar to launch this whole programme of work at Pinsent Masons in London in 2026. We will also be launching a mentoring course in partnership with Ready For the Gate (RFG), which is aimed at those employers who will be employing ex-offenders or those on ROTL's to try and make this support, guidance and management more open and clear for both parties. This course is currently unavailable, (prior to the launch in early 2026) and will be a first for the industry and will hopefully be useful for those outside the sector too.

CHSG has already booked to exhibit at the major IFSM Technical Fire Seminar in March and June 2026, at Kempton racecourse and the Coventry Arena respectively. The Group will also consider if there are any further suitable events throughout the year that they can support.

We will continue to develop the use of avatar case study work and to develop the use in our marketing work and website information too. This new media / training format, we believe, will diversify course learning and involve our potential delegates to more fully understand the course content, to aide their understanding and involvement is specific sessions / course activities.

We have also been required by our Insurers in 2026 to strengthen our IT/Cyber security and to this end we will be investing in this in Q1 2026.

Structure, Governance and Management

Governing Document

Construction Health and Safety Group is a company limited by guarantee and was incorporated on 8th July 1981. It is governed by its Memorandum and Articles of Association, which is reviewed on a regular basis. These were reviewed and updated in 2017 and were submitted at the AGM and passed. These have now been signed and recorded and a copy was sent through to the Charity Commission (charity number 283249). This was the most recent amendment. Therefore the 2017 document remains the current Memorandum and Articles of Association.

The AGM as the name implies is an Annual General Meeting, that has to be held with a detailed minimum attendance and 2020 saw the first AGM run remotely due to the pandemic. In 2021, this was again the case. However, in 2022 and again in 2023, the AGM was run in a dual manner, with both face to face and remote attendance. Again, a full AGM was successfully held, within the time scale detailed in the Memorandum and Articles of Association. In 2024 the AGM returned to being run in the "normal" manner and we had both face to face (with numbers attending in person above the required quorum) and remote attendees too.

Recruitment and appointment of new trustees:

Martin Lovegrove was re-elected as Chair into 2026 and Martin Hall was re-elected as Vice Chair. All four co-opted Trustees were fully elected onto the Board: William (Bill) Mitchell – Ferrovial Construction UK Ltd, Stuart Hosegood, Cala Homes, Alana Patterson – Vinci Group and Andy Hartwell, Morgan Sindall Construction. This was all completed at the April 2025 AGM.

At least one third of the elected members of the Board retire at each Annual General Meeting of the Group and are eligible for re-election.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the member.

In December 2025, we received the resignation of Gavin Bye, the Board accepted his resignation, but confirmed that if his workload changes and he is able to return to the Board, that this would be welcomed and Gavin confirmed that he would welcome this, if the possibility occurs in the future.

Organisational structure

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chair, Vice-Chair, Immediate Past Co-Chairs, Company Secretary and elected members of the Board.

Other Honorary Officers

The Board has the power at any time to appoint any person to be President and any person to be Vice-President for a period of not more than three years. The current President is Sean Elson who was appointed as CHSG President from 17th December 2024.

Honorary Life Members

The Board also has the power to award Honorary Life Membership to any individual in recognition and appreciation of exceptional service rendered to CHSG. The honour is considered to be the most prestigious the Group can award. In 2019 the Board awarded an Honorary Life Membership to Robert Hackett from Ferrovial Construction.

Special Members

Special membership is awarded to individuals/companies that the charity is in partnership with and includes the HSE, Construct, FMB and Construction News. It is hoped to further develop these working relationships in the future.

Decision making

Board Meetings take place on the third Wednesday of each Month (except during August). A quorum must be present for decisions to be made in line with the Group's Articles of Memorandum

Induction and training of new trustees

New Trustees are generally co-opted to the Board which means they have no voting rights until the next AGM if they are then proposed and accepted as Board members. This period allows them to be fully inducted into the workings of the Group and for the Board to get to know them before committing to the final decision.

Key management remuneration

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the notes to the financial statement.

Risk management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to ensure sustainability and to provide reasonable assurance against fraud and error.

The Board of Trustees regularly review the major risks to which the charity is exposed and ensure that systems are in place to mitigate those risks. The approach to this was made more robust in the review of the Group's Management Systems and the risk policy and risk register have been updated accordingly.

The Board of Trustees are responsible for ensuring appropriate financial controls are in place to provide against risk of errors or fraud.

As part of the monthly Board meetings, monthly management reports are produced and reviewed against forecast.

The Group is exposed to a small risk as most sales are credit sales and the majority of income is from companies (not individuals) so this is considered modest. An aged debtors' procedure is in place to minimise the risk. Also, with the website booking facility where payment by card for all non-

members is immediate, the Group has seen a reduction in the number of debtors and this new booking system has further reduced the debtor risk to the Group.

Policy Statement, Our Vision and Objectives

It is the Policy of the Construction Health and Safety Group (CHSG) to provide a service to our member organisations, our clients and to our trainees that is of a high standard that meets our declared objectives as well as the details contained within the Memorandum and Articles of the Company.

CHSG is a commercial business and a registered charity holding Charitable Status. In pursuit of providing services to the highest standards in a sustainable manner, CHSG is committed to and operates a management system in accordance with the requirements of BS EN ISO 9001:2015.

Objectives (as agreed by the Board at the 2024 Strategy meeting)

In 2025 the Board confirmed a new three year Strategic action plan and this is now the current working document and will be reviewed and documented accordingly for the forthcoming three years. The key aims of the current plan have not changed, but obviously the content of the new strategy has been newly created and detailed accordingly and the document was confirmed by the Board.

The key aims of the 2025 Strategy Plan remain pertinent for both documents and are detailed below:

Key Aims:

1. **Protect and Preserve**
   To protect and preserve occupational health, safety and wellbeing in the construction and associated Industries.

2. **Continuously Improve**
   To study those aspects of the industry and related operations necessary to improve occupational health, safety and wellbeing and arrange and provide suitable training to meet those needs.

3. **Develop Co-Operation**
   To foster and develop co-operation between government, employers and trade unions in matters concerning health, safety and wellbeing. Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

To do this we:

- Maintain close and regular contact with organisations and bodies such as the Health & Safety Executive (HSE), including CONIAN. The British Standards (BSI), other health and safety organisations such as the British Safety Council, ROSPA, CISRS, and CITB. For specific fire related information: IFE, IFSM, SQA and the FPA.

- Ensure that our training courses are current and valid and meet industry needs and, where appropriate, are accredited to the appropriate examining bodies. Maintain flexibility to accommodate the needs of our delegates and clients.
- Ensure our trainers are competent, i.e. have the right mix of qualifications, industry experience and training skills, and that they keep up to date with legislative and industry changes through CPD.
- Engage with our members to make sure we are providing the level of training and support that they require. To ensure that we are also aware of the market situation and review as/where appropriate
- Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.
- To maintain and develop new charitable support activities not only for the construction and associated industries but for a broader range of participants.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit in Section 4 of the Charities Act 2011 and, in particular, to its supplementary public benefit guidance on the advancement of health or saving of lives.

We have developed short, medium and long term strategic action points for these sections these are being monitored and documented at the monthly Board meetings.
We are committed to working with industry stakeholders such as the HSE, IOSH, British Safety Council, CITB, and Professional Bodies such as IFE, and IFSM as well as the British Standards Institute and Trade Unions (as/where appropriate) to foster and develop co-operation and improve knowledge in matters relating to health, safety & wellbeing.

We shall actively seek participation and consultation with industry health & safety organisations to further improve health & safety standards and deliver associated training to the highest standard.

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chairman, Vice-Chairman, Immediate Past Chairman and Company Secretary and elected members of the Board.

Sean Elson – President

A Regulatory Partner with Pinsent Masons LLP an international law firm that has worldwide reputation for construction related law. After qualifying as a solicitor in 1994, Sean now specialises in health and safety law and has been for over 20 years. Sean also was a founder of the Health & Safety Lawyers Association and then subsequently served as their Honorary Secretary for 19 years before standing down in 2024.

Seans regulatory expertise extends beyond health & safety to include trading law and product liability issues. His years of criminal law experience providing invaluable experience to his work in regulatory enforcement He has been actively involved with CHSG for 14 years, and for over a decade has delivered the highly regarded Annual Legal Update at the Groups Monthly Meeting (usually October), providing invaluable insights and a platform to raise questions.

Sean is never happier then when visiting client sites where there has been no incident, but is there to listen and learn about how people in the constructor sector really manage risks on a day to day basis, often on some of the UK's most complex projects.

Martin Lovegrove – Chair

Martin has worked in health and safety for the last twenty years for a number of organisations covering agriculture, civil engineering, engineering, telecommunications, utilities and construction. Prior to that, he was in Farming and Estate Management for twenty-six years. He is a Chartered Member of IOSH, Member of IFE, Member of IIRSM and Practitioner Member of ISEP and a Chartered Quality Professional and Member of the Chartered Quality Institute. Since May 2013, he has worked for the Berkeley Group where he is currently Head of Health, Safety & Build Quality Assurance which includes involvement in setting the strategic direction for the group in health and safety, as well as an operational supporting role across the sites. He leads a team in Build Quality Assurance. Recently he has taken up leading a team in Estates Compliance. He also sits on a number of national influential steering groups relating to fire and quality.

Martin Hall – Vice Chair

As a Former mechanical engineer and safety practitioner with 31 years' experience within the construction industry, I am SHE Director for Morgan Sindall Construction the Construction sector of Morgan Sindall Group. I bring tested managerial experience within the Health, Safety and Environmental department and hold responsibility for the strategic development of the organisations SHE Management Systems. Having been formally employed as a trainer for a H&S consultancy, I bring understanding and knowledge of industries training needs and requirements, both within SMEs and large multi-functional business. Additionally, I represent Morgan Sindall at a number of industry steering groups, enabling me to better understand the growing needs and demands of the modern construction environment. I am passionate about innovation within the industry, improving the knowledge around health and safety. I have been a board member at CHSG for over 10 years.

Declan Davis – Immediate Past Joint Co- Chair

Declan Davis a Chartered Member of IOSH with over 30 years year experience in the construction industry, with an operational background in civil engineering, he made a move into functional role of Health, Safety, Quality & Environmental in 2011. Declan who was the Assistant HSQE Director for Ferrovial Construction UK & Ireland, involved in some of the largest infrastructure projects in the UK such as T5 & T2 at Heathrow Airport, Crossrail, Thames Tideway Tunnel and on HS2. Has now become Global Head of HSW – for Operational Excellence for Ferrovial Construction.

Jeff Russell – Immediate Past Joint Co- Chair

Jeff is an IOSH Chartered Health & Safety Practitioner with over 25 years' experience in Safety, Health and Environment within the construction industry. Jeff previously worked for Spadeoak, but recently took up a new position at Centar Surfacing Ltd He is a member of the IIRSM and holds certification from various industry bodies. Working with specialist surfacing, sports and civils contractor Centar Jeff has been involved in highly prestigious projects ranging from the London 2012 Olympics to Crown Estates together with numerous well-known main contractors. Part of Jeff's role on the CHSG board is to represent SME contractors; his interests include travelling and competitive swimming.

Gavin Bye (resigned in December 2025)

Gavin joined Costain in 2013 and has led both the Natural Resources and Infrastructure Divisions as Director of Safety, Health and Environment. From January 2017 he became Costain Group SHE Director. He leads a team of over one hundred and fifty professionals working across Costain's diverse operations. Prior to joining Costain Gavin spent 24 years with HSE as an Inspector, Principal Inspector and Head of Operations. His last role in HSE from 2009 was to lead HSE's Construction Sector and Policy Unit leading the delivery of the evaluation, review and revision of CDM including leading negotiations with the European Commission.

Alana Paterson – Trustee Board Director

Alana is an accomplished Health, Safety and Environment leader with over 20 years of experience delivering high performance safety cultures across major construction and infrastructure projects. Alan is currently Head of HSE at Taylor Woodrow, leading the strategic safety management, behavioural improvement and regulatory compliance across complex nationwide operations.
Her career spans senior leadership roles at nationwide Platforms, R&F Group UK, Ferrovial Construction and Skanska, where she built and managed safety teams on large scale civil engineering and building projects. Alana has also held position in Multiplex, Harsco Infrastructure and Westfield, developing her deep expertise in risk management, environmental governance and workforce engagement.

William Mitchell – Trustee Board Director

Bill joined Ferrovial Construction in 2017 as part of the Health & Safety team based at Heathrow Airport.
Bill started his career as a Mechanical Engineer working in the hotel sector, before moving to the Civil Service looking after Government Buildings form the museums of Kensington to the Royal Parks of London vis St James Palace.
Bill's health & safety career took off some 30 + years ago at Wentworth Golf Club form where experience and expertise were gained in manufacturing and construction along the way, along with experience as an consultant and H&S Manager. Bill has many years of health & safety experience and expertise that he brings to the Trustee role.

Andy Hartwell – Trustee Board Director

Andy started his career, as a carpenter and worked in various construction roles including: Supervisor, Site Manager, Project Manager and Contracts Manager before moving into health and safety full time some 20+ years ag, after completing his NEBOSH Diplomas 1 & 2.
Andy has worked in the construction industry for numerous Principal Contractors for over 20 years and joined Morgan Sindall Construction in 2023. Andy heads up a small team providing SHE support to the London and Home Counties Division.
He has extensive experience in both public and private sectors including: Healthcare, Education, Defence, Justice, Commercial, Industrial, Leisure, Civil and Residential.
As a qualified Tutor, who regularly produces and delivers internal training courses, Andy fully understands the importance of effective education around health and safety.

Stuart Hosgood – Trustee Board Director

Stuart joined Cala Homes in September 2015 to head up the HSE function within the Group.
Passionate about improving H&S standards within the homebuilding sector, Stuart is a past Chair of the HBF's H&S Committee, which acts as a voice for the homebuilding sector on health & safety issues.
Prior to joining CALA, Stuart held various HSE roles, having previously worked for Berkely Homes, as well as working in the oil and gas sector, construction, manufacturing and the quarrying industries, again a broad range of experience and expertise valued by the CHSH Board of Trustee Directors.

Election Procedure

At least one third of the elected members of the Board retires at each Annual General Meeting of the Group and are eligible for re-election. The members of the Board to retire in every year are those who have been longest in office since their last election.

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the financial statement.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights.

These are to be submitted at least 28 days before the Annual General Meeting for election by the members.

Achievement and Performance

Quarterly Meetings

This last year we had a great range of speakers and also invited double presentations for some topics, which has been well received:

March 2025

- Building the Future: Modern Innovations Transforming Construction Today
  Winvic Construction's Rob Pope, the Head of HSEQ (Multiroom) and Project Manager David Elson will be showcasing the Skyline Cockpit remote crane system which debuted on their Crown Place project.
- Craig Mullins and Daniel Berry of Milwaukee – showcasing the tooling and systems available to support the HSE focus on noise, dust and vibration on construction sites, along with the ONE-Key security and digital services.

April 2025

Annual AGM followed by:

- Dan Martin, UK Fire Safety Manager at Morgan Sindall Covering key topics around fire safety in construction. In particular the updated JCOP, the work of the Construction Fire safety Group, FRA competency and an update on the BSi flex documents – PAS 9970 -1 & 9970-2
- Tom Lawlor -Lead Inspections Manager at Clarion Housing Group.
  Tom shared insights into the Clarion work programme of external wall investigation in particular along with an overview of his orle with respect to the new regulations and standards around this aspect of work and recent outcomes and guidance being developed.

July 2025

- Marina Roberts – from the Healthy Employee, who detailed how her company supports businesses to engage with employees to bespoke wellbeing and holistic solutions to determine how to develop measurable differences in the workforce. Marina was able to bring examples of how she has been able to overcome some of the construction sectors challenges and to also incorporate new approaches for the sector to consider.
- Gary Smith form Reactec – Gary demonstrated the equipment and solutions that Reactec have developed to support businesses to prevent and improve occupational health issues experienced on site by providing employees with wearable sensors, real time alerts and for employers powerful analytics platforms to be able to management and monitor employees work and experience on site. This then leads to the ability to manage risks, reduce exposure and provide meaningful solutions to common Occ Health issues.

October 2025

- Sean Elson of Pinsent Masons LLP
  CHSG President Sean Elson of Pinsent Masons presented his usual annual legal update. As we were all aware 2025 saw many updates within both the construction and fire safety sectors. With new laws, guidance, standards, a revised JCoP and new professional and industry guidance. So a lot of changes and some interesting recent court cases and with all of this new legislation there are particular aspect that will only be clarified once legal precedence has been set.
- Phil Newton of Pinsent Masons LLP, for the first time, we received an environmental legal update to complement the Health and safety presentation. This was very well received and will now become the standard format going forwards.
  Again with so many new regulations, guidance and revised laws and recent cases, Phil provided a clear and detailed overview of environmental aspects that the construction industry needs to be aware of and required management requirements associated.

December 2025

- Peter Bruce of HSE – HSE Inspector joined us at CHSG for the annual HSE address to the group. Peter covered aspects of recent site visits where Occ Health aspects were still causing concerns e.g. Noise, Dust, Asbestos, manual handling, and health surveillance. He also related the roles and responsibilities for these aspects across to the CDM Regs 2015 – Client, PD, PC in particular.
- Alejandro Zapata of Ferrovial - Alejandro's presentation focused on the successes and challenges of the Silvertown tunnelling project in East London. He provided a great insight not the project plan and the amazing project programme of work that led to a successful tunnel opening, on time for the Client TFI. With amazing engineering trials and the innovative solutions designed. He also referenced his new project - the Grain to Tilbury electrical infrastructure upgrade project for National Grid. Another tunnel with some complex and different engineering problems to solve that differ from the Silvertown project, again a fascinating insight and a brilliant presentation by a very talented engineer.
- Presentation of Training Awards completed the morning.

The Trustees look forward to continuing this close association with HSE, but also developing new relationships with others, who we look forward to meeting in the year ahead.

We have also seen a significant benefit of using the various digital platforms during 2025 and the use of mailchimp to advertise courses and inform our members and interested parties of articles of interest and to engage with them. We have also continued to open the regular meetings to anybody who wishes to attend through Zoom as well as encouraging people to attend the center in person. The programme of speakers has achieved this and so this format will be continued into 2026. We look forward to enriching some of our courses with new digital formats going forwards e.g. visualisations etc.

Membership Services

The Board were pleased to accept new members to the Group; the total membership during the year. The totals are as follows:

Category	2025
Members'	140

CHSG has over 74 years of experience in the preparation and presentation of health and safety courses; all standard courses are quality assured to BS EN ISO 9001:2015.

All our courses are audited annually by internal auditors and course appraisal forms are collated for evaluation and are detailed in the monthly administration report reviewed at Board Meetings.

CHSG members are invited to take advantage of their membership by making use of the courses that the Group has to offer, whether it is one of our own standard courses or an externally accredited course.

Courses run at Chertsey Training Centre & Clients Sites 2025:

CISRS Basic Scaffold Inspection (3 days) CISRS One day Scaffold Awareness CHSG Scaffold Inspection Course (1 day) Bespoke CHSG 2 day Scaffold Course CHSG Working at Height including Safe Use of Fall Protection Equipment training CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (level 10 with 50 points), IFSM & IFE Educational Porgamme accredited CHSG Construction Fire Risk Assessment Course SQF (Level 7 with 5 Credit Points) & IFSM recognition CHSG Fire Door in Construction, IFSM recognition	CITB Temporary Works Supervisor CITB Temporary Works Co-Ordinator CITB Temporary Works Co-Ordinator Refresher CITB SMSTS CITB SMSTS Refresher CHSG Bespoke Fire Risk Management Awareness in Construction Courses with IFSM recognition CHSG Bespoke Fire Safety Co-Ordinator Courses SQF (Level 5 with 2 Credit Points) with IFSM recognition CHSG Bespoke Hot Works Permit Courses all individually recognized through IFSM

Courses delivered as Remote Learning in 2025:

CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works Co-Ordinator Refresher. CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (Level 10 with 50 Credit Points), IFSM & IFE accredited (some units due to illness or revision days required) CITB SMSTS Refresher CHSG Fire Marshall course – IFSM accredited. CHSG Fire Door in Construction, IFSM recognition	Mental Health First Aid (1day) Mental Health First Aider (3 days) Mental Health First Aider Refresher (0.5 Day) CHSG Bespoke Fire Risk Management Awareness in Construction with IFSM recognition CHSG Bespoke Fire Safety Co-ordinators Course with SQF (Level 5 with 2 credit points) IFSM recognition

REGISTERED COMPANY NUMBER: 1573103 (England and Wales)
REGISTERED CHARITY NUMBER: 283249

Report of the Trustees and

Financial Statements For The Year Ended 31 December 2025

for

Construction Health & Safety Group

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Construction Health & Safety Group 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. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 Charities 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, Fuller Spurling, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 31/3/2026 and signed on its behalf by:

Mr Martin Lovegrove - Trustee

Report of the Independent Auditors to the Members of Construction Health & Safety Group

Opinion

We have audited the financial statements of Construction Health & Safety Group (the 'charitable company') for the year ended 31 December 2025 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 2025 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.

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 are those that relate to the Charities Act 2011 and Charities SORP as they directly impact way the entity conducts its affairs and presents information in its financial statements.

We assessed the risks of material misstatement in respect of fraud by making enquiries of management and those charged with governance. The audit team discussed and identified particular areas that were susceptible to misstatement as part of their fraud discussion.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above and made enquiries of management and those charged with governance. We corroborated our enquiries through the review of appropriate documentation. We did not find any contradictory evidence.

We considered the risk of fraud through management override and income recognition. In response, we incorporated testing of manual journal entries, both during the year and at year end, into our audit approach. We also tested a sample of income, supporting documentation and funds received to ensure income is legitimate and recognised accurately in the correct accounting period.

Based on the results of our risk assessment we designed our audit procedures to identify and address material misstatements in relation to fraud in relation to the possibility of fraudulent or corrupt payments given the size of the entity and the limitation on the segregation of certain duties.

We incorporated an element of unpredictability in the selection of the nature, timing and extent of our audit procedures.

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.

James Clark

James Clark BA(Hons) FCA (Senior Statutory Auditor)
for and on behalf of Fuller Spurling
Statutory Auditors
Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Date: 2/4/2026

Construction Health & Safety Group

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 December 2025

	Notes	31.12.25 Unrestricted fund £	31.12.24 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities	3		
Membership subscriptions		50,939	53,555
Training course fees		543,500	620,611
Room hire and other income		2,055	161
Investment income	2	27,196	25,804
Total		623,690	700,131
EXPENDITURE ON			
Charitable activities	4		
Membership subscriptions		8,088	9,701
Training course fees		404,308	440,475
Governance costs		246,530	237,054
Total		658,926	687,230
Net gains/(losses) on investments		(41,179)	19,004
NET INCOME/(EXPENDITURE)		(76,415)	31,905
RECONCILIATION OF FUNDS			
Total funds brought forward		1,155,906	1,124,001
TOTAL FUNDS CARRIED FORWARD		1,079,491	1,155,906

The notes form part of these financial statements

Balance Sheet
31 December 2025

	Notes	31.12.25 Unrestricted fund £	31.12.24 Total funds £
FIXED ASSETS			
Tangible assets	10	172,792	205,758
Investments	11	819,084	860,263
		991,876	1,066,021
CURRENT ASSETS			
Debtors	12	55,960	45,265
Cash at bank		112,554	145,240
		168,514	190,505
CREDITORS			
Amounts falling due within one year	13	(80,899)	(100,620)
NET CURRENT ASSETS		87,615	89,885
TOTAL ASSETS LESS CURRENT LIABILITIES		1,079,491	1,155,906
NET ASSETS		1,079,491	1,155,906
FUNDS	14		
Unrestricted funds		1,079,491	1,155,906
TOTAL FUNDS		1,079,491	1,155,906

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 31/3/2026 and were signed on its behalf by:

Mr Martin Lovegrove - Trustee

The notes form part of these financial statements

Construction Health & Safety Group

Cash Flow Statement
For The Year Ended 31 December 2025

	Notes	31.12.25 £	31.12.24 £
Cash flows from operating activities			
Cash generated from operations	1	(27,113)	64,054
Net cash (used in)/provided by operating activities		(27,113)	64,054
Cash flows from investing activities			
Purchase of tangible fixed assets		(8,720)	(719)
Interest received		3,147	1,912
Net cash (used in)/provided by investing activities		(5,573)	1,193
Change in cash and cash equivalents in the reporting period		(32,686)	65,247
Cash and cash equivalents at the beginning of the reporting period		145,240	79,993
Cash and cash equivalents at the end of the reporting period		112,554	145,240

The notes form part of these financial statements

Notes to the Cash Flow Statement
For The Year Ended 31 December 2025

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

	31.12.25 £	31.12.24 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(76,415)	31,905
Adjustments for:		
Depreciation charges	41,687	48,510
Losses/(gain) on investments	41,179	(19,004)
Interest received	(3,147)	(1,912)
(Increase)/decrease in debtors	(10,696)	20,123
Decrease in creditors	(19,721)	(15,568)
Net cash (used in)/provided by operations	(27,113)	64,054

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.25 £	Cash flow £	At 31.12.25 £
Net cash			
Cash at bank	145,240	(32,686)	112,554
	145,240	(32,686)	112,554
Total	145,240	(32,686)	112,554

The notes form part of these financial statements

1. 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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. Annual subscriptions are apportioned to the relevant accounting period and the future element is treated as deferred income, together with course fees received or invoiced in advance for the next accounting period, and are shown within creditors.

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 classified under the following activity headings:
- Costs of raising funds comprise the costs of organising and running publicity events.
- Expenditure on charitable activities include the costs of running training courses and other educational activities undertaken to further the purposes of the charity, associated support costs and governance costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation and apportionment of support costs
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel payroll and governance costs which support the group's training programmes, membership and other activities. These costs are all attributable to expenditure on charitable activities. Staff costs have been allocated to headings based upon the directors' best estimate of the proportion of time spent by staff on those activities. Other costs have been apportioned, where appropriate, on the basis of the budgeted income at the start of the year.

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

Freehold property	- at varying rates on cost
Teaching equipment	- 30% on cost
Fixtures and fittings	- 15% on cost
Computer equipment	- 30% on cost

No depreciation is provided on freehold land. Original buildings are depreciated at 1% on costs whilst refurbishment costs are depreciated at 10% on cost.

Investments
Investments are stated at the mid-market value of the underlying securities within the managed funds at the Balance Sheet date. Unrealised gains or losses on revaluation are taken to the Statement of Financial Activities.

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...

1. ACCOUNTING POLICIES - continued

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

Cash at bank and in hand
Cash at bank and cash in hand includes cash at bank and in hand, and demand deposits with banks.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments
The Charitable Company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, except for Investments which are measured at their market valuation at the balance sheet date.

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.

2. INVESTMENT INCOME

	31.12.25	31.12.24
	£	£
Investment fund income	24,049	23,892
Deposit account interest	3,147	1,912
	27,196	25,804

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.25	31.12.24
		£	£
Membership subscriptions	Membership subscriptions	50,939	53,555
Training courses - fees	Training course fees	543,500	620,611
Room hire and other income	Room hire and other income	2,055	161
		596,494	674,327

continued...

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Membership subscriptions	-	8,088	8,088
Training course fees	119,926	284,382	404,308
Governance costs	685	245,845	246,530
	120,611	538,315	658,926

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.25	31.12.24
	£	£
Training course - costs	119,926	188,155
Donations to other charities	685	1,050
	120,611	189,205

6. SUPPORT COSTS

	Staff & trustee related costs	Financial & legal	Office and property management	Publicity costs
	£	£	£	£
Membership subscriptions	992	345	2,785	-
Training course fees	155,790	6,225	50,146	820
Governance costs	217,771	8,733	3,305	3,169
	374,553	15,303	56,236	3,989

	Office management	Depreciation and impairment	Auditors costs	Totals
	£	£	£	£
Membership subscriptions	1,882	2,084	-	8,088
Training course fees	33,882	37,519	-	284,382
Governance costs	1,882	2,084	8,901	245,845
	37,646	41,687	8,901	538,315

7. NET INCOME/(EXPENDITURE)

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

	31.12.25	31.12.24
	£	£
Depreciation - owned assets	41,686	48,510
Auditor's remuneration	-	8,326

continued...

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2025 nor for the year ended 31 December 2024.

Trustees' expenses

There were no travel expenses for trustee's to be reimbursed in connection with their duties in this period or last period. Arrangements were made for appropriate insurance, indemnifying the officers and board members for the year.

9. STAFF COSTS

	31.12.25	31.12.24
	£	£
Wages and salaries	307,143	245,785
Social security costs	31,363	23,907
Other pension costs	23,635	19,562
	362,141	289,254

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

	31.12.25	31.12.24
Management and operations	5	5

Two employees had employee benefits in excess of £60,000 (2024: Two). Pension costs are allocated in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The key management personnel of the charity comprise the trustees, the chief executive and the Training & Centre Executive.The total benefits of the key management personnel of the Trust were £170,522 (2024: £167,089).

10. TANGIBLE FIXED ASSETS

	Freehold property	Teaching equipment	Fixtures and fittings	Computer equipment	Totals
	£	£	£	£	£
COST					
At 1 January 2025	590,882	42,292	108,111	33,476	774,761
Additions	-	-	4,238	4,482	8,720
At 31 December 2025	590,882	42,292	112,349	37,958	783,481
DEPRECIATION					
At 1 January 2025	395,886	42,292	99,361	31,464	569,003
Charge for year	37,043	-	3,016	1,627	41,686
At 31 December 2025	432,929	42,292	102,377	33,091	610,689
NET BOOK VALUE					
At 31 December 2025	157,953	-	9,972	4,867	172,792
At 31 December 2024	194,996	-	8,750	2,012	205,758

The freehold property was valued in December 2022 on an existing use basis at £810,000.

continued...

11. FIXED ASSET INVESTMENTS

	Managed funds £
MARKET VALUE	
At 1 January 2025	860,263
Revaluations	(41,179)
At 31 December 2025	819,084
NET BOOK VALUE	
At 31 December 2025	819,084
At 31 December 2024	860,263

There were no investment assets outside the UK.

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.25 £	31.12.24 £
Trade debtors	23,060	16,924
Other debtors	-	150
VAT	1,609	1,844
Prepayments and accrued income	31,291	26,347
	55,960	45,265

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.25 £	31.12.24 £
Trade creditors	1,394	1,870
Social security and other taxes	9,929	8,064
Other creditors	2,449	14,212
Accruals and deferred income	67,127	76,474
	80,899	100,620

14. MOVEMENT IN FUNDS

	At 1.1.25 £	Net movement in funds £	At 31.12.25 £
Unrestricted funds			
General fund	1,155,906	(76,415)	1,079,491
TOTAL FUNDS	1,155,906	(76,415)	1,079,491

continued...

14. 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	623,690	(658,926)	(41,179)	(76,415)
TOTAL FUNDS	623,690	(658,926)	(41,179)	(76,415)

Comparatives for movement in funds

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	1,124,001	31,905	1,155,906
TOTAL FUNDS	1,124,001	31,905	1,155,906

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	700,131	(687,230)	19,004	31,905
TOTAL FUNDS	700,131	(687,230)	19,004	31,905

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2025.

16. GENERAL INFORMATION

Construction Health and Safety Group is a charitable company limited by guarantee without share capital. It is incorporated in England and has its registered office at John Ryder Training Centre, St Ann's Road, Chertsey, Surrey, KT16 9DG.

Construction Health & Safety Group

Detailed Statement of Financial Activities
For The Year Ended 31 December 2025

	31.12.25 £	31.12.24 £
INCOME AND ENDOWMENTS		
Investment income		
Investment fund income	24,049	23,892
Deposit account interest	3,147	1,912
	27,196	25,804
Charitable activities		
Training courses - fees	543,500	620,611
Membership subscriptions	50,939	53,555
Room hire and other income	2,055	161
	596,494	674,327
Total incoming resources	623,690	700,131
EXPENDITURE		
Charitable activities		
Training course - costs	119,926	188,155
Donations to other charities	685	1,050
	120,611	189,205
Support costs		
Staff & trustee related costs		
Wages	307,143	245,785
Social security	31,363	23,907
Pensions	23,635	19,562
Staff welfare	12,412	10,695
	374,553	299,949
Financial & legal		
Bank charges	1,779	2,463
Professional services	11,019	9,929
Payroll charges	1,099	885
Software	1,406	758
	15,303	14,035
Office and property management		
Rates and water	6,404	6,145
Light and heat	8,541	5,517
Travel	1,380	2,277
IT costs	9,036	6,882
Property maintenance	13,217	46,590
Office cleaning	17,658	16,601
	56,236	84,012

Detailed Statement of Financial Activities
For The Year Ended 31 December 2025

	31.12.25 £	31.12.24 £
Office and property management		
Publicity costs		
Advertising and promotion	3,989	5,115
Office management		
Insurance	11,186	10,772
Postage and stationery	23,524	25,083
Catering	1,351	1,235
Staff training	1,585	640
	37,646	37,730
Depreciation and impairment		
Freehold property	37,043	37,043
Depn of teaching equipment	-	3,435
Fixtures and fittings	3,016	5,298
Computer equipment	1,628	2,734
	41,687	48,510
Auditors costs		
Audit & other costs	8,901	8,674
Total resources expended	658,926	687,230
Net (expenditure)/income	(35,236)	12,901

CONSTRUCTION HEALTH AND SAFETY GROUP

England & Wales - Charity number 283249

Accounts

CHSG

Annual Report & Accounts

2024

Construction Health and Safety Group
John Ryder Training Centre
St Ann's Road
Chertsey
Surrey
KT16 9DG
Charity number: 283249
Company number: 1573103

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Reference and Administrative information

Charity Name:	Construction Health and Safety Group (CHSG)
Charity registration number:	283249
Company registration number:	1573103
Registered office and operational address:	John Ryder Training Centre St Ann's Road Chertsey Surrey KT16 9DG
Website:	www.chsg.co.uk
Email:	info@chsg.co.uk
Telephone:	01932 561871

Trustees

Mr Martin Lovegrove	Co-Chair (Joint) – Appointed at AGM 2024, then voted into position as Chair - November 2024
Mr John King	Co-Chair (Joint) – Resigned from the Board November 2024
Mr Martin Hall	Vice-Chair (Appointed April 2024)
Mr Declan Davis	Immediate Past Chair
Mr Jeff Russell	Immediate Past Chair
Mr Sean Elson	Resigned from the Board 31st December 2024
Mr Gavin Bye	Trustee Board Director

Management Team

Ms Debbie Clarkson	CEO & Company Secretary
Mrs Sera Martorana	Training & Centre Executive

Ex-officio

Mr Robert Hackett	President – retired 31st December 2024
Mr Sean Elson	President – appointed 31st December 2024

Principal Advisors

Auditors – Fuller Spurling Chartered Accountants, 58 Guildford Street, Chertsey, Surrey KT16 9BE.

Bankers – Barclays Bank, PO Box 193, 8 – 12 Church Street, Walton on Thames, Surrey KT12 2YW

Investment – CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

President's Review for the year ended 31 December 2024

This year has been a year of change with respect to the Board and the President, but also a year of positive performance along with the development of several Fire in Construction courses, that have started to really resonate with the sector and to initiate additional development. I would like to start my review with great thanks to two very supportive Board colleagues.

The first is Bob Hackett who has served on the CHSG Board for over 20 years and has held a number of positions during this time as Chair and then more recently as President of CHSG. Bob has been well known in the industry for many years.

During his time on the board Bob has always been supportive, committed and provided a wealth of experience and expertise to the Board, which has been greatly appreciated. We hope that he will still come and visit the Group from time to time, although we all appreciate that he has earned his retirement

The second is to thank John King our Co-Chair up until November 2024, who has provided support and commitment to the group, but unfortunately due to family commitments, has had to stand down from the Board. Again we would like to thank John for all of his contributions over the last few years and to wish him and his family, all the best for the future and again we hope to see John in the near future and hope that 2025 proves to be a much easier time for them all.

Given the fact that Bob has now retired from the Group, I was honoured to be asked to take on the Presidents role at CHSG. I first started engaging with CHSG almost 20 years ago as an occasional speaker when it was a very different organisation. The changes in the quality of the training facilities at Chertsey and the refreshing nature of the courses and the way they have been delivered illustrates that CHSG is constantly seeking new ways of supporting principal contractors and the supply chain within the construction sector. In my new capacity I am looking forward to engaging with our members, trustees, trainers and other stakeholders to ensure that CHSG continues to evolve to meet the challenges of the rapid changes we see in industry and the world around us that it is helping to build.

A good example of the Group's, has seen a further development of fire courses in the CHSG Fire Academy, we have developed both generic and Client specific courses, that have been well received. The performance and commitment from the delegates attending a range of courses, has been very positive and the work being undertaken in the sector by many is impressive from both our Members companies and non-members alike.

We were also delighted this year to be awarded with the BSi 30 year acknowledgement of our Quality Management System to 9001, we were presented with a new certificate and a plaque which has been added into our display cabinet in our reception area at the centre in Chertsey. A clear acknowledgement of the work and commitment of our office team and our great Trainers.

The financial performance of the Group over the last year, has also resulted in a significant amount of charitable support being provided to the Lighthouse Charity, Glass Door, the development of new courses for the sector provided free of charge, we have also continued to subsidise the mental health training for all. The group laid down a clear strategy for the year and we have therefore been able to maintain the long term and charitable work programme alongside a successful commercial performance this year. The future strategy and performance has been established in 2024 for a similar programme going forwards into 2025.

In 2024 we began a new charitable activity – we have started to develop construction courses for prisons as part of their arrangements to provide employable skills for people due for release. We are working alongside "Ready for the Gate" and we now have three prisons where a dry lining course is being developed ready for

launch in April 2025, along with the successful candidates being supported to sit their CITB touch screen test too. At the same time we have been developing a one day Site Mentoring course for those managing ex-offenders on their sites and again this will be heavily subsidized. All of this is going to be launched at the offices of Pinsent Masons LLP in London in February and I am personally very pleased to see a new and worthwhile charitable venture being developed by the Group. This is the sort of initiative that could never be provided by a purely commercial health and safety training business and is enabled by our unique member led charitable status.

We have also appreciated the strong working relationship we have developed with both the IFSM and SQA, ensuring our fire courses have professionally recognised acceptance from the recognised fire body - that is IFSM. For the Diploma and Fire Risk Assessment courses we have also gained the academic acknowledgement from the SQA, which now dovetails well with the Diploma course and has also maintained the education programme status from the IFE too.

In December the group wanted to recognise the significant commitment that both companies and delegates have maintained with respect to Health, Safety and Fire training. Sadly, the CHSG has not been able to hold an annual dinner since the Covid Pandemic, but the December meeting was modified to congratulate those who throughout the period have been really committed to training their staff. We have now split the awards to those pertaining to Construction related courses and those specifically related to the Fire Academy and we were pleased that there were nominations and awards presented in all categories (detailed information is available on our website).

I would also like to take this opportunity to also thank our Chair Martin Lovegrove, who has undertaken this new role for him with enthusiasm support and great commitment. He has been ably supported by our returning Vice Chair Martin Hall, again a great supporter of CHSG, who we are delighted to see return to the Board.

We also welcomed a new member to the office and training team this year, Simon Cain, who joined us on a part-time basis and has been instrumental in reviewing and developing further fire courses and has been a great addition to the Training Team in 2024. We look forward to working with Simon on a full-time basis from January 2025.

Finally, thanks go to all the companies and delegates who have used the centre over the last twelve months, we really appreciate your support and hope that your experience either at the centre or on remote courses, has added value to both the individual and the company too? Our aim as a Board of Trustees, Office Staff and the Training Team, is to continue to develop and improve innovative training for the construction and associated industries. To offer support and to provide opportunities to provide special speakers and excellent content in the courses that we provide. We have successfully brought new courses to the market in 2024 and we hope to launch additional courses in Q1 2024. Your continued support and your drive for us to keep innovating has been much appreciated and we look forward to working with you in 2025.

So overall in 2024, we have seen the Group continue to strengthen and diversify, both in course content and course development and requirements for third party competence. We are pleased that the Group has, through prudent financial management been able to invest, develop and successfully bring to market updated and new opportunities. The commercial markets will not be significantly easier next year, but we believe that we have built a strong base from which to evolve and develop for the Construction sector and associated industries and we look forward to working with both existing and new companies in the year ahead.

Finally, my thanks go to our trainers, the Office Staff at Chertsey and the Trustees for all the hard work that goes on behind the scenes. I would like to take this opportunity to wish you all a very prosperous, healthy and safe 2025 and we look forward to working with you over the coming year.

Sean Elson - President CHSG.

Trustees' Annual Report (incorporating director's report for the year ended 31 December 2024

Reference and Administrative Information

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements of Construction Health and Safety Group (the Charity) for the year ended 31 December 2024. The Trustees confirm that the annual report and the financial statements comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) FRS102 Statement of Recommended Practice Charities (July 2014)

The Construction Health and Safety Group is a leading provider of health and safety training and information to the UK Construction Industry. CHSG has 167 members of its safety group and has over 73 years' experience in helping the construction and associated industries to understand and meet health and safety requirements and implement national standards.

Significant Activities

During 2024, the Group returned to a more "normal" training programme, that included more face to face than remote courses. More recently attendance at Clients "external" sites has been a popular option. However, this return to a more stable programme of training has been countered by a continued increase in fire in construction legislation, along with a general election and a change in government. More recently there has also been a change in the economic situation after the more recent new budget, which although identifying an increase in housebuilding, has been met with increased taxation and some potentially more turbulent economic and market situations for the year ahead.

However, in 2024, the Group has been able to return to a more stable position, since the pandemic in 2019. We have been able to maintain a good level of maintenance on the building and with a more stable office team, the Group has been able to build on this stability and to grow the Fire in Construction courses in particular. However, there is a concern that both the national and international markets will remain turbulent going forwards coupled with higher than originally anticipated interest rates, increasing costs, fuel cost increases and concerns over the availability of products, all moving the UK towards a more precarious economic position for the construction and associated industries for both 2024 and looking forward to 2025 and beyond.

There are also further courses currently being developed for assessment by IFSM for RP, and Fire in Construction, related to Design and a third one for Fire Door Inspection in Construction. Along with a review and subsequent update of the Fire Risk Assessment and the Diploma in Fire Safety and Fire Risk Management in Construction, due to the significant changes in recent British Standards and Legislation. All of this development work has been in accordance with the 2024 strategy.

In 2024, the group has also made a significant decision to develop their charitable support by working with Ready for the Gate in developing construction related skill based courses for offenders and to start working with a ROTL's prison where we are developing an employment structure to support offenders to find jobs in the construction sector whilst completing their sentences.

This year has also seen a change in the way that the monthly meetings have been structured, where we have tried to bring together one, two or three speakers on particular topic, which has been well received, which has led us to change the programme structure going forwards in 2025. But 2024 saw an increase in monthly meeting attendees, both face to face and remotely.

The audit performances in 2024 was also successfully completed, the Group received auditors from: CISRS, SQA and CITB where no non conformances were noted. BSi sent through a new auditor this year, who chose to return to a remote audit, which was not as well received as the auditor was not familiar with charity structures or requirements, but the Group were pleased to confirm that only three "opportunities for improvement were noted" and that the overall performance of the system was in good order.

The audit procedure is always a useful event, which ensures the Group reviews, systems, procedures and working methods and always raises discussions about how to work smarter, more efficiently and effectively to benefit all concerned. We also received very positive comments during our SQA audit this year too, with some positive improvements noted. We are continuing to develop and enhance our procedures and systems and use our updated and enhanced Client and Delegate feedback system to also review performance on a regular basis.

Centre Maintenance

There were two maintenance activities successfully completed in 2024:

The first was a complete re-guttering of the building, the cast iron structure had not been reviewed for many years and we audited the system and confirmed that we needed to replace the whole system. In agreement with the specialist company, we replaced the cast iron work with a recently marketed plastic equivalent, so that the external Victorian brickwork and associated "building furniture" was not compromised and this has been a really positive choice.

The second was the replacement of the last "old external wooden fire door" with a new insulated metal alternative that has improved the fire door compliance along with increasing the insulation and security of that part of the building at the same time. It has provided a significant benefit for both thermal and safety performance.

Staffing

The office staffing has remained at four full time members of staff, along with the engagement of an additional trainer on a part time basis - to support with some of the fire course training and to also offer some support for the CITB too. This has been the first time a trainer has been employed by the group, all the other trainers remain as self- employed, but we are very particular that all of our Trainers should have - all of the required professional and academic qualifications for the role, alongside significant Construction experience, so that they understand the roles and responsibilities of our delegates and can support them in their questions and queries – it is an aspect of training that the Group has always placed high importance on and we find our Clients and Delegates always value this additional expertise too.

Charitable Support and Donations

Membership numbers have reduced slightly this year mainly in the SME sector. On review, this links into the training requirements of SME's and we see the annual trend of membership and re-application when specific training is due to maintain their costs effectively. But we have still gained new members on a monthly basis over the last year, and we hope to continue to attract new members/businesses in the year ahead.

The Group has continued to, wherever possible, support members – in particular SME's so fees have been reviewed and supportive options discussed, to hopefully ensure that SME's can retain their links with the Group and all that membership offers to them.

At the end of the year the Group donated to two charities namely Glass Door who were specifically aiming to raise money for an Xmas appeal, now that their night shelters have re-opened, and also the Lighthouse charity supporting the Construction Industry. This money was paid, instead of ordering CHSG Christmas cards, as many charities are finding funding more difficult this year. We hope that all of our members and guests accepted our email Christmas greetings instead?

The significant subsidisation of the Mental Health First Aid England courses, (1 day, 3 day and half day awareness courses) have also been well attended and this year the courses have returned to a face to face option too, which was well received. The Group have continued to undertake this important support of all three courses and will continue to do so.

Also fire development work has continued to be funded by the Group to develop additional courses and to also customize courses to support this work for the sector to support costs and maintain the emphasis on training for the construction and associated industries. No company, has been asked to contribute to the course development costs, as we believe this development should be for the benefit and safety of the industry members going forwards. Also with the increased range of accreditation bodies used, the investment of the group in these professional bodies has also increased, but is valued as an essential part of current course development for the sector.

At the end of 2024, the newly revised BS5975 Parts 1 & 2 were launched and we are waiting to receive any further updated information from the CITB with respect to the Temporary Works courses.

We were delighted this year to return to hosting speakers for our monthly meetings and we have also now opened these presentations up, to any person who wishes to attend, thus building on our charitable support for the industry and this now offers the meeting attendance to other industries too. All meetings are free of charge, as we wish to encourage and support those attending with respect to enhancing understanding and the exchange of best practice.

This last year we had a great range of speakers and also invited double presentations for some topics, which were all well received.

We supported the CONIAN working group for the Working Well Together Committee for Risk Management, again supporting this work from our charitable support. We also exhibited at the IFSM Technical day at the Coventry arena for a second year and found the engagement at this exhibition was busy and the aims and objectives, along with the course development presented by the Group was well received. We have already booked our stand for 2025!

In 2024, the Group also made a significant decision to develop their charitable support by working with Ready for the Gate in developing construction related skill based courses for offenders in three prisons. We are also starting to work with a ROTL's prison, where we are starting to develop a structure to support offenders to find jobs in the construction sector whilst completing their sentences and therefore not only gaining skills, but also paying financially back into the victim support fund – the ROTLs offender will automatically contribute 40% of their salary to support the victims of crime. We have also engaged with the MOJ and additional federations in this development work which will continue in 2025. We are also engaging with the wider construction audience and to try and find a better route for the ex-offenders to follow to ensure that those leaving prison have a structure/route to follow, specifically linked to the "labour providers" for the Tier 1 and Tier 2 contractors more specifically and to link into the main subcontractors too. There is also a further issue to now consider, in the change in the CSCS card structure, which has raised concerns regarding the requirement to now have a Level 2

NVQ skill based certificate, to ensure a skill card supports the work being undertaken on site. Although the ex-offender can attend a skill based course whilst coming to the end of their sentence, they cannot gain the skill based now required for this work to be developed on site, until release and proving their competency on site. This path is being further reviewed with CSCS accordingly.

We have also developed a "Mentoring Course" for those who are mentoring those ex-offenders and ROTL's employees, to support them and for them to gain an understanding of what this mentoring can entail and to give both sides of the employment the understanding and skills to develop this role with confidence and support. This is a new and unique development, that will be significantly subsidized by the Group in the year ahead.

ACHIEVEMENT & PERFORMANCE

Investment performance

The initial sum of £660,000 was invested in 2016 and has grown to £860,263. It was also noted that we have continued to build on the overall long term investment. However the investment market over the last year of 2024 has led to some losses and gains over the year. But overall a positive performance was achieved. We are also pleased to confirm that we received income earned from our investments that we were able to support both the Lighthouse and Glass Door along with subsidizing the one day and two-day mental health courses throughout the year and our work with the prisons and the further development of fire courses without having to require any funding from the industry.

The other investment account is managed by CCLA under a deposit account and at the end of 2024, the total in this account was £69,115.89, again a slight increase on last year – 2023. The Barclays current account was £76,124.23, but the deferred sheet for 2025 details a good level of training already booked for Q1 2025. Also it is important to note that the group has had no bad debts to action this past year and the debtors list remains very well managed.

Due to the amount of course development in 2024, leading into course delivery in 2025, the marketing investment has been maintained at an equivalent level to 2024.

In 2024 the successfully exhibited at the Coventry Arena during the IFSM Technical Conference too. We also exhibited at the CITB training day at Portsmouth, where Clients and in particular local authorities were invited to attend a seminar held by CITB and for us, a CITB accredited centre to exhibit at the event. We had to amend some of our materials from 2023, but overall we could use the majority of stand equipment developed and purchased in 2023, so a cost effective event.

In 2024 the Fire Safety Academy courses generated 27% of total course income, The Construction courses provided 51% of total course income, with the last 22% being generated through sales of membership, booklets, and odd revision days etc.

We hope to positively use the considerable development costs of 2023 and 2024, and believe that the fire courses, the temporary works and scaffolding courses in particular, will continue to develop over the forthcoming year and to provide a good ROI going forwards.

FINANCIAL REVIEW

Financial Position

Our revenue was positive in 2024, we have used a significant amount of this money to invest in the course development and also to develop our charitable development work, including updating the website, so we hope to launch more of this work in 2025.

Gross profit percentage, is 59% for 2024, an improvement from 2023, a return to pre-Covid levels of performance. We have also increased the number of trainers and again this will be increasing in 2025.

The revenue is detailed as follows:

Internal courses £264,297

External courses £ 40,575

Remote courses £ 21,354

Fire Academy £294,002

Membership £ 53,555

Sundry Income £456

Total income for the year £ 674,328

Cost of Sales £220,046

R&D £21,543

Publicity & Marketing £ 34,729

Investment gains were £19,004 during 2024 as well as providing £23,892 of income. The total year net position was £31,905 which also covered £48,510 of depreciation.

Investment policy and objectives

The charity operates a low-risk strategy for the investments that it holds. The funds in the short-term deposit and investment funds support the Group to function on a day-to-day basis, and in 2024 provided the support funding to continue the development work and charitable support, as well as being able to increase this fund for the first time since 2018. All maintenance work was scheduled, and no emergency costs were identified for the year. The aim is to continue to run the investment accounts as per the previous year.

Reserves Policy

The charity considers its reserves policy on a regular basis, and the Board undertook an annual strategic financial review during one of the Board Meeting in 2024. The strategy was reviewed and confirmation was detailed in the Board documentation, to ensure that appropriate reserves are maintained to support the Group. The strategy of maintaining the ability to fund future course development costs, any necessary upgrades to the centre and the facilities, and any unforeseen repairs and maintenance requirements, remains the same. At 31st December 2024, the net assets of the Group excluding property and other fixed assets were £950,148.00. The freehold property was valued in December 2022 on an existing use basis at £810,000. It is shown in the balance sheet, at cost less accumulated depreciation, at £194,996 (this valuation is undertaken on a five yearly basis).

FUTURE PLANS

The Group will continue to develop, the Fire in Construction range of courses and we already have two new courses currently being developed, which we hope to present to IFSM for assessment in early 2025.

We will also continue to develop the "bespoke courses" where Clients, who prefer to hold "closed courses" detailing their specific procedures and systems in accordance with their working systems, will be provided as requested. The number of courses held remotely/distance learning has now become part of the regular training provision, and now combines with face -to-face and on-site training too. Where these are fire related they too have achieved individual IFSM recognition too.

We will continue to review recognition status and how we can best support the Construction and Associated Industries to provide the third- party competence and levels of performance required, particularly with respect to the new legislation, standards and regulations that will continue to be launched by Government, British Standards and other the associated professional bodies.

Continued charitable support is planned as the Group remains in a healthy financial position. However, market conditions will be closely scrutinized, particularly in light of the current economic climate. Fuel and energy costs are still continuing to impact the whole market situation along with increased interest costs and the ongoing wars and related economic impacts.

The Group have always supported particular charities and to provide support and attendance to many construction related bodies eg HSE, and CITB in particular, but also through attendance of seminars and technical working groups. The Group have also linked with the IFSM and all successful FRA delegates can use their certification along with other required evidence to be considered for inclusion onto the Tier 2 FRA national register under the Construction Pod, another significant achievement in 2024, which will continue into 2025 and beyond.

The ongoing changes in the fire related legislation, British Standards and other professional bodies guidance notes and information will continue to be reviewed and included in our current and future courses as/where appropriate.

Our charitable work with the prison service and associated bodies will be further developed and it is hoped to complete three dry lining courses at three separate prisons by 1st April 2025, with a programme of further development going forward. We also aim to have established a programme of potential employment options for some of the ROTL's inmates who wish to work in the construction sector. We are also organizing a seminar to launch the work at Pinsent Masons in London in 2025, and we will also be launching a mentoring course, for those employers who will be employing ex-offenders or those on ROTL's to try and make this support, guidance and management more open and clear for both parties. This course is currently unavailable, and will be a first for the industry and will hopefully be useful for those outside the sector too.

CHSG has already booked to exhibit at the major IFSM Technical Fire Seminar in June 2025, at the Coventry Arena. The Group will also consider if there are any further suitable events throughout the year that they can also support.

Structure, Governance and Management

Governing Document

Construction Health and Safety Group is a company limited by guarantee and was incorporated on 8th July 1981. It is governed by its Memorandum and Articles of Association, which is reviewed on a regular basis. These were reviewed and updated in 2017 and were submitted at the AGM and passed. These have now been signed and recorded and a copy was sent through to the Charity Commission (charity number 283249). This was the most recent amendment. Therefore the 2017 document remains the current Memorandum and Articles of Association.

The AGM as the name implies is an Annual General Meeting, that has to be held with a detailed minimum attendance and 2020 saw the first AGM run remotely due to the pandemic. In 2021, this was again the case. However, in 2022 and again in 2023, the AGM was run in a dual manner, with both face to face and remote attendance. Again, a full AGM was successfully held, within the time scale detailed in the Memorandum and Articles of Association. In 2024 the AGM returned to being run in the "normal" manner and we had both face to face (with numbers attending in person above the required quorum) and remote attendees too.

Recruitment and appointment of new trustees:

Martin Lovegrove and John King were elected as Co- Chairs for year 2024- 2025. Unfortunately John King has had to resign his position on the Board in November 2024, and Martin Lovegrove has continued on as Chair. Martin Hall was re-elected onto the Board and now holds the position of Vice Chair again. We have also received nominations for two further Trustees who have been co-opted onto the Board and wish to be proposed at the AGM in April 2025. Those two persons are William (Bill) Mitchell – Ferrovial Construction UK Ltd and Andy Hartwell, Morgan Sindall Construction. We have also contacted Principal People to identify a further two possible Trustees for 2025 going forwards.

At least one third of the elected members of the Board retire at each Annual General Meeting of the Group and are eligible for re-election.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the member.

Organisational structure

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chair (currently one Chair since November 2024), Vice-Chair, Immediate Past Co-Chairs, Company Secretary and elected members of the Board.

Other Honorary Officers

The Board has the power at any time to appoint any person to be President and any person to be Vice-President for a period of not more than three years. The current President up to 17th December 2024 was Robert Hackett who retired from the position and Sean Elson was appointed as CHSG President from 17th December 2024.

Honorary Life Members

The Board also has the power to award Honorary Life Membership to any individual in recognition and appreciation of exceptional service rendered to CHSG. The honour is considered to be the most prestigious the Group can award. In 2019 the Board awarded an Honorary Life Membership to Robert Hackett from Ferrovial Construction.

Special Members

Special membership is awarded to individuals/companies that the charity is in partnership with and includes the HSE, Construct, FMB and Construction News. It is hoped to further develop these working relationships in the future.

Decision making

Board Meetings take place on the third Wednesday of each Month (except during August). A quorum must be present for decisions to be made in line with the Group's Articles of Memorandum

Induction and training of new trustees

New Trustees are generally co-opted to the Board which means they have no voting rights until the next AGM if they are then proposed and accepted as Board members. This period allows them to be fully inducted into the workings of the Group and for the Board to get to know them before committing to the final decision.

Key management remuneration

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the notes to the financial statement.

Risk management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to ensure sustainability and to provide reasonable assurance against fraud and error.

The Board of Trustees regularly review the major risks to which the charity is exposed and ensure that systems are in place to mitigate those risks. The approach to this was made more robust in the review of the Group's Management Systems and the risk policy and risk register have been updated accordingly.

The Board of Trustees are responsible for ensuring appropriate financial controls are in place to provide against risk of errors or fraud.

As part of the monthly Board meetings, monthly management reports are produced and reviewed against forecast.

The Group is exposed to a small risk as most sales are credit sales and the majority of income is from companies (not individuals) so this is considered modest. An aged debtors' procedure is in place to minimise the risk. Also, with the website booking facility where payment by card for all non-members is immediate, the Group has seen a reduction in the number of debtors and this new booking system has further reduced the debtor risk to the Group.

Policy Statement, Our Vision and Objectives

It is the Policy of the Construction Health and Safety Group (CHSG) to provide a service to our member organisations, our clients and to our trainees that is of a high standard that meets our declared objectives as well as the details contained within the Memorandum and Articles of the Company.

CHSG is a commercial business and a registered charity holding Charitable Status. In pursuit of providing services to the highest standards in a sustainable manner, CHSG is committed to and operates a management system in accordance with the requirements of BS EN ISO 9001:2015.

Objectives (as agreed by the Board at the 2024 Strategy meeting)

The last three year Strategic Action Plan was developed and confirmed by the Board of Trustees in 2021. This document was regularly reviewed and documented accordingly, on an annual basis. In Q2 2024, the annual strategy review was undertaken and confirmed that all the action points had been satisfactorily closed out for this document. The Board therefore confirmed a new three year Strategic action plan and this is now the current working document and will be reviewed and documented accordingly for the forthcoming three years. The key aims of the current plan have not changed, but obviously the content of the new strategy has been newly created and detailed accordingly and the document was confirmed by the Board.

The key aims of the 2024 Strategy Plan remain pertinent for both documents and are detailed below:

Key Aims:

1. Protect and Preserve

To protect and preserve occupational health, safety and wellbeing in the construction and associated Industries.

2. Continuously Improve

To study those aspects of the industry and related operations necessary to improve occupational health, safety and wellbeing and arrange and provide suitable training to meet those needs.

3. Develop Co-Operation

To foster and develop co-operation between government, employers and trade unions in matters concerning health, safety and wellbeing. Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

To do this we:

- Maintain close and regular contact with organisations and bodies such as the Health & Safety Executive (HSE), including CONIAN. The British Standards (BSI), other health and safety organisations such as the British Safety Council, ROSPA, CISRS, and CITB. For specific fire related information: IFE, IFSM, SQA and the FPA.
- Ensure that our training courses are current and valid and meet industry needs and, where appropriate, are accredited to the appropriate examining bodies. Maintain flexibility to accommodate the needs of our delegates and clients.
- Ensure our trainers are competent, i.e. have the right mix of qualifications, industry experience and training skills, and that they keep up to date with legislative and industry changes through CPD.
- Engage with our members to make sure we are providing the level of training and support that they require. To ensure that we are also aware of the market situation and review as/where appropriate
- Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.
- To maintain and develop new charitable support activities not only for the construction and associated industries but for a broader range of participants.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit in Section 4 of the Charities Act 2011 and, in particular, to its supplementary public benefit guidance on the advancement of health or saving of lives.

We have developed short, medium and long term strategic action points for these sections these are being monitored and documented at the monthly Board meetings.
We are committed to working with industry stakeholders such as the HSE, IOSH, British Safety Council, CITB, and Professional Bodies such as IFE, and IFSM as well as the British Standards Institute and Trade Unions (as/where appropriate) to foster and develop co-operation and improve knowledge in matters relating to health, safety & wellbeing.

We shall actively seek participation and consultation with industry health & safety organisations to further improve health & safety standards and deliver associated training to the highest standard.

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chairman, Vice-Chairman, Immediate Past Chairman and Company Secretary and elected members of the Board.

Sean Elson – President

Partner with Pinsent Masons LLP an international law firm that has worldwide reputation for construction related law. After qualifying as a solicitor in 1994 he now specialises in health and safety law and has been for the past 20 years. Sean also served as the Honorary Secretary for the Health and Safety Lawyers Association for 19 years before standing down in 2024. He has been actively involved with CHSG for 13 years, and for over a decade has delivered the highly regarded Annual Legal Update at the Groups Monthly Meeting (unusually October), providing invaluable insights and a platform to raise questions.

Seans' regulatory expertise extends beyond health & safety law to include trading law and product liability issues too. His years of criminal law experience is vital to his work in regulatory enforcement cases, but he also enjoys engaging with business ns trying to stop a problem occurring.

Martin Lovegrove – Chair

Martin has worked in health and safety for the last fifteen years for a number of organisations covering agriculture, civil engineering, engineering, telecommunications, utilities and construction. Prior to that, he was in Farming and Estate Management for twenty-six years. He is a Chartered Member of IOSH, Member of IFE, Member of IIRSM and Practitioner Member of IEMA. Since May 2013, he has worked for the Berkeley Group where he is currently Head of Health, Safety & Build Quality Assurance which includes involvement in setting the strategic direction for the group in health and safety, as well as an operational supporting role across the sites. Recently he has taken up leading a team in Build Quality Assurance.

Martin Hall – Vice Chair

As a Former mechanical engineer and safety practitioner with 31 years' experience within the construction industry, I am SHE Director for Morgan Sindall Construction the Construction sector of Morgan Sindall Group. I bring tested managerial experience within the Health, Safety and Environmental department and hold responsibility for the strategic development of the organisations SHE Management Systems. Having been formally employed as a trainer for a H&S consultancy, I bring understanding and knowledge of industries training needs and requirements, both within SMEs and large multi-functional business. Additionally, I represent Morgan Sindall at a number of industry steering groups, enabling me to better understand the growing needs and demands of the modern construction environment. I am passionate about innovation within the industry, improving the knowledge around health and safety. I have been a board member at CHSG for 10 years.

Declan Davis – Immediate Past Joint Co- Chair

Declan Davis a Chartered Member of IOSH with over 30 years year experience in the construction industry, with an operational background in civil engineering, he made a move into functional role of Health, Safety, Quality & Environmental in 2011. He is the Assistant HSQE Director for Ferrovial Construction UK & Ireland and is involved in some of the largest infrastructure projects in the UK such as T5 & T2 at Heathrow Airport, Crossrail, Thames Tideway Tunnel and on HS2.

Jeff Russell – Immediate Past Joint Co- Chair

Jeff is an IOSH Chartered Health & Safety Practitioner with over 25 years' experience in Safety, Health and Environment within the construction industry. Jeff previously worked for Spadeoak, but recently took up a new position at Centar Surfacing Ltd He is a member of the IIRSM and holds certification from various industry bodies. Working with specialist surfacing, sports and civils contractor Centar Jeff has been involved in highly prestigious projects ranging from the London 2012 Olympics to Crown Estates together with numerous well-known main contractors. Part of Jeff's role on the CHSG board is to represent SME contractors; his interests include travelling and competitive swimming.

Gavin Bye

Gavin joined Costain in 2013 and has led both the Natural Resources and Infrastructure Divisions as Director of Safety, Health and Environment. From January 2017 he became Costain Group SHE Director. He leads a team of over one hundred and fifty professionals working across Costain's diverse operations. Prior to joining Costain Gavin spent 24 years with HSE as an Inspector, Principal Inspector and Head of Operations. His last role in HSE from 2009 was to lead HSE's Construction Sector and Policy Unit leading the delivery of the evaluation, review and revision of CDM including leading negotiations with the European Commission.

Election Procedure

At least one third of the elected members of the Board retires at each Annual General Meeting of the Group and are eligible for re-election. The members of the Board to retire in every year are those who have been longest in office since their last election.

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 10 to the financial statement.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the members.

Achievement and Performance

Monthly Meetings

This last year we had a great range of speakers and also invited double presentations for some topics, which has been well received:

January24 – RAAC and Asbestos Issues – Current issues facing the Construction Industry Dan Rushton Alert technology Ltd.

Feb 24 Mark Bridgens – Everlux A general overview of the UK legislation & key standards regarding fire safety & escape route signage inc: fire equipment, fire door & way finding signage.

Mar 24 Liz Cunningham – Immersive Behaviour Safety Programme – A virtual demo.

Apr 24 AGM and Tom Cawston – How much do you know about DSEAR compliance? Armorgard Manual Handling developments and the lithium ion battery charging units.

May 24 Davy Snowden – Raising the Game (The Olympic Sports Science Impact on Safety Culture Transformation.

June 24 Sonia Rawlings – Updating the Group on the new CSCS cards and the changes – the impacts on the Construction Industry and how to ensure you and your team are ready ? E-torch Roofing methods and the benefits of this lower risk flat roofing development Plus The Sentura group with an update of lithium battery risks and mitigation options.

July -24 Rob Foxton Aerocom Explaining the use of the Maus Stixx Pro V1 with respect to installation in electrical equipment as a as a chemical douser for fire situations eg electrical cabinets.

Rakesh Hirani – Navatech Driving innovation through digital transformation for the Construction Industry – HSE Safety Accelerator Programme

Sept 24 – Michael Croxford – Siderise Design and manufacture of high performance passive fire protection solutions for over 50 years. UKAS accreditation and a variety of applications and building envelope types.

Oct 24 Sean Elson – Pinsent Masons LLP Annual legal review.

Nov 24 Sam Downie of Mates in Mind – to Update the construction industry of recent programmes of work and what is forthcoming.

Dec 24 Erica Drake & Lucy Ellison-Dunn - HSE annual update followed by Luis Prieto and Aaron Lazenby - EKFB on the HS2 Wendover Dean Viaduct project, the amazing engineering and Health & Safety project setup and successful completion of the project, and then the work on future viaducts. Followed by the awards for 2024.

The Trustees look forward to continuing this close association with HSE, but also developing new relationships with others, who we look forward to meeting in the year ahead.

We have also seen a significant benefit of using the various digital platforms and the use of mailchimp to advertise courses and inform our members and interested parties of articles of interest and to engage with them especially during the Covid lockdown periods has been invaluable. The trainers have now become very competent at training both face to face and via other remote platforms such as Zoom and Teams and we believe that this will remain going forwards. We look forward to enriching some of our courses with new digital formats going forwards e.g. visualisations etc

Membership Services

The Board were pleased to accept 10 new members to the Group; the total membership during the year.
The totals are as follows:

Category	2024
Members'	120+

CHSG has over 72 years' of experience in the preparation and presentation of health and safety courses; all standard courses are quality assured to BS EN ISO 9001:2015.

All our courses are audited annually by internal auditors and course appraisal forms are collated for evaluation and are detailed in the monthly administration report reviewed at Board Meetings.

CHSG members are invited to take advantage of their membership by making use of the courses that the Group has to offer, whether it is one of our own standard courses or an externally accredited course.

Courses run at Chertsey Training Centre & Clients Sites 2024:

CISRS Basic Scaffold Inspection (3 days) CISRS One day Scaffold Awareness CHSG Scaffold Inspection Course (1 day) Bespoke CHSG 2 day Scaffold Course CHSG Working at Height including Safe Use of Fall Protection Equipment training CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (level 10 with 50 points), IFSM & IFE accredited CHSG Construction Fire Risk Assessment Course SQF (Level 7 with 5 Credit Points) & IFSM recognition	CITB Temporary Works Supervisor CITB Temporary Works Co-Ordinator CITB Temporary Works Co-Ordinator Refresher CITB SMSTS CITB SMSTS Refresher CHSG Bespoke Fire Risk Management Awareness in Construction Courses with IFSM recognition CHSG Bespoke Fire Safety Co-Ordinator Courses with IFSM recognition CHSG Bespoke Hot Works Permit Courses all individually recognized through IFSM

Courses delivered as Remote Learning in 2024:

CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works Co-Ordinator Refresher. CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (Level 10 with 50 Credit Points), IFSM & IFE accredited (some units due to illness or revision days required) CITB SMSTS Refresher CHSG Fire Marshall course – IFSM accredited.	Mental Health First Aid (1day) Mental Health First Aider (3 days) Mental Health First Aider Refresher (0.5 Day) CHSG Bespoke Fire Risk Management Awareness in Construction with IFSM recognition CHSG Bespoke Fire Safety Co-ordinators Course with IFSM recognition

Newly Accredited Courses with IFSM:

Bespoke Fire Courses, all structured around a generic formats, with company specific inclusions and modifications to accommodate procedures and systems but not coming away from the generic core of each course.

REGISTERED COMPANY NUMBER: 1573103 (England and Wales)
REGISTERED CHARITY NUMBER: 283249

Report of the Trustees and

Financial Statements For The Year Ended 31 December 2024

for

Construction Health & Safety Group

Report of the Trustees
For The Year Ended 31 December 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Construction Health & Safety Group 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, Fuller Spurling, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on ....10/4/2025..... and signed on its behalf by:

10/4/2025

Mr Martin Lovegrove - Trustee

Report of the Independent Auditors to the Members of Construction Health & Safety Group

Opinion

We have audited the financial statements of Construction Health & Safety Group (the 'charitable company') for the year ended 31 December 2024 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 2024 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 the provisions available for small entities, in the circumstances set out in note 16 to the financial statements, 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.

Report of the Independent Auditors to the Members of Construction Health & Safety Group

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.

Report of the Independent Auditors to the Members of Construction Health & Safety Group

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 are those that relate to the Charities Act 2011 and Charities SORP as they directly impact way the entity conducts its affairs and presents information in its financial statements.

We assessed the risks of material misstatement in respect of fraud by making enquiries of management and those charged with governance. The audit team discussed and identified particular areas that were susceptible to misstatement as part of their fraud discussion.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above and made enquiries of management and those charged with governance. We corroborated our enquiries through the review of appropriate documentation. We did not find any contradictory evidence.

We considered the risk of fraud through management override and in response we incorporated testing of manual journal entries, both during the year and at year end, into our audit approach.
Based on the results of our risk assessment we designed our audit procedures to identify and address material misstatements in relation to fraud in relation to the possibility of fraudulent or corrupt payments given the size of the entity and the limitation on the segregation of certain duties.

We incorporated an element of unpredictability in the selection of the nature, timing and extent of our audit procedures.

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.

Mark Harvey (Senior Statutory Auditor)
for and on behalf of Fuller Spurling
Statutory Auditors
Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Date: 16/4/2025

Construction Health & Safety Group

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 December 2024

	Notes	31.12.24 Unrestricted fund £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities	3		
Membership subscriptions		53,555	56,371
Training course fees		620,611	472,477
Room hire and other income		161	1,670
Investment income	2	25,804	25,260
Total		700,131	555,778
EXPENDITURE ON			
Charitable activities	4		
Membership subscriptions		9,701	8,113
Training course fees		440,475	434,249
Governance costs		237,054	207,207
Total		687,230	649,569
Net gains on investments		19,004	72,713
NET INCOME/(EXPENDITURE)		31,905	(21,078)
RECONCILIATION OF FUNDS			
Total funds brought forward		1,124,001	1,145,079
TOTAL FUNDS CARRIED FORWARD		1,155,906	1,124,001

These notes form part of these financial statements

Construction Health & Safety Group

Balance Sheet
31 December 2024

	Notes	31.12.24 Unrestricted fund £	31.12.23 Total funds £
FIXED ASSETS			
Tangible assets	10	205,758	253,549
Investments	11	860,263	841,259
		1,066,021	1,094,808
CURRENT ASSETS			
Debtors	12	45,265	65,388
Cash at bank		145,240	79,993
		190,505	145,381
CREDITORS			
Amounts falling due within one year	13	(100,620)	(116,188)
NET CURRENT ASSETS		89,885	29,193
TOTAL ASSETS LESS CURRENT LIABILITIES		1,155,906	1,124,001
NET ASSETS		1,155,906	1,124,001
FUNDS	14		
Unrestricted funds		1,155,906	1,124,001
TOTAL FUNDS		1,155,906	1,124,001

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 10/4/2025 and were signed on its behalf by:

10/4/2025

Mr Martin Lovegrove - Trustee

The notes form part of these financial statements

Construction Health & Safety Group

Cash Flow Statement
For The Year Ended 31 December 2024

	Notes	31.12.24 £	31.12.23 £
Cash flows from operating activities			
Cash generated from operations	1	64,054	(49,894)
Net cash provided by/(used in) operating activities		64,054	(49,894)
Cash flows from investing activities			
Purchase of tangible fixed assets		(719)	(1,857)
Sale of fixed asset investments		-	50,000
Interest received		1,912	1,454
Net cash provided by investing activities		1,193	49,597
Change in cash and cash equivalents in the reporting period		65,247	(297)
Cash and cash equivalents at the beginning of the reporting period		79,993	80,290
Cash and cash equivalents at the end of the reporting period		145,240	79,993

The notes form part of these financial statements

Notes to the Cash Flow Statement
For The Year Ended 31 December 2024

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

	31.12.24 £	31.12.23 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	31,905	(21,078)
Adjustments for:		
Depreciation charges	48,510	52,481
Gain on investments	(19,004)	(72,713)
Interest received	(1,912)	(1,454)
Decrease/(increase) in debtors	20,123	(33,833)
(Decrease)/increase in creditors	(15,568)	26,703
Net cash provided by/(used in) operations	64,054	(49,894)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24 £	Cash flow £	At 31.12.24 £
Net cash			
Cash at bank and in hand	79,993	65,247	145,240
	79,993	65,247	145,240
Total	79,993	65,247	145,240

1. 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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. Annual subscriptions are apportioned to the relevant accounting period and the future element is treated as deferred income, together with course fees received or invoiced in advance for the next accounting period, and are shown within creditors.

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 classified under the following activity headings:
- Costs of raising funds comprise the costs of organising and running publicity events.
- Expenditure on charitable activities include the costs of running training courses and other educational activities undertaken to further the purposes of the charity, associated support costs and governance costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation and apportionment of support costs
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel payroll and governance costs which support the group's training programmes, membership and other activities. These costs are all attributable to expenditure on charitable activities. Staff costs have been allocated to headings based upon the directors' best estimate of the proportion of time spent by staff on those activities. Other costs have been apportioned, where appropriate, on the basis of the budgeted income at the start of the year.

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

Freehold property	- at varying rates on cost
Teaching equipment	- 30% on cost
Fixtures and fittings	- 15% on cost
Computer equipment	- 30% on cost

No depreciation is provided on freehold land. Original buildings are depreciated at 1% on costs whilst refurbishment costs are depreciated at 10% on cost.

Investments
Investments are stated at the mid-market value of the underlying securities within the managed funds at the Balance Sheet date. Unrealised gains or losses on revaluation are taken to the Statement of Financial Activities.

continued...

1. ACCOUNTING POLICIES - continued

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.

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

Cash at bank and in hand
Cash at bank and cash in hand includes cash at bank and in hand, and demand deposits with banks.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments
The Charitable Company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, except for Investments which are measured at their market valuation at the balance sheet date.

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.

2. INVESTMENT INCOME

	31.12.24	31.12.23
	£	£
Investment fund income	23,892	23,806
Deposit account interest	1,912	1,454
	25,804	25,260

continued...

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.24 £	31.12.23 £
Membership subscriptions	Membership subscriptions	53,555	56,371
Training courses - fees	Training course fees	620,611	472,477
Room hire and other income	Room hire and other income	161	1,670
		674,327	530,518

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Membership subscriptions	-	9,701	9,701
Training course fees	188,155	252,320	440,475
Governance costs	1,050	236,004	237,054
	189,205	498,025	687,230

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.24 £	31.12.23 £
Training course - costs	188,155	227,844
Donations to other charities	1,050	998
	189,205	228,842

6. SUPPORT COSTS

	Staff & trustee related costs £	Financial & legal £	Office and property management £	Publicity costs £
Membership subscriptions	1,026	334	4,201	-
Training course fees	91,922	5,991	75,610	838
Governance costs	207,001	7,710	4,201	4,277
	299,949	14,035	84,012	5,115

continued...

6. SUPPORT COSTS - continued

	Office management	Depreciation and impairment	Auditors costs	Totals
	£	£	£	£
Membership subscriptions	1,886	2,254	-	9,701
Training course fees	33,957	44,002	-	252,320
Governance costs	1,887	2,254	8,674	236,004
	37,730	48,510	8,674	498,025

7. NET INCOME/(EXPENDITURE)

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

	31.12.24	31.12.23
	£	£
Depreciation - owned assets	48,510	52,482
Auditor's remuneration	8,326	8,657

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no travel expenses for trustee's to be reimbursed in connection with their duties in this period or last period. Arrangements were made for appropriate insurance, indemnifying the officers and board members for the year.

9. STAFF COSTS

	31.12.24	31.12.23
	£	£
Wages and salaries	245,785	197,445
Social security costs	23,907	18,194
Other pension costs	19,562	17,209
	289,254	232,848

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

	31.12.24	31.12.23
Management and operations	5	4

Two employees had employee benefits in excess of £60,000 (2023: Two). Pension costs are allocated in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

continued...

9. STAFF COSTS - continued

The key management personnel of the charity comprise the trustees, the chief executive, the Training & Centre Executive and the management accountant. The total benefits of the key management personnel of the Trust were £167,089 (2023: £160,068).

10. TANGIBLE FIXED ASSETS

	Freehold property £	Teaching equipment £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 January 2024	590,882	42,292	108,111	32,757	774,042
Additions	-	-	-	719	719
At 31 December 2024	590,882	42,292	108,111	33,476	774,761
DEPRECIATION					
At 1 January 2024	358,843	38,857	94,063	28,730	520,493
Charge for year	37,043	3,435	5,298	2,734	48,510
At 31 December 2024	395,886	42,292	99,361	31,464	569,003
NET BOOK VALUE					
At 31 December 2024	194,996	-	8,750	2,012	205,758
At 31 December 2023	232,039	3,435	14,048	4,027	253,549

The freehold property was valued in December 2022 on an existing use basis at £810,000.

11. FIXED ASSET INVESTMENTS

	Managed funds £
MARKET VALUE	
At 1 January 2024	841,259
Revaluations	19,004
At 31 December 2024	860,263
NET BOOK VALUE	
At 31 December 2024	860,263
At 31 December 2023	841,259

There were no investment assets outside the UK.

continued...

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24	31.12.23
	£	£
Trade debtors	16,924	35,672
Other debtors	150	-
VAT	1,844	1,159
Prepayments and accrued income	26,347	28,557
	45,265	65,388

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24	31.12.23
	£	£
Trade creditors	1,870	838
Social security and other taxes	8,064	6,138
Other creditors	14,212	12,912
Accruals and deferred income	76,474	96,300
	100,620	116,188

14. MOVEMENT IN FUNDS

	At 1.1.24	Net movement in funds	At 31.12.24
	£	£	£
Unrestricted funds			
General fund	1,124,001	31,905	1,155,906
TOTAL FUNDS	1,124,001	31,905	1,155,906

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	700,131	(687,230)	19,004	31,905
TOTAL FUNDS	700,131	(687,230)	19,004	31,905

continued...

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	1,145,079	(21,078)	1,124,001
TOTAL FUNDS	1,145,079	(21,078)	1,124,001

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	555,778	(649,569)	72,713	(21,078)
TOTAL FUNDS	555,778	(649,569)	72,713	(21,078)

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2024.

16. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements and to provide guidance on VAT matters.

17. GENERAL INFORMATION

Construction Health and Safety Group is a charitable company limited by guarantee without share capital. It is incorporated in England and has its registered office at John Ryder Training Centre, St Ann's Road, Chertsey, Surrey, KT16 9DG.

CONSTRUCTION HEALTH AND SAFETY GROUP

England & Wales - Charity number 283249

Accounts

CHSG

Annual Report & Accounts

2023

Construction Health and Safety Group
John Ryder Training Centre
St Ann's Road
Chertsey
Surrey
KT16 9DG
Charity number: 283249
Company number: 1573103

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Reference and Administrative information

Charity Name:	Construction Health and Safety Group (CHSG)
Charity registration number:	283249
Company registration number:	1573103
Registered office and operational address:	John Ryder Training Centre St Ann's Road Chertsey Surrey KT16 9DG
Website:	www.chsg.co.uk
Email:	info@chsg.co.uk
Telephone:	01932 561871

Trustees

Mrs Andrea Smith	Co-Chair (Joint) – retired 31st December 2023
Mr John King	Co-Chair (Joint)
Mr Martin Lovegrove	Vice-Chair (Appointed April 2022)
Mr Declan Davis	Immediate Past Chair (resigned April 2021)
Mr Jeff Russell	Immediate Past Chair (resigned April 2021)
Mr Sean Elson	
Mr Gavin Bye	

Management Team

Ms Debbie Clarkson	CEO & Company Secretary
Mrs Sera Martorana	Training & Centre Executive

Ex-officio

Mr Robert Hackett	President

Principal Advisors

Auditors – Fuller Spurling Chartered Accountants, 58 Guildford Street, Chertsey, Surrey KT16 9BE.

Bankers – Barclays Bank, PO Box 193, 8 – 12 Church Street, Walton on Thames, Surrey KT12 2YW

Investment – CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

President's Review for the year ended 31 December 2023

This year has been a challenging one, with respect to interest rates, low growth and also the cancellation of future development on HS2. All of these issues have directly impacted on the construction and associated sectors and therefore CHSG too. However, the Group laid down a clear strategy for the year and we have been able to maintain this long term work programme, which has resulted in a stable year for the Group along with a positive and structured route forward for 2024.

The significant work programme this year has been focussed on developing new and bespoke courses. To this end the Group has invested significantly both in time and financial support, thus providing the required training content for our clients for both fire in construction and the new suite of temporary works courses, including the development of the new TWC(R) course content. All of this development has been provided by the Group to support the sector and no member or company has been charged for these development costs. The Group have managed both the financial costs along with a significant range of charitable support activities too throughout the year.

We have also appreciated the strong working relationship we have developed with both the IFSM and SQA, ensuring our fire courses have professionally recognized acceptance from the recognized fire body - that is IFSM and for the Diploma and Fire Risk Assessment courses we have also gained the academic acknowledgement from the SQA, which now dovetails well with the Diploma course that also has maintained the education programme status from the IFE too.

We have also been delighted at the growing number of members and non-members that have returned to either attend in person or through remote on-line links to, the monthly meetings and our agenda has seen a very varied range of topics this past year and we have been developing multiple speakers for various subject areas too, further details are included in the report. We also held a different seminar format this year with the well-attended "Cable Free Seminar" where we had a very interesting range of speakers in the morning – which was followed up with a "Market Place" of suppliers, who used the Groups car park to set up their stands and exhibits to encourage members to review and consider the various new equipment and technologies that these companies have to offer us. Again this proved to be a very successful day and feedback was very positive.

In December the group wanted to recognize the significant commitment that both companies and delegates have maintained both during and post Covid with respect to Health, safety and fire training. Sadly the CHSG has not been able to hold an annual dinner since the Covid Pandemic, but the December meeting was modified to congratulate those who throughout the period have been really committed to training their staff.

The winners were the Berkeley Group, the Mace Group, the AD Group and for a returning member – TFL. The Fire student who achieved a distinction in every exam, a level very few achieve, was awarded to Martin Lovegrove from the Berkeley Group. The Silver Helmet for health and safety support and performance was presented to Andrea Smith from Morgan Sindall for all of her commitment and support of the Group over the years and for her dedication to develop and enhance the Construction Health & Safety Group training courses. Finally in December, I had the great, but sad pleasure of accepting Andrea Smiths retirement from the Group, she has decided to retire from both Morgan Sindall and CHSG and she will be sorely missed by the Group. But we are delighted to confirm that she will be joining the Group in January 2024 as a specialist trainer and we wish her every success in this new role. We also wish her a very happy and healthy well -earned semi- retirement.

I would also like to take this opportunity to also thank our Co-Chair John King and our Vice Chair Martin Lovegrove along with the Trustee Board of Directors who have worked hard this year to support the work programme.

My thanks also go to our Trainers, who have worked with the Office Team ensuring our training content remains at an exceptionally high standard and the professional levels achieved by our delegates , is testament to their great ability and support to both the Group and to the delegates. This support and collaborative working with the Office Team has again ensured a great level of professionalism and success in 2023. This success has also supported the development programmes too ensuring both current courses and future courses continue to be delivered to the same high standards. This was confirmed by the centre achieving excellent performance results form all the third party audits. We were particularly proud of our re-certification to BS: 9001 by BSI, who have also invited us to a presentation of our 20 year BSI 9001 certificate at Milton Keynes in 2024. The audit raised no non-conformities and our audit feedback and development programme for 2024 were both well received. As we all know, audits and accreditations help to ensure structure and consistency of performance.

We also welcomed a new member to the office team this year, Claire Wright has already created some innovative website design content and has significantly enhanced our social media presence, feedback to date has been great. Claire has some great ideas for 2024, so please keep updated in 2024 through the CHSG website!

Finally, thanks go to all the companies and delegates who have used the centre over the last twelve months, we really appreciate your support and hope that your experience either at the centre or on remote courses, has added value to both the individual and the company too? Our aim as a Board of Trustees, Office staff or Training team is to continue to develop and improve innovative training for the construction and associated industries. To offer support and to provide opportunities to provide special speakers and excellent content in the courses that we provide. We have successfully brought new courses to the market in 2023 and we hope to launch additional courses in Q1 2024. Your continued support and your drive for us to keep innovating has been much appreciated and we look forward to working with you in 2024.

In line with our charitable support, we have undertaken a range of activities in 2023, that have strengthened our charitable activities, but has also led to an increase in this work over the last year. This is not only financial in terms of supporting the Lighthouse Charity, but also through supporting the course development work, identified by many of our members, but also through our work supporting the "Ready for the Gate" projects where we are working with our members and the Construction supply chain to try and encourage ex-offenders to join the sector. This year has seen the first meeting proposed with a women's prison and we hope to develop this aspect of work further in 2024, working in particular with Alistair Donaghey from Wilmott Dixon. Further activities are detailed in more depth in the following the report.

So overall in 2023, we have seen the Group continue to strengthen and diversify, both in course content and course development and requirements for third party competence. We are pleased that the Group has through prudent financial management been able to invest, develop and successfully bring to market updated and new opportunities and this has continued into Q4 and so should continue into 2024. The commercial markets will not be significantly easier next year, but we believe that we have built a strong base from which to evolve and develop for the Construction sector and associated industries and we look forward to making that journey with all of you.

I would like to take this opportunity to wish you all a very prosperous , healthy and safe 2024 and we look forward to working with you over the coming year.

Robert (Bob) Hackett - President CHSG.

Trustees' Annual Report (incorporating director's report for the year ended 31 December 2023

Reference and Administrative Information

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements of Construction Health and Safety Group (the Charity) for the year ended 31 December 2023. The Trustees confirm that the annual report and the financial statements comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) FRS102 Statement of Recommended Practice Charities (July 2014)

The Construction Health and Safety Group is a leading provider of health and safety training and information to the UK Construction Industry. CHSG has 180+ members of its safety group and has over 72 years' experience in helping the construction and associated industries to understand and meet health and safety requirements and implement national standards.

Significant Activities

During 2023, the Group returned to a more "normal" training programme, that included both face to face and remote courses. More recently attendance at Clients "external" sites has been a popular option. However, this return to a more stable programme of training has been countered by a more turbulent economic situation both nationally and internationally, that has led to higher interest rates, increasing costs, fuel cost increases and concerns over the availability of products, all moving the UK towards a more precarious economic position for the construction and associated industries for both 2023 and going forwards into 2024.

However, CHSG has seen a good level of training return to the Group as the year progressed (2023), this was mainly due to the relaxation of the Covid restrictions and our ability to provide a range of training formats to suit a range of Client requirements.

2023 saw the establishment of the Fire Safety Academy and the development of additional construction related fire courses. In particular bespoke one day fire management courses, two day Fire Co-ordinator courses and bespoke hot works permit courses. There are also further courses currently being assessed by IFSM for RP, and Fire in Construction, related to Design. All of this development work has been in accordance with the 2023 strategy.

In 2023, the Group undertook a "First" in combining a technical seminar along with a series of practical demonstrations by a select group of equipment suppliers. We used the training centre both internally for the presentations and discussion periods and then, externally we used the car park area to establish a market setup, so that attendees could visit each of the suppliers and also handle the equipment and discuss on a one to one basis with the suppliers.

In 2023, The Group supported the Construction Day of the Tall Buildings Conference at the Excel centre, along with exhibiting and attending the IFSM Technical Seminar at the Coventry Arena in June.

The year also saw a marked increase in attendance at the monthly meetings, with both face to face and remote attendees.

The audit performances in 2023 was also very successful, the Group received auditors from: CISRS, SQA and BSI and no non- conformities were noted, we have yet to receive our IFE & CITB audits (CITB was postponed due to CITB personnel issues , which has been confirmed for early in 2023. The audit procedure is always a useful event, which ensures the Group reviews, systems, procedures and working methods and always raises discussions about how to work smarter, more efficiently and effectively to benefit all concerned. We were delighted to confirm that our re-certification to BS EN ISO 9001 was very smooth and we have gained our recertification with BSI. We also received very positive comments during our SQA audit this year too, with some positive improvements noted. We are continuing to develop and enhance our procedures and systems and use our Client and Delegate feedback to also review performance on a regular basis.

Centre Maintenance

There were no large planned maintenance actions in 2023, other than the completion of the 14 replacement double glazed windows, that were ordered in 2022, but actually completed early in 2023. This work has significantly reduced the drafts in the building and enhanced the security of the building too.

Staffing

The office staffing has now returned to the pre-covid levels of four full time members. We are also delighted to confirm that we have also engaged an additional trainer to support with some of the fire course training and to also offer some support for the CITB and IOSH courses too. All of our trainers are self- employed, but we are very particular that all of our Trainers should have - all of the required professional and correct qualifications for the role, alongside significant Construction experience, so that they understand the roles and responsibilities of our delegates and can support them in their questions and queries – it is an aspect of training that the Group has always placed high importance on and we find our Clients and Delegates always value this additional expertise too.

Charitable Support and Donations

Membership numbers have again fallen. On review, this has been due to smaller businesses closing down after Covid and some smaller company owners have chosen to take retirement/early retirement, rather than returning to construction work. As well as mergers and buy-outs which always means a reduction in memberships. But we have still gained new members on a monthly basis over the last year, and we hope to continue to attract new members/businesses in the year ahead.

The Group has continued to, wherever possible, support members – in particular SME's so fees have been reviewed and supportive options discussed, to hopefully ensure that SME's can retain their links with the Group and all that membership offers to them.

At the end of the year the Group donated to two charities namely Glass Door who were specifically aiming to raise money for an Xmas appeal, now that their night shelters have re-opened, and also the Lighthouse charity supporting the Construction Industry. This money was paid, instead of ordering CHSG Christmas cards, as many charities are finding funding more difficult this year. We hope that all of our members and guests accepted our email Christmas greetings instead ?

The significant subsidisation of the Mental Health First Aid England courses, (1 day, 3 day and half day awareness courses) have also been well attended and this year the courses have returned to a face to

face option too, which was well received. The Group have continued to undertake this important support of all three courses and will continue to do so.

Also a significant amount of development work was funded by the Group to develop the new range of Fire in construction courses. No company, has been asked to contribute to the course development costs, as we believe this development should be for the benefit and safety of the industry members going forwards. Also with the increased range of accreditation bodies used, the investment of the group in these professional bodies has also increased, but is valued as an essential part of current course development for the sector.

With the CITB launching the newly revised Temporary Works courses and the new TWC(R) course in 2023, the Group also invested in the development and upgrade of these courses, supporting both the production of the new materials along with the associated meetings and actions that our specialist trainers undertook, to ensure the group completed all of the required work, ready for the tight turn-round in course material and course structure as required.

We were delighted this year to return to hosting speakers for our monthly meetings and we have also now opened these presentations up, to any person who wishes to attend, thus building on our charitable support for the industry and this now offers the meeting attendance to other industries too. All meetings are free of charge, as we wish to encourage and support those attending with respect to enhancing understanding and the exchange of best practice.

This last year we had a great range of speakers and also invited double presentations for some topics, which were all well received.

We supported the CONIAN working group for the Working Well Together Committee for Risk Management, again supporting this work from our charitable support. Support and sponsorship was provided for the Construction Day of the Tall Buildings Conference at the Excel, along with exhibiting and attending the annual IFSM technical seminar day at the Coventry Arena.

In January we undertook a new seminar format, with an original content related to Cable Free site practices. This was very well received and we aim to develop this further moving forward. Again the facilities and attendance was supported by the group, with a nominal fee for refreshments - the only cost incurred by those attending.

CHSG has also supported the "Ready for the Gate" programme initiated and led by Wilmott Dixon. The Group has provided a facilitating role for the working group, for all parties involved and hope to continue this development in the year ahead. This work involves principal contractors, the supply chain and staff of HMP prisons. We have already attended prison on the Isle of Sheppey for a meeting to determine the 2024 programme of work. Recently we linked up with the womens' prison at Send and hope to develop the opportunities for women in the construction sector during 2024 with a similar structure and group of meeting attendees.

ACHIEVEMENT & PERFORMANCE

Investment performance

The initial sum of £660,000 was invested in 2016 and has grown to £841,259. It was also noted that we have regained a small increase in the overall investment total compared to 2022, however the turmoil in the investment market over the last year of 2023 has led to some losses and gains over the year. But overall a positive performance was achieved. We are also pleased to confirm that we received income

earned from our investments that we were able to support both the Lighthouse and Glass Door along with subsidizing the one day and two-day mental health courses throughout the year. We also used a small percentage to support our new course development work, thus investing in future courses for the industry.

The other investment account is managed by CCLA under a deposit account and at the end of 2023, the total in this account was £29,376.57, again a slight increase on last year – 2022. The Barclays current account was £50,616.23 was slightly reduced compared to last year, but the deferred sheet for 2024 details a good level of training already booked for Q1 2024. Also it is important to note that the group has had no bad debts to action this past year and the debtors list remains well managed.

The Group continued to support the development for the revised TW courses and also the development of the TWC(R) course. Along with significant investment for the fire in construction courses. Development of generic and bespoke courses have been significantly supplemented by the Group and the additional accreditations identified in 2022 have remained, along with the associated audits and management procedures. Again all of these costs have been absorbed by the Group, to ensure course costs remain acceptable to Members and Non Members alike.

Due to the amount of course development in 2023, leading into course delivery in 2024, the marketing investment has been maintained at a higher level.

However, due to the good management of the maintenance budget over the last few years, the annual maintenance expense has now been reduced and it is planned that this will be the case for some time to come, so there will be planned activities, but all should be identified and agreed prior to action at the centre.

In 2023 the Group supported the Construction Day at the Tall Buildings Conference at the Excel, London and we successfully exhibited at the Coventry Arena during the IFSM Technical Conference too. Both these events led to new materials and exhibition materials were produced to cover both agendas.

In 2023 the Fire Safety Academy courses generated 27% of total course income, The Construction courses provided 51% of total course income, with the last 22% being generated through sales of membership, booklets, and odd revision days etc.

We hope to positively use the considerable development costs of 2023, and believe that the fire courses, the temporary works and scaffolding courses in particular, will continue to develop over the forthcoming year and to provide a good ROI going forwards.

FINANCIAL REVIEW

Financial Position

Although our revenue was positive in 2023, we have used a significant amount of this money to invest in the course development and also our website enhancement. Our marketing strategy has also been significantly increased, directly related to all of this work.

Gross profit percentage, is 48% for 2023, exactly the same performance as 2022. This is still well below the pre-covid levels. We have also increased the number of trainers and again this will be increasing in 2024.

The revenue is detailed as follows:

Internal courses £216,442

External courses £ 53,860.00

Remote courses £ 54,365

Fire Academy £147,395.00

Membership £ 56,370.00

Sundry Income £2,085.00

Cost of Sales £186,610.00

R&D £50,567.00

Publicity & Marketing £ 43,989.00

It is important that although there was a loss on the year of £93,791, we invested £50,567 in R&D development costs, along with Depreciation of £52,482, totaling £ 103,049.00 the overall performance of the group has been on target and the financial management remained as planned, strategically.

R&D – a planned expense along with depreciation, helped to understand the underlying performance and overall stability of the Group. The sound investment programme combined with the improved investment performance of the COIFF investment funds over the last year.

Due to the movement on the investment fund over the last year with an increased valuation in total of £72,713.00, therefore the Group overall has suffered a deficit of £21,078

Investment policy and objectives

The charity operates a low-risk strategy for the investments that it holds. The funds in the short-term deposit and investment funds support the Group to function on a day-to-day basis, and in 2023 provided the support funding to continue the development work and charitable support as we emerged from the Covid pandemic period. All maintenance work was scheduled, and no emergency costs were identified for the year. The aim is to continue to run the investment accounts as per the previous year.

Reserves Policy

The charity considers its reserves policy on a regular basis, and the Board undertook an annual strategic financial review during one of the Board Meeting in 2023. The strategy was reviewed and confirmation was detailed in the Board documentation, to ensure that appropriate reserves are maintained to support the Group, as we move to post Covid but a more challenging economic climate. The strategy of maintaining the ability to fund future course development costs, any necessary upgrades to the centre and the facilities, and any unforeseen repairs and maintenance requirements, remains the same. At 31st December 2023, the net assets of the Group excluding property and other fixed assets were £870,452. The freehold property was valued in December 2022 on an existing use basis at £810,000. It is shown in the balance sheet, at cost less accumulated depreciation, at £232,039

FUTURE PLANS

The Group will continue to develop, the Fire in Construction range of courses and we already have four new courses currently being assessed for recognition with IFSM for confirmation in Q1 2024.

We will also continue to develop the "bespoke courses" where Clients, who prefer to hold "closed courses" detailing their specific procedures and systems in accordance with their working systems, will be provided as requested. The number of courses held remotely/distance learning has now become part of the regular training provision, and now combines with face -to-face and on-site training too. Where these are fire related they too have achieved individual IFSM recognition too.

We will continue to review recognition status and how we can best support the Construction and Associated Industries to provide the third- party competence and levels of performance required, particularly with respect to the new legislation, standards and regulations that will continue to be launched by Government, British Standards and other the associated professional bodies.

Continued charitable support is planned as the Group remains in a healthy financial position. However, market conditions will be closely scrutinized, particularly in light of the current economic climate. Fuel and energy costs are still continuing to impact the whole market situation along with increased interest costs and the ongoing wars and related economic impacts.

The Group have always supported particular charities and to provide support and attendance to many construction related bodies eg HSE, and CITB in particular, but also through attendance of seminars and technical working groups. The Group have also linked with the IFSM and all successful FRA delegates can use their certification along with other required evidence to be considered for inclusion onto the Tier 2 FRA national register under the Construction Pod, another significant achievement this year.

The ongoing changes in the fire related legislation, British Standards and other professional bodies guidance notes and information will continue to be reviewed and included in our current and future courses as/where appropriate.

CHSG has already booked to exhibit at the major IFSM Technical Fire Seminar in June 2024, at the Coventry Arena. The Group will also consider if there are any further suitable events throughout the year that they can also support.

Structure, Governance and Management

Governing Document

Construction Health and Safety Group is a company limited by guarantee and was incorporated on 8th July 1981. It is governed by its Memorandum and Articles of Association, which is reviewed on a regular basis. These were reviewed and updated in 2017 and were submitted at the AGM and passed. These have now been signed and recorded and a copy was sent through to the Charity Commission (charity number 283249). This was the most recent amendment. Therefore the 2017 document remains the current Memorandum and Articles of Association.

The AGM as the name implies is an Annual General Meeting, that has to be held with a detailed minimum attendance and 2020 saw the first AGM run remotely due to the pandemic. In 2021, this was again the case. However, in 2022 and again in 2023, the AGM was run in a dual manner, with

both face to face and remote attendance. Again, a full AGM was successfully held, within the time scale detailed in the Memorandum and Articles of Association.

Recruitment and appointment of new trustees:

Martin Hall has been co-opted onto the Board and will seek to be re-elected back onto the Board at the AGM in April 2024. We are pleased to welcome him back and thank him for his help and support to date.

At least one third of the elected members of the Board retire at each Annual General Meeting of the Group and are eligible for re-election.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the member.

Organisational structure

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chair (currently two Co-Chairs), Vice-Chair, Immediate Past Co-Chairs, Company Secretary and elected members of the Board.

Other Honorary Officers

The Board has the power at any time to appoint any person to be President and any person to be Vice-President for a period of not more than three years. The current President is Mr Robert Hackett.

Honorary Life Members

The Board also has the power to award Honorary Life Membership to any individual in recognition and appreciation of exceptional service rendered to CHSG. The honour is considered to be the most prestigious the Group can award. In 2019 the Board awarded an Honorary Life Membership to Robert Hackett from Ferrovial Construction, our current President.

Special Members

Special membership is awarded to individuals/companies that the charity is in partnership with and includes the HSE, Construct, FMB and Construction News. It is hoped to further develop these working relationships in the future.

Decision making

Board Meetings take place on the third Wednesday of each Month (except during August). A quorum must be present for decisions to be made in line with the Group's Articles of Memorandum

Induction and training of new trustees

New Trustees are generally co-opted to the Board which means they have no voting rights until the next AGM if they are then proposed and accepted as Board members. This period allows them to be fully inducted into the workings of the Group and for the Board to get to know them before committing to the final decision.

Key management remuneration

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the notes to the financial statement.

Risk management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to ensure sustainability and to provide reasonable assurance against fraud and error.

The Board of Trustees regularly review the major risks to which the charity is exposed and ensure that systems are in place to mitigate those risks. The approach to this was made more robust in the review of the Group's Management Systems and the risk policy and risk register have been updated accordingly.

The Board of Trustees are responsible for ensuring appropriate financial controls are in place to provide against risk of errors or fraud.

As part of the monthly Board meetings, monthly management reports are produced and reviewed against forecast.

The Group is exposed to a small risk as most sales are credit sales and the majority of income is from companies (not individuals) so this is considered modest. An aged debtors' procedure is in place to minimise the risk. Also, with the website booking facility where payment by card for all non-members is immediate, the Group has seen a reduction in the number of debtors and this new booking system has further reduced the debtor risk to the Group.

Policy Statement, Our Vision and Objectives

It is the Policy of the Construction Health and Safety Group (CHSG) to provide a service to our member organisations, our clients and to our trainees that is of a high standard that meets our declared objectives as well as the details contained within the Memorandum and Articles of the Company.

CHSG is a commercial business and a registered charity holding Charitable Status. In pursuit of providing services to the highest standards in a sustainable manner, CHSG is committed to and operates a management system in accordance with the requirements of BS EN ISO 9001:2015.

Objectives (as agreed by the Board at the 2023 Strategy meeting)

The three year Strategic Action Plan was developed and confirmed by the Board of Trustees in 2021. This document has been regularly reviewed and documented accordingly, on an annual basis. In November 2023, the annual strategy review was undertaken and confirmed that all the action points had been satisfactorily closed out. It was agreed that in Q1 2024 a new Three Year Strategy Document would be developed and documented accordingly. The key aims will not change, but the content of the new strategy will be completed by the Board of Trustees at a separate meeting specifically held to action the new document.

The key aims of the 2024 Strategy Plan remain pertinent for both documents and are detailed below:

Key Aims:

1. **Protect and Preserve**
   To protect and preserve occupational health, safety and wellbeing in the construction and associated Industries.

2. **Continuously Improve**
   To study those aspects of the industry and related operations necessary to improve occupational health, safety and wellbeing and arrange and provide suitable training to meet those needs.

3. **Develop Co-Operation**
   To foster and develop co-operation between government, employers and trade unions in matters concerning health, safety and wellbeing. Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

To do this we:

- Maintain close and regular contact with organisations and bodies such as the Health & Safety Executive (HSE), including CONIAN. The British Standards (BSI), other health and safety organisations such as the British Safety Council, ROSPA, IOSH, CISRS, and CITB. For specific fire related information: IFE, IFSM, SQA and the FPA.

- Ensure that our training courses are current and valid and meet industry needs and, where appropriate, are accredited to the appropriate examining bodies.
- Ensure our trainers are competent, i.e. have the right mix of qualifications, industry experience and training skills, and that they keep up to date with legislative and industry changes through CPD.
- Engage with our members to make sure we are providing the level of training and support that they require.
- Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit in Section 4 of the Charities Act 2011 and, in particular, to its supplementary public benefit guidance on the advancement of health or saving of lives.

We have developed short, medium and long term strategic action points for these sections these are being monitored and documented at the monthly Board meetings.

We are committed to working with industry stakeholders such as the HSE, IOSH, British Safety Council, CITB, and Professional Bodies such as IFE, and IFSM as well as the British Standards Institute and Trade Unions (as/where appropriate) to foster and develop co-operation and improve knowledge in matters relating to health, safety & wellbeing.

We shall actively seek participation and consultation with industry health & safety organisations to further improve health & safety standards and deliver associated training to the highest standard.

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chairman, Vice-Chairman, Immediate Past Chairman and Company Secretary and elected members of the Board.

Robert Hackett – President

HSEQ Director at Ferrovial Construction UK & Ireland
Robert is a Health and Safety Practitioner with over 23 years' experience in managing safety, health, environment and quality in the construction industry, 11 as HSQE Director for Ferrovial Construction UK & Ireland. He is a graduate member with IOSH, a member of the International Institute of Risk and Safety Management and IEMA. Robert has been involved with a number of high-profile projects including Tideway Central Section, HS2 Early Works, Northern Line Extension, Crossrail Farringdon Station and Heathrow T2A Terminal. In addition to the CHSG, Robert represents Ferrovial Construction UK & Ireland, on a number of Health and Safety Groups including the London Health & Safety Leads Group and the European Network of Construction Companies for Research and Development (ENCORD).

Andrea Smith – Joint Co-Chair retired 31st December 2023

Andrea is Safety, Health & Environmental Manager for the London & Home Counties Region of Morgan Sindall Construction. She holds a BSc (Hons) in Occupational Hygiene, is a Chartered Member of IOSH and has 34 years' experience in managing health and safety in the Construction Industry. As a key player in policy making and establishing and implementing procedures, Andrea has extensive experience in all aspects of training provision. She was instrumental in developing the suite of Temporary Works courses offered by CHSG, and the Fire Diploma course which has since been recognised by the Institute of Fire Engineers (IFE) and the Institute of Fire Safety Managers (IFSM). Andrea has been a Trustee of CHSG since 2010 and was Co-Chair 2014-2019 and again 2021- to current. She also served on the London and South East Working Well Together Committee for 12 years and was Chair from 2008 - 2012.

John King - Joint Co- Chair

John has over 15 years' experience within the Construction Industry, from a client support, contractor and main contractor perspective.
He is a Fellow with the International Institute of Risk & Safety Management and a Chartered member of IOSH.
John now works as Head of Wellbeing, Health & Safety for BW: Workplace Experts an interior fitout main contractor.
He is responsible for Health & Safety management and brings with him a wealth of managerial knowledge and experience across several sectors.
With experience across a range of organisations, John represents BW at several forums and is also a trustee of the London Health & Safety Group.

Martin Lovegrove – Vice Chair

Martin has worked in health and safety for the last fifteen years for a number of organisations covering agriculture, civil engineering, engineering, telecommunications, utilities and construction. Prior to that, he was in Farming and Estate Management for twenty-six years. He is a Chartered Member of IOSH, Member of IFE, Member of IIRSM and Practitioner Member of IEMA. Since May 2013, he has worked for the Berkeley Group where he is currently Head of Health, Safety & Build Quality Assurance which includes involvement in setting the strategic direction for the group in health and safety, as well as an operational supporting role across the sites. Recently he has taken up leading a team in Build Quality Assurance.

Declan Davis – Immediate Past Joint Co- Chair

Declan Davis a Chartered Member of IOSH with over 30 years year experience in the construction industry, with an operational background in civil engineering, he made a move into functional role of Health, Safety, Quality & Environmental in 2011. He is the Assistant HSQE Director for Ferrovial Construction UK & Ireland and is involved in some of the largest infrastructure projects in the UK such as T5 & T2 at Heathrow Airport, Crossrail, Thames Tideway Tunnel and on HS2.

Jeff Russell – Immediate Past Joint Co- Chair

Jeff is an IOSH Chartered Health & Safety practitioner with over 25 years' experience in Safety, Health and Environment within the construction industry, the majority of which have been with Spadeoak. He is a member of the IIRSM and holds certification form various industry bodies. Working with specialist surfacing, sports and civils contractor Spadeoak, Jeff has been involved in highly prestigious projects ranging from the London 2012 Olympics to Crown Estates together with numerous well-known main contractors. Part of Jeff's role on the CHSG board is to represent SME contractors; his interests include travelling and competitive swimming.

Sean Elson

Partner with Pinsent Masons LLP an international law firm that has worldwide reputation for construction related law. After qualifying as a solicitor in 1994 he now specialises in health and safety law and has been for the past 20 years. Sean is also the secretary for the Health and Safety Lawyers Association.

Gavin Bye

Gavin joined Costain in 2013 and has led both the Natural Resources and Infrastructure Divisions as Director of Safety, Health and Environment. From January 2017 he became Costain Group SHE Director. He leads a team of over one hundred and fifty professionals working across Costain's diverse operations. Prior to joining Costain Gavin spent 24 years with HSE as an Inspector, Principal Inspector and Head of Operations. His last role in HSE from 2009 was to lead HSE's Construction Sector and Policy Unit leading the delivery of the evaluation, review and revision of CDM including leading negotiations with the European Commission.

Election Procedure

At least one third of the elected members of the Board retires at each Annual General Meeting of the Group and are eligible for re-election. The members of the Board to retire in every year are those who have been longest in office since their last election.

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 10 to the financial statement.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions.

Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the members.

Achievement and Performance

Monthly Meetings

This last year we had a great range of speakers and also invited double presentations for some topics, which has been well received:

January23 – Sustainability , Key Risk and Opportunities for the Construction sector.

Feb 23 Ready for the Gate, an update of how the constructions sector is supporting the offenders programme and in particular the supply chain support. How can we do more ?

Mar 23 Lifting Standards, an excellent opportunity to update with the new VR courses for both lifting and slingers courses.

Apr 23 AGM and Armorgard Manual Handling developments and the lithium ion battery charging units.

June 23 E-torch Roofing methods and the benefits of this lower risk flat roofing development Plus The Sentura group with an update of lithium battery risks and mitigation options.

July -23 Jincom and the new Apps and developments available. Already used across many construction companies the options have now become more diverse and available with the App developments.

Sept 23 – Real time dust monitoring and in particular silica dust. A second speaker presented real time asbestos monitoring and both companies detailed their software and equipment benefits.

Oct 23 Heathrow Airport Fire Chief, presented airport fire risks and in particular lithium batteries both passenger and air side aspects and current developments within the fire service for dealing with these. Plus the recent Luton Airport car park fire.

Nov 23 Sean Elson provide a detailed legal update.

Dec 23 HSE annual update followed by Steve Hails – Tideway discussing lessons learned as the Tunnel project come a to an end Followed by JSP presenting what is new in 23. This was then followed by an awards presentation, the first since the Covid lockdown, so a great opportunity to present those businesses with awards for training both during and post covid.

The Trustees look forward to continuing this close association with HSE, but also developing new relationships with others, who we look forward to meeting in the year ahead.

We have also seen a significant benefit of using the various digital platforms and the use of mailchimp to advertise courses and inform our members and interested parties of articles of interest and to engage with them especially during the Covid lockdown periods has been invaluable. The trainers have now become very competent at training both face to face and via other remote platforms such as Zoom

and Teams and we believe that this will remain going forwards. We look forward to enriching some of our courses with new digital formats going forwards e.g. visualisations etc

Membership Services

The Board were pleased to accept 10 new members to the Group; the total membership during the year.
The totals are as follows:

Category	2023
Members'	180+

CHSG has over 71 years' of experience in the preparation and presentation of health and safety courses; all standard courses are quality assured to BS EN ISO 9001:2015.

All our courses are audited annually by internal auditors and course appraisal forms are collated for evaluation and are detailed in the monthly administration report reviewed at Board Meetings.

CHSG members are invited to take advantage of their membership by making use of the courses that the Group has to offer, whether it is one of our own standard courses or an externally accredited course.

Courses run at Chertsey Training Centre & Clients Sites 2023:

CISRS Basic Scaffold Inspection (3 days) CISRS One day Scaffold Awareness CHSG Scaffold Inspection Course (1 day) Bespoke CHSG 2 day Scaffold Course CHSG Working at Height including Safe Use of Fall Protection Equipment training CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (level 10 with 50 points), IFSM & IFE accredited CHSG Construction Fire Risk Assessment Course SQF (Level 7 with 5 Credit Points) & IFSM recognition	CITB Temporary Works Supervisor CITB Temporary Works Co-Ordinator CITB Temporary Works Co-Ordinator Refresher CITB SMSTS CITB SMSTS Refresher CHSG Bespoke Fire Risk Management Awareness in Construction Courses with IFSM recognition CHSG Bespoke Fire Safety Co-Ordinator Courses with IFSM recognition CHSG Bespoke Hot Works Permit Courses all individually recognized through IFSM

Courses delivered as Remote Learning in 2023:

CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works General Awareness(discontinued 2023 CITB Temporary Works Co-Ordinator Refresher. CHSG TW General Awareness Course CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (Level 10 with 50	Mental Health First Aid (1day) Mental Health First Aider (3 days) Mental Health First Aider Refresher (0.5 Day) CHSG Bespoke Fire Risk Management Awareness in Construction with IFSM recognition CHSG Bespoke Fire Safety Co-ordinators Course with IFSM recognition

Credit Points), IFSM & IFE accredited (some units due to illness or revision days required) CITB SMSTS Refresher CHSG Fire Marshall course – IFSM accredited.	

Newly Accredited Courses with IFSM:

CHSG Responsible Persons Course – can be generic or bespoke

CHSG Generic Fire Safety Co-Ordinators 2 Day course

I Day Fire Risk Awareness Course Bespoke.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Construction Health & Safety Group 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, Fuller Spurling, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on .....20/3/24..... and signed on its behalf by:

.....
Mr John King - Trustee

Report of the Independent Auditors to the Members of Construction Health & Safety Group

Opinion

We have audited the financial statements of Construction Health & Safety Group (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 the provisions available for small entities, in the circumstances set out in note 16 to the financial statements, 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.

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 are those that relate to the Charities Act 2011 and Charities SORP as they directly impact way the entity conducts its affairs and presents information in its financial statements.

We assessed the risks of material misstatement in respect of fraud by making enquiries of management and those charged with governance. The audit team discussed and identified particular areas that were susceptible to misstatement as part of their fraud discussion.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above and made enquiries of management and those charged with governance. We corroborated our enquiries through the review of appropriate documentation. We did not find any contradictory evidence.

We considered the risk of fraud through management override and in response we incorporated testing of manual journal entries, both during the year and at year end, into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and address material misstatements in relation to fraud in relation to the possibility of fraudulent or corrupt payments given the size of the entity and the limitation on the segregation of certain duties

We incorporated an element of unpredictability in the selection of the nature, timing and extent of our audit procedures.

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.

Mark Harvey (Senior Statutory Auditor)
for and on behalf of Fuller Spurling
Statutory Auditors
Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Date: 25/3/2024

Construction Health & Safety Group

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 December 2023

	Notes	31.12.23 Unrestricted fund £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities	3		
Membership subscriptions		56,371	53,617
Training course fees		472,477	422,747
Room hire and other income		1,670	330
Investment income	2	25,260	25,638
Total		555,778	502,332
EXPENDITURE ON			
Charitable activities	4		
Membership subscriptions		8,113	10,636
Training course fees		434,249	413,736
Governance costs		207,207	213,518
Total		649,569	637,890
Net gains/(losses) on investments		72,713	(110,633)
NET INCOME/(EXPENDITURE)		(21,078)	(246,191)
RECONCILIATION OF FUNDS			
Total funds brought forward		1,145,079	1,391,270
TOTAL FUNDS CARRIED FORWARD		1,124,001	1,145,079

The notes form part of these financial statements

Balance Sheet
31 December 2023

	Notes	31.12.23 Unrestricted fund £	31.12.22 Total funds £
FIXED ASSETS			
Tangible assets	10	253,549	304,174
Investments	11	841,259	818,546
		1,094,808	1,122,720
CURRENT ASSETS			
Debtors	12	65,388	31,554
Cash at bank and in hand		79,993	80,290
		145,381	111,844
CREDITORS			
Amounts falling due within one year	13	(116,188)	(89,485)
NET CURRENT ASSETS		29,193	22,359
TOTAL ASSETS LESS CURRENT LIABILITIES		1,124,001	1,145,079
NET ASSETS		1,124,001	1,145,079
FUNDS	14		
Unrestricted funds		1,124,001	1,145,079
TOTAL FUNDS		1,124,001	1,145,079

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 ..... 29/3/24 ..... and were signed on its behalf by:

.....
Mr John King - Trustee

The notes form part of these financial statements

Construction Health & Safety Group

Cash Flow Statement
For The Year Ended 31 December 2023

	Notes	31.12.23 £	31.12.22 £
Cash flows from operating activities			
Cash generated from operations	1	(49,894)	(60,555)
Net cash used in operating activities		(49,894)	(60,555)
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,857)	(8,400)
Sale of fixed asset investments		50,000	50,000
Interest received		1,454	392
Net cash provided by investing activities		49,597	41,992
Change in cash and cash equivalents in the reporting period		(297)	(18,563)
Cash and cash equivalents at the beginning of the reporting period		80,290	98,853
Cash and cash equivalents at the end of the reporting period		79,993	80,290

The notes form part of these financial statements

Notes to the Cash Flow Statement
For The Year Ended 31 December 2023

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

	31.12.23 £	31.12.22 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(21,078)	(246,191)
Adjustments for:		
Depreciation charges	52,481	53,784
(Gain)/losses on investments	(72,713)	110,633
Interest received	(1,454)	(392)
(Increase)/decrease in debtors	(33,833)	28,758
Increase/(decrease) in creditors	26,703	(7,147)
Net cash used in operations	(49,894)	(60,555)

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	80,290	(297)	79,993
	80,290	(297)	79,993
Total	80,290	(297)	79,993

The notes form part of these financial statements

1. 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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. Annual subscriptions are apportioned to the relevant accounting period and the future element is treated as deferred income, together with course fees received or invoiced in advance for the next accounting period, and are shown within creditors.

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 classified under the following activity headings:
- Costs of raising funds comprise the costs of organising and running publicity events.
- Expenditure on charitable activities include the costs of running training courses and other educational activities undertaken to further the purposes of the charity, associated support costs and governance costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation and apportionment of support costs
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel payroll and governance costs which support the group's training programmes, membership and other activities. These costs are all attributable to expenditure on charitable activities. Staff costs have been allocated to headings based upon the directors' best estimate of the proportion of time spent by staff on those activities. Other costs have been apportioned, where appropriate, on the basis of the budgeted income at the start of the year.

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

Freehold property	- at varying rates on cost
Teaching equipment	- 30% on cost
Fixtures and fittings	- 15% on cost
Computer equipment	- 30% on cost

No depreciation is provided on freehold land. Original buildings are depreciated at 1% on costs whilst refurbishment costs are depreciated at 10% on cost.

Investments
Investments are stated at the mid-market value of the underlying securities within the managed funds at the Balance Sheet date. Unrealised gains or losses on revaluation are taken to the Statement of Financial Activities.

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...

1. ACCOUNTING POLICIES - continued

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

Cash at bank and in hand
Cash at bank and cash in hand includes cash at bank and in hand, and demand deposits with banks.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments
The Charitable Company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, except for Investments which are measured at their market valuation at the balance sheet date.

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.

2. INVESTMENT INCOME

	31.12.23	31.12.22
	£	£
Investment fund income	23,806	25,246
Deposit account interest	1,454	392
	25,260	25,638

3. INCOME FROM CHARITABLE ACTIVITIES

		31.12.23	31.12.22
	Activity	£	£
Membership subscriptions	Membership subscriptions	56,371	53,617
Training courses - fees	Training course fees	472,477	422,193
Room hire and other income	Training course fees	-	554
Room hire and other income	Room hire and other income	1,670	330
		530,518	476,694

continued...

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Membership subscriptions	-	8,113	8,113
Training course fees	227,844	206,405	434,249
Governance costs	998	206,209	207,207
	228,842	420,727	649,569

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.23	31.12.22
	£	£
Training course - costs	227,844	199,723
Donations to other charities	998	740
	228,842	200,463

6. SUPPORT COSTS

	Staff & trustee related costs	Financial & legal	Office and property management	Publicity costs
	£	£	£	£
Membership subscriptions	1,009	593	2,654	-
Training course fees	43,843	10,684	47,756	28,857
Governance costs	196,848	7,005	2,654	(13,451)
	241,700	18,282	53,064	15,406

	Office management	Depreciation and impairment	Auditors costs	Totals
	£	£	£	£
Membership subscriptions	1,525	2,332	-	8,113
Training course fees	27,448	47,817	-	206,405
Governance costs	1,525	2,332	9,296	206,209
	30,498	52,481	9,296	420,727

7. NET INCOME/(EXPENDITURE)

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

	31.12.23	31.12.22
	£	£
Depreciation - owned assets	52,482	53,784
Auditor's remuneration	8,657	8,309

continued...

8. 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 travel expenses for trustee's to be reimbursed in connection with their duties in this period or last period. Arrangements were made for appropriate insurance, indemnifying the officers and board members for the year.

9. STAFF COSTS

	31.12.23	31.12.22
	£	£
Wages and salaries	197,445	201,013
Social security costs	18,194	18,995
Other pension costs	17,209	16,771
	232,848	236,779

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

	31.12.23	31.12.22
Management and operations	4	5

Two employees had employee benefits in excess of £60,000 (2022: Two). Pension costs are allocated in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The key management personnel of the charity comprise the trustees, the chief executive, the Training & Centre Executive and the management accountant.The total benefits of the key management personnel of the Trust were £160,068 (2022: £151,982).

10. TANGIBLE FIXED ASSETS

	Freehold property	Teaching equipment	Fixtures and fittings	Computer equipment	Totals
	£	£	£	£	£
COST					
At 1 January 2023	590,882	42,292	108,111	30,900	772,185
Additions	-	-	-	1,857	1,857
At 31 December 2023	590,882	42,292	108,111	32,757	774,042
DEPRECIATION					
At 1 January 2023	321,800	33,024	86,601	26,586	468,011
Charge for year	37,043	5,833	7,462	2,144	52,482
At 31 December 2023	358,843	38,857	94,063	28,730	520,493
NET BOOK VALUE					
At 31 December 2023	232,039	3,435	14,048	4,027	253,549
At 31 December 2022	269,082	9,268	21,510	4,314	304,174

The freehold property was valued in December 2022 on an existing use basis at £810,000.

continued...

11. FIXED ASSET INVESTMENTS

	Managed funds £
MARKET VALUE	
At 1 January 2023	818,546
Disposals	(50,000)
Revaluations	72,713
At 31 December 2023	841,259
NET BOOK VALUE	
At 31 December 2023	841,259
At 31 December 2022	818,546

There were no investment assets outside the UK.

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23 £	31.12.22 £
Trade debtors	35,672	12,787
VAT	1,159	1,786
Prepayments and accrued income	28,557	16,981
	65,388	31,554

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23 £	31.12.22 £
Trade creditors	838	3,486
Social security and other taxes	6,138	5,967
Other creditors	12,912	1,452
Accruals and deferred income	96,300	78,580
	116,188	89,485

14. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	1,145,079	(21,078)	1,124,001
TOTAL FUNDS	1,145,079	(21,078)	1,124,001

continued...

14. 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	555,778	(649,569)	72,713	(21,078)
TOTAL FUNDS	555,778	(649,569)	72,713	(21,078)

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	1,391,270	(246,191)	1,145,079
TOTAL FUNDS	1,391,270	(246,191)	1,145,079

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	502,332	(637,890)	(110,633)	(246,191)
TOTAL FUNDS	502,332	(637,890)	(110,633)	(246,191)

15. RELATED PARTY DISCLOSURES

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

16. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements and to provide guidance on VAT matters.

continued...

17. GENERAL INFORMATION

Construction Health and Safety Group is a charitable company limited by guarantee without share capital. It is incorporated in England and has its registered office at John Ryder Training Centre, St Ann's Road, Chertsey, Surrey, KT16 9DG.

Construction Health & Safety Group

Detailed Statement of Financial Activities
For The Year Ended 31 December 2023

	31.12.23 £	31.12.22 £
INCOME AND ENDOWMENTS		
Investment income		
Investment fund income	23,806	25,246
Deposit account interest	1,454	392
	25,260	25,638
Charitable activities		
Training courses - fees	472,477	422,193
Membership subscriptions	56,371	53,617
Room hire and other income	1,670	884
	530,518	476,694
Total incoming resources	555,778	502,332
EXPENDITURE		
Charitable activities		
Training course - costs	227,844	199,723
Donations to other charities	998	740
	228,842	200,463
Support costs		
Staff & trustee related costs		
Wages	197,445	201,013
Social security	18,194	18,995
Pensions	17,209	16,771
Staff welfare	8,852	7,145
	241,700	243,924
Financial & legal		
Bank charges	2,125	1,518
Professional services	13,962	12,278
Payroll charges	1,095	1,010
Software	1,100	926
	18,282	15,732
Office and property management		
Rates and water	5,839	5,811
Light and heat	6,779	4,595
Travel	2,773	302
IT costs	6,954	6,226
Property maintenance	16,107	44,356
Office cleaning	14,612	14,228
	53,064	75,518

Detailed Statement of Financial Activities
For The Year Ended 31 December 2023

	31.12.23 £	31.12.22 £
Office and property management		
Publicity costs		
Advertising and promotion	15,406	15,331
Office management		
Insurance	10,184	6,853
Postage and stationery	19,232	17,367
Catering	956	290
Staff training	126	319
	30,498	24,829
Depreciation and impairment		
Freehold property	37,043	36,203
Depn of teaching equipment	5,833	6,099
Fixtures and fittings	7,461	8,549
Computer equipment	2,144	2,933
	52,481	53,784
Auditors costs		
Audit & other costs	9,296	8,309
Total resources expended	649,569	637,890
Net expenditure	(93,791)	(135,558)

CONSTRUCTION HEALTH AND SAFETY GROUP

England & Wales - Charity number 283249

Accounts

CHSG

Annual Report & Accounts

2022

Construction Health and Safety Group
John Ryder Training Centre
St Ann's Road
Chertsey
Surrey
KT16 9DG
Charity number: 283249
Company number: 1573103

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Reference and Administrative information

Charity Name:	Construction Health and Safety Group (CHSG)
Charity registration number:	283249
Company registration number:	1573103
Registered office and operational address:	John Ryder Training Centre St Ann's Road Chertsey Surrey KT16 9DG
Website:	www.chsg.co.uk
Email:	info@chsg.co.uk
Telephone:	01932 561871

Trustees

Mrs Andrea Smith	Co-Chair (Joint)
Mr John King	Co-Chair (Joint)
Mr Martin Lovegrove	Vice-Chair (Appointed April 2022)
Mr Declan Davis	Immediate Past Chair (resigned April 2021)
Mr Jeff Russell	Immediate Past Chair (resigned April 2021)
Mr Sean Elson	
Mr Gavin Bye	

Management Team

Ms Debbie Clarkson	CEO & Company Secretary
Mrs Sera Martorana	Training & Centre Executive

Ex-officio

Mr Robert Hackett	President

Principal Advisors

Auditors – Fuller Spurling Chartered Accountants, 58 Guildford Street, Chertsey, Surrey KT16 9BE.

Bankers – Barclays Bank, PO Box 193, 8 – 12 Church Street, Walton on Thames, Surrey KT12 2YW

Investment – CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

President's Review for the year ended 31 December 2022

This year saw the return of face- to- face training at our training centre in Chertsey and training on Clients sites. It was so good to return to some sort of "normality".

Although this year has seen a return to more standard training formats and we have hopefully seen the end of enforced lockdowns, the economic challenge is going to continue into 2023. But we believe that CHSG will respond well, and the positive actions and planning undertaken this year will maintain the positive position of the Group.

During the latter part of 2022 we were able to return to a more normal training programme, thus impacting positively on our revenue stream, and we were able to increase the number of courses held at the centre, in a slow and managed structure. However, over the last year we have had a number of significant and essential maintenance projects undertaken at the centre, to ensure the standard of the building and its facilities are maintained at the high level expected by our Clients. The significant projects are as detailed:

1) Refurbishment of the bellcote, undertaken by specialist contractors. This is the old school belltower which has not required any work since the purchase of the property some 40 years ago.
2) The replacement of many of the windows at the centre (those not included in the 2016 refurbishment). Again, these are the original windows at the point of sale some 40 years ago.
3) New external gates & related security system.
4) We celebrated our 70th anniversary of the group and 40th anniversary of the John Ryder training centre in Chertsey.

However, despite all this investment the Groups' finances remain well managed, and our prudent decisions have ensured that the Group has to date weathered, both the national and international global investment markets and all the associated changes, in a positive situation. This effective management of our business accounting has ensured a stable and supportive financial basis with which to enter 2023.

This year also saw the launch of the Fire Safety Academy, with new fire in construction courses and the development of several bespoke company courses. All of these have gained IFSM recognition, and we are pleased to have also gained SQA academic recognition for our new Construction Fire Risk Assessment Course achieving a Level 7 with 5 credit points. We look forward to developing further courses, both for the general training programme and bespoke for those companies wishing to include their systems and procedures for their employees and associated personnel. We certainly value our IFSM Approved Centre status along with our IFE educational learning status and our SQA Level 10 with 50 credit points on our Fire Diploma course.

I would like to personally thank Andrea Smith and John King for their services to the Group as Co-Chairs and a particular special thanks to Andrea who in addition to her Co-Chair duties makes time as a specialist trainer on the Fire Diploma course. I would also like to thank the Trustee Board of Directors for their continued support of the Group and especially to Sean Elson for providing us with the London Pinsent Masons office venue for the successful Fire seminar last summer.

Last year also saw the appointment of a new Vice Chair – Martin Lovegrove from the Berkeley Group. Martin has already provided great support with respect to the Fire Diploma course. He has also worked closely with both Andrea Smith and Debbie Clarkson in a development role as a Fire Group committee member and he has been an active member of the HSE CONIAN fire risk management team along with Debbie Clarkson, representing both his company and CHSG, for which we are very grateful.

I would also like to thank our Trainers, who have worked with the office team to ensure our training content remains at an exceptionally high standard and the professional levels achieved by our delegates, is testament to their great ability and support to both the group and the delegates. This has been well supported by a great collaborative office team at the centre, who continue to work hard to support all of us who use the centre and the associated courses. It would also be amiss of me not to mention the entire teams really positive and proactive use of the lockdown periods which led to enhanced methods of working being introduced at the centre, so while we were having to work with reduced training numbers, the work actioned in the office and the work styles developed by the trainers have really paid dividends and we are now in a really positive situation through the hard work of all involved from the Board, the Trainers and the CHSG staff – a great team effort.

Finally, thanks go to all the companies and delegates who have used the centre over the last twelve months, not only have delegates achieved high levels of personal performance. But the support from companies both large and small has ensured that the centre remains a well- used venue with some exceptional new courses, being successfully brought to market in 2022. I would also like to thank the delegates who have attended the centre and always conformed with all the hygiene and associated requirements, with such good grace and compliance – the team and I are very grateful to you all. CHSG has not once had to close over the last two years through Covid outbreaks and considering the number of personnel attending, that is a significant achievement from all concerned.

Out of adversity comes success and I would like to hope that we have used our time and professional development to make sure that the charitable status of CHSG, has worked hard to build and develop in a very sound base, from which the construction and associated industries can now build together with us, for a successful 2023.

I am sure in the year ahead, we will all face new challenges and whether they be local, national, or international, I believe that CHSG is in a good sound position to deal with these challenges, and I know the team are ready to continue to welcome all the companies that support us and those who wish to join us going forward. The positive teamwork, support, commitment and development experienced this year will continue in 2023 and will ensure that all those who come to the centre will experience a positive learning experience with courses that contain the required level of professional content presented by trainers of a high calibre and expertise.

We ended the year by replacing the traditional Christmas card send out, with an electronic card, which meant that we could donate the equivalent monies to two homeless charities one of which was Glass Door, and we hope to support them in person again in the coming months, as we did prior to the pandemic and the second was Lighthouse, the charity specifically supporting the Construction Industry.

I would like to take this opportunity to wish you all a very prosperous, healthy, and safe 2023.

Robert (Bob) Hackett

President CHSG.

Trustees' Annual Report (incorporating director's report for the year ended 31 December 2022

Reference and Administrative Information

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements of Construction Health and Safety Group (the Charity) for the year ended 31 December 2022. The Trustees confirm that the annual report and the financial statements comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) FRS102 Statement of Recommended Practice Charities (July 2014)

The Construction Health and Safety Group is a leading provider of health and safety training and information to the UK Construction Industry. CHSG has 220+ members of its safety group and has over 70 years' experience in helping the construction and associated industries to understand and meet health and safety requirements and implement national standards.

Significant Activities

During 2022, the Group returned to a more "normal" training programme, that included face to face, remote and more recently attendance at Clients "external" sites. However, this has been countered by a more turbulent economic situation both nationally and internationally that has led to higher interest rates, increasing costs, fuel cost increases and availability of products, all moving the UK towards a recession in 2023.

However, CHSG has seen a good level of training return to the Group as the year progressed, this was mainly due to the relaxation of the Covid restrictions and our ability to provide a range of training formats to suit a range of Client requirements.

Positive use of time, by the staff during the lockdowns, when the training requirements and in particular delegate numbers per course were only limited, meant that the centre was able to focus on upgrading various internal procedures and systems and to be able to adapt to the requirements of the Clients in a more effective and efficient manner. This has continued to be actioned during 2022.

2022 saw the launch of the Fire Safety Academy and the development of additional construction related fire courses. In particular the Fire Risk Assessment in Construction course that has resulted in both IFSM and SQA (Level 7 with 5 credit units) recognition for this course.

We have also developed a range of bespoke courses both in the fire and general construction aspects of Construction, for Clients who wish to have their specific procedures and systems included in a course and we have also gained IFSM recognition for these courses too. Thus, providing these Clients with two, third -party confirmations, of assessment for their specific courses.

2022 saw the Group undertake the initial on-site filming to develop this footage into VR headset material for future courses and we have been working with Morgan Sindall to develop 3D site images to incorporate into the fire training courses too. We have been developing more diverse forms of media to engage with our delegates and hopefully enrich their learning experiences.

The group wish to thank Pinsent Masons for allowing the Group to host their first Fire Seminar, which received an excellent attendance and a much appreciated range of specialist speakers.

Resulting from this Seminar, has been the development of the Construction Hub Group, which has been hosted by CHSG and has been looking into ways that the industry can develop new ways of working and setting new standards, for ways of improving working practices across the industry. This has led to the development of a specialist seminar that will be held in Q1 2023.

In 2022 CHSG celebrated 70 years of performance for the Construction and Associated Industries and 40 years of existence at the John Ryder Training Centre in Chertsey, both significant milestones in the Groups history. This was celebrated with a luncheon and the group also commissioned a stained -glass window depicting various milestones in its history. This has been incorporated into one of the new double -glazed windows in the reception area. It is hoped that the "encapsulation" will protect this unique feature, that will be seen by all who visit the centre in the years ahead, a legacy piece.

The audit performance in 2022 was also very successful, the Group received auditors from CITB, CISRS, SQA and BSI and no non- conformities were noted, we have yet to receive our IFE audit, which has been confirmed for early in 2023. The audit procedure is always a useful event, which ensures the Group reviews, systems, procedures and working methods and always raises discussions about how to work smarter, more efficiently and effectively to benefit all concerned. Our recent upgrade of the QMS system during 2022, has been well reviewed and has already led to greater efficiency and clarity of feedback.

Centre Maintenance

There were a few areas of work needed on the building, that were not included in the 2016 refurbishment programme, namely the restoration of the bellcote, and the refurbishment of many of the windows, particularly in the older parts of the building. The Bellcot was completed early in 2022 by a specialist contractor. There is a 10 year guarantee on this work and we have received some very positive feedback from the local community who were pleased to see the Victorian feature restored to its former glory.

We also identified 14 windows that had not been replaced since the purchase of the building some 40 years ago, these windows have all been confirmed, ready for installation in January 2023, but the costs have been included in the 2022 finances. The improved double- glazed windows should reduce the air leakage, which should lead to a noticeable temperature difference in both the Board Room and office areas of the building, thus improving our heat efficiency and our security at the same time.

Also, the site entrance gates had also not been significantly modified for many years and so had a) become non- compliant with current standards and b) the opportunity to improve security through the inclusion of gate access codes, improving security is an additional positive benefit from this work. The gates also have sensors fitted to improve the vehicular movement in the car park area and ensures that access through both the vehicular and pedestrian gates are more secure and monitored accordingly.

Staffing

The office staffing has now returned to the pre-covid levels of four full time members. In Q4 we also engaged a temporary member of staff to complete the QMS upgrade, which proved to be a very efficient use of time for this specialist project, which was completed on-time and within budget.

We are also delighted to confirm that we have also engaged an additional trainer to support with some of the fire course training and to also offer some support for the CITB and IOSH courses. All of our trainers are self- employed, but we are very particular that Trainers should have all of the required professional and correct qualifications for the role, but that they also have significant Construction

experience, so that they understand the roles and responsibilities of our delegates and can support them in their questions and queries – it is an aspect of training that the Group has always placed high importance on and we find our Clients always value this additional expertise too.

Charitable Support and Donations

As we have moved from lockdown and limited attendance at the centre, to a more "normal" working programme of training, so the numbers of delegates on courses has slowly increased, on a managed and well- structured programme, which has proved to be very successful. As the working environment has improved the Group decided to re-instate the membership fees (May 2022 – April 2023), but for this membership year, they were held at pre-Covid levels to again support our Clients/members. However, membership numbers have fallen significantly, in fact we have lost the greatest number of members this year since the establishment of the group. On review, this has been due to smaller businesses closing down after Covid. Also, some smaller company owners have chosen to take retirement/early retirement, rather than returning to construction work. As well as mergers and buy-outs which always means a reduction in memberships. But we have still gained new members over the last few months and we hope to continue to attract new members/businesses in the year ahead.

The Group has continued to, wherever possible, support attendees on courses, and to still review illness and Covid related health issues, so that delegates were not negatively impacted through late course cancellations or the ability to re-book courses when needed. We have also reviewed some membership fees and have tried to support, particularly SME's with retaining their links with the Group and all that membership offers to them.

At the end of the year the Group donated to two charities namely Glass Door who were specifically aiming to raise money, now that their night shelters have re-opened, and also the Lighthouse charity supporting the Construction Industry. This money was paid, instead of ordering CHSG Christmas cards, as many charities are finding funding more difficult this year. We hope that all of our members and guests accepted our email Christmas greetings instead ?

The significant subsidization of the Mental Health First Aid England courses, (1 day, 3 day and half day awareness courses) have also been well attended and throughout this difficult time. The Group have continued to undertake this important support of all three courses and will continue to do so.

We were delighted this year to return to hosting speakers for our monthly meetings and we have also now opened these up to any person who wishes to attend, thus building on our charitable support for the industry. Equally we have supported the CONIAN working group for the Working Well Together Committee for Risk Management, again supporting this work from our charitable support.

The Group this year also provided a significant amount of time and support to the CITB team undertaking the review and subsequent re-write of both the TWC and TWS courses and also lobbied hard for the new TWC Refresher. The Group confirmed that they could not invest the required time for any work on the e-learning TWGA and after significant support during the initial stages of development then left other professional bodies and specialists to provide the final documentation, and of course the final examination documents, although we have continued to send through our feedback to draft course documentation. The revised courses should be launched early in the new year (2023).

ACHIEVEMENT & PERFORMANCE

Investment performance

The initial sum of £660,000 initially invested in 2016 has grown to £818,546.06 and included the removal of £150,000 during the Covid period (and since) to ensure the continued smooth running of the centre and to ensure support was provided through training and membership payments for all of our members and delegates alike during the pandemic and beyond. We have also "lost" £110,633.00 in 2022 due to the turmoil in the investment market over the last quarter of 2022 in particular. However, we have still received an ROI (£25,246.00) over the last year and this has been used to support our charitable activities and to provide support for the new course development work, thus investing in future courses for the industry. Along with subsidizing the mental health courses.

The other investment account is managed by CCLA under a deposit account and at the end of 2022, the total in this account was £24,147.58. The Barclays current account was £56,138.99. So emerging out of Covid and back to a full working staff level and centre, the financial performance of the group was positive alongside some significant investments at the centre for continued management of the structure and fabric of the building itself. This investment in the centre, should reduce the maintenance costs for the centre going forwards into 2023.

Over the last year we have also invested heavily in course recognitions/accreditations, and we have increased the third party academic recognitions for both the Fire Diploma course and the newly developed Fire Risk Assessment course through SQA. We have also received IFSM recognition for our newly developed Hot Works Course and this will be promoted over Q1 2023. In Q1 2022 we launched the Fire Safety Academy and invested in both the website development and further communications to launch this new training development.

In 2022 the Fire Safety Academy courses have generated 30% of total course income in the first year of launching, we hope to continue this successful development over the next few years and to benefit from this significant investment in fire in Construction courses, started in 2022 and ongoing in the years ahead.

FINANCIAL REVIEW

Financial Position

Although our revenue was positive in 2022, the performance was better than 2021, but had still not returned to pre-Covid levels of performance. However, our cost of Sales is still very competitive and although up from last year is still well below the pre-covid levels. But of course, this must also be related to the number of courses, which is still a little low, but improving. We increased our overheads after the Covid period to ensure the centre was ready to grow out of the covid pandemic restrictions and therefore the attendance and ability to hold courses, was planned for.

There were also some significant increases:

a) We have now split our marketing costs into R&D and development of new courses, which has significantly increased as has the publicity and communications budget, along with print costings. This was planned and identified as an important development cost for the Group. We developed new materials for exhibitions and promotional materials. It is also important to note that this total included the launch of the Fire Safety Academy, the 70th Anniversary and 40th Anniversary celebrations, which were unique costs for the year. We also invested in a stained-

glass window to mark the occasion, which has been installed into our reception area as a legacy piece.

b) We also saw significant increases in our cleaning, waste disposal and hygiene costs and these will be reviewed again in the year ahead. The other significant increase already mentioned is our new accreditation/ recognition requirements for our courses, which have significantly increased our cost of sales, but are very necessary to compete out in the marketplace. This is an essential requirement for proving our third party competence and for the successful delegates to receive the required certification, confirmed by the recognized third party.

c) There was a mix of increases and decreases within the overheads e.g increases in staff pensions, health care provision, along with our telephone and broadband costs, however, these were all in line with current market costs. We had decreases in software and database costs, IT support and website hosting along with light and heat, we had just signed a new heat and light contract before the increased fuel costs were introduced.

d) As previously detailed our maintenance costs for the building have increased, but this was an investment in the centre and essential work was identified that had not been included in the 2016 refurbishment programme.

Although the total loss for the year was £246,191 this needs to be put into perspective – with the following detail:

£53,784 of Depreciation

£12,029 of Anniversary costs

£110,633 of Investment loss

£34,000 on significant centre maintenance

Thus a loss of £35,745 on a year where the centre needed to come out from the pandemic ready to support the future activities of the centre, but where the Covid pandemic was still impacting in the first 6 months of working on both the numbers attending at the centre and the understanding that the economic situation was going to be a challenge especially in Quarters 3 and 4. This is projected to continue into 2023. But we believe that we have a more structured and organized course programme to accommodate the changing needs of the Construction and Associated Industries in association with the Group.

In 2022, the Group also confirmed a "Red Book" audit of the centre, including rebuilding costs, land and building valuation. This is undertaken on a five yearly frequency, details of this were also shared with our Insurers.

Investment policy and objectives

The charity operates a low-risk strategy for the investments that it holds. The funds in the short-term deposit and investment funds support the Group to function on a day-to-day basis, and in 2022 provided the support funding to continue the development work and charitable support as we emerged from the Covid pandemic period. All maintenance work was scheduled, and no emergency costs were identified for the year. The aim is to continue to run the investment accounts as per the previous year.

Reserves Policy

The charity considers its reserves policy on a regular basis, and the Board undertook an annual strategic financial review during one of the Board Meeting in 2022. The strategy was reviewed and confirmation was detailed in the Board documentation, to ensure that appropriate reserves are maintained to support the Group, as we move to post Covid but a more challenging economic

climate. The strategy of maintaining the ability to fund future course development costs, any necessary upgrades to the centre and the facilities, and any unforeseen repairs and maintenance requirements, remains the same. At 31st December 2022, the net assets of the Group excluding property and other fixed assets were £840,905. The freehold property was valued in December 2022 on an existing use basis at £810,000. It is shown in the balance sheet, at cost less accumulated depreciation, at £269,082.

FUTURE PLANS

The Group will continue to develop, the Fire in Construction range of courses and we already have two new courses almost ready for recognition with IFSM in Q1 2023.

We will also continue to develop the "bespoke courses" where Clients, who prefer to hold "closed courses" detailing their specific procedures and systems in accordance with their working systems. The number of courses held remotely/distance learning has now become part of the regular training provision, and now combines with face -to-face and on-site training too.

We will continue to review recognition status and how we can best support the Construction and Associated Industries to provide the third- party competence and levels of performance required, particularly with respect to the new legislation, standards and regulations that will continue to be launched by Government, British Standards and other the associated professional bodies.

Continued charitable support is planned as the Group remains in a healthy financial position. However, market conditions will be closely scrutinized, particularly in light of the current economic climate and the significant cost of fuel that has impacted the whole market situation along with increased interest costs and the ongoing war between Ukraine and Russia.

The Group have always supported particular charities and to provide support and attendance to many construction related bodies eg HSE, and CITB in particular, but also through attendance of seminars and technical working groups The Group are also keen to develop their specialist construction hub during 2023.

The ongoing changes in the fire related legislation, British Standards and other professional bodies guidance notes and information will continue to be reviewed and included in our current and future courses as/where appropriate.

CHSG has already booked to exhibit at a major Fire Seminar in June 2023 and are sponsoring the Construction Day for the Tall Buildings International Conference in May 2023.

Structure, Governance and Management

Governing Document

Construction Health and Safety Group is a company limited by guarantee and was incorporated on 8th July 1981. It is governed by its Memorandum and Articles of Association, which is reviewed on a regular basis. These were reviewed and updated in 2017 and were submitted at the AGM and passed. These have now been signed and recorded and a copy was sent through to the Charity Commission (charity number 283249). This was the most recent amendment. Therefore the 2017 document remains the current Memorandum and Articles of Association.

The AGM as the name implies is an annual meeting that has to be held with a detailed minimum attendance and 2020 saw the first AGM run remotely due to the pandemic. In 2021, this was again the case. However, in 2022, the AGM was run in a dual manner, with both face to face and remote attendance. Again, a full AGM was successfully held, within the time scale detailed in the Memorandum and Articles of Association.

Recruitment and appointment of new trustees:

Martin Lovegrove Vice Chair was appointed at the AGM held in April 2022.

At least one third of the elected members of the Board retire at each Annual General Meeting of the Group and are eligible for re-election.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the member.

Organisational structure

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chair (currently two Co-Chairs), Vice-Chair, Immediate Past Co-Chairs, Company Secretary and elected members of the Board.

Other Honorary Officers

The Board has the power at any time to appoint any person to be President and any person to be Vice-President for a period of not more than three years. The current President is Mr Robert Hackett.

Honorary Life Members

The Board also has the power to award Honorary Life Membership to any individual in recognition and appreciation of exceptional service rendered to CHSG. The honour is considered to be the most prestigious the Group can award. In 2019 the Board awarded an Honorary Life Membership to Robert Hackett from Ferrovial Construction.

Special Members

Special membership is awarded to individuals/companies that the charity is in partnership with and includes the HSE, Construct, FMB and Construction News. It is hoped to further develop these working relationships in the future.

Decision making

Board Meetings take place on the third Wednesday of each Month (except during August). A quorum must be present for decisions to be made in line with the Group's Articles of Memorandum

Induction and training of new trustees

New Trustees are generally co-opted to the Board which means they have no voting rights until the next AGM if they are then proposed and accepted as Board members. This period allows them to be fully inducted into the workings of the Group and for the Board to get to know them before committing to the final decision.

Key management remuneration

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the notes to the financial statement.

Risk management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to ensure sustainability and to provide reasonable assurance against fraud and error.

The Board of Trustees regularly review the major risks to which the charity is exposed and ensure that systems are in place to mitigate those risks. The approach to this was made more robust in the review of the Group's Management Systems and the risk policy and risk register have been updated accordingly.

The Board of Trustees are responsible for ensuring appropriate financial controls are in place to provide against risk of errors or fraud.

As part of the monthly Board meetings, monthly management reports are produced and reviewed against forecast.

The Group is exposed to a small risk as most sales are credit sales and the majority of income is from companies (not individuals) so this is considered modest. An aged debtors' procedure is in place to minimise the risk. Also, with the website booking facility where payment by card for all non-members is immediate, the Group has seen a reduction in the number of debtors and this new booking system has further reduced the debtor risk to the Group.

Policy Statement, Our Vision and Objectives

It is the Policy of the Construction Health and Safety Group (CHSG) to provide a service to our member organisations, our clients and to our trainees that is of a high standard that meets our declared objectives as well as the details contained within the Memorandum and Articles of the Company.

CHSG is a commercial business and a registered charity holding Charitable Status. In pursuit of providing services to the highest standards in a sustainable manner, CHSG is committed to and operates a management system in accordance with the requirements of BS EN ISO 9001:2015.

Objectives (as agreed by the Board at the 2022 Strategy meeting)

The Strategic Action Plan was reviewed in 2020 and the three- year plan was correctly completed and the document updated to ensure compliance with the required status of this work. The Board then confirmed a new three- year strategy plan which has been the main focus of the Board programme going forwards. This was signed off in 2021 and will be regularly reviewed and updated at the appropriate Board meeting(s).

N.B. Although the Board had confirmed a detailed three- year strategy plan in 2019, the Covid pandemic meant that the Board needed to review the current plan and place some of the strategic aims agreed in 2019 into a reserve document (three- year strategy plan), so that the aims and objectives have not been lost, but held in reserve. A more short- term "survival document" was agreed for the forthcoming year.
The Board ensured that both documents, the "emergency Covid strategy plan" and the existing three- year strategy plan were reviewed and that all the right completing information was included, but where some actions remained open for Covid reasons, these were either included in the new 2021 Strategy document or were detailed for closure with additional information available. This was all covered in the appropriate Board meeting of 2021.

The key aims of the 2021 Strategy Plan remain pertinent for both documents and are detailed below:

Key Aims:

1. **Protect and Preserve**
   To protect and preserve occupational health, safety and wellbeing in the construction and associated Industries.

2. **Continuously Improve**
   To study those aspects of the industry and related operations necessary to improve occupational health, safety and wellbeing and arrange and provide suitable training to meet those needs.

3. **Develop Co-Operation**
   To foster and develop co-operation between government, employers and trade unions in matters concerning health, safety and wellbeing. Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

To do this we:

- Maintain close and regular contact with organisations and bodies such as the Health & Safety Executive (HSE), including CONIAN. The British Standards (BSI), other health and safety organisations such as the British Safety Council, ROSPA, IOSH, CISRS, NEBOSH and CITB. For specific fire related information: IFE, IFSM and the FPA.
- Ensure that our training courses are current and valid and meet industry needs and, where appropriate, are accredited to the appropriate examining bodies.
- Ensure our trainers are competent, i.e. have the right mix of qualifications, industry experience and training skills, and that they keep up to date with legislative and industry changes through CPD.
- Engage with our members to make sure we are providing the level of training and support that they require.
- Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit in Section 4 of the Charities Act 2011 and, in particular, to its supplementary public benefit guidance on the advancement of health or saving of lives.

We have developed short, medium and long term strategic action points for these sections these are being monitored and documented at the monthly Board meetings.

We are committed to working with industry stakeholders such as the HSE, NEBOSH, IOSH, British Safety Council, CITB, and Professional Bodies such as IFE, and IFSM as well as the British Standards Institute and Trade Unions to foster and develop co-operation and improve knowledge in matters relating to health & safety.

We shall actively seek participation and consultation with industry health & safety organisations to further improve health & safety standards and deliver associated training to the highest standard.

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chairman, Vice-Chairman, Immediate Past Chairman and Company Secretary and elected members of the Board.

Robert Hackett – President

HSEQ Director at Ferrovial Construction UK & Ireland
Robert is a Health and Safety Practitioner with over 23 years' experience in managing safety, health, environment and quality in the construction industry, 11 as HSQE Director for Ferrovial Construction UK & Ireland. He is a graduate member with IOSH, a member of the International Institute of Risk and Safety Management and IEMA. Robert has been involved with a number of high-profile projects including Tideway Central Section, HS2 Early Works, Northern Line Extension, Crossrail Farringdon Station and Heathrow T2A Terminal. In addition to the CHSG, Robert represents Ferrovial Construction UK & Ireland, on a number of Health and Safety Groups including the London Health & Safety Leads Group and the European Network of Construction Companies for Research and Development (ENCORD).

Andrea Smith – Joint Co-Chair

Andrea is Safety, Health & Environmental Manager for the London & Home Counties Region of Morgan Sindall Construction. She holds a BSc (Hons) in Occupational Hygiene, is a Chartered Member of IOSH and has 34 years' experience in managing health and safety in the Construction Industry. As a key player in policy making and establishing and implementing procedures, Andrea has extensive experience in all aspects of training provision. She was instrumental in developing the suite of Temporary Works courses offered by CHSG, and the Fire Diploma course which has since been recognised by the Institute of Fire Engineers (IFE) and the Institute of Fire Safety Managers (IFSM). Andrea has been a Trustee of CHSG since 2010 and was Co-Chair 2014-2019 and again 2021- to current. She also served on the London and South East Working Well Together Committee for 12 years and was Chair from 2008 - 2012.

John King - Joint Co- Chair

John has over 15 years' experience within the Construction Industry, from a client support, contractor and main contractor perspective.
He is a Fellow with the International Institute of Risk & Safety Management and a Chartered member of IOSH.
John now works as Head of Wellbeing, Health & Safety for BW: Workplace Experts an interior fitout main contractor.
He is responsible for Health & Safety management and brings with him a wealth of managerial knowledge and experience across several sectors.
With experience across a range of organisations, John represents BW at several forums and is also a trustee of the London Health & Safety Group.

Martin Lovegrove – Vice Chair

Martin has worked in health and safety for the last fifteen years for a number of organisations covering agriculture, civil engineering, engineering, telecommunications, utilities and construction. Prior to that, he was in Farming and Estate Management for twenty-six years. He is a Chartered Member of IOSH, Member of IFE, Member of IIRSM and Practitioner Member of IEMA. Since May 2013, he has worked for the Berkeley Group where he is currently Head of Health, Safety & Build Quality Assurance which includes involvement in setting the strategic direction for the group in health and safety, as well as an operational supporting role across the sites. Recently he has taken up leading a team in Build Quality Assurance.

Declan Davis – Immediate Past Joint Co- Chair

Declan Davis a Chartered Member of IOSH with over 30 years year experience in the construction industry, with an operational background in civil engineering, he made a move into functional role of Health, Safety, Quality & Environmental in 2011. He is the Assistant HSQE Director for Ferrovial Construction UK & Ireland and is involved in some of the largest infrastructure projects in the UK such as T5 & T2 at Heathrow Airport, Crossrail, Thames Tideway Tunnel and on HS2.

Jeff Russell – Immediate Past Joint Co- Chair

Jeff is an IOSH Chartered Health & Safety practitioner with over 25 years' experience in Safety, Health and Environment within the construction industry, the majority of which have been with Spadeoak. He is a member of the IIRSM and holds certification form various industry bodies. Working with specialist surfacing, sports and civils contractor Spadeoak, Jeff has been involved in highly prestigious projects ranging from the London 2012 Olympics to Crown Estates together with numerous well-known main contractors. Part of Jeff's role on the CHSG board is to represent SME contractors; his interests include travelling and competitive swimming.

Sean Elson

Partner with Pinsent Masons LLP an international law firm that has worldwide reputation for construction related law. After qualifying as a solicitor in 1994 he now specialises in health and safety law and has been for the past 20 years. Sean is also the secretary for the Health and Safety Lawyers Association.

Gavin Bye

Gavin joined Costain in 2013 and has led both the Natural Resources and Infrastructure Divisions as Director of Safety, Health and Environment. From January 2017 he became Costain Group SHE Director. He leads a team of over one hundred and fifty professionals working across Costain's diverse operations. Prior to joining Costain Gavin spent 24 years with HSE as an Inspector, Principal Inspector and Head of Operations. His last role in HSE from 2009 was to lead HSE's Construction Sector and Policy Unit leading the delivery of the evaluation, review and revision of CDM including leading negotiations with the European Commission.

Election Procedure

At least one third of the elected members of the Board retires at each Annual General Meeting of the Group and are eligible for re-election. The members of the Board to retire in every year are those who have been longest in office since their last election.

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 10 to the financial statement.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the members.

Achievement and Performance

Monthly Meetings

As part of the strategic review undertaken during 2022, the Board of Trustees agreed to re-establish the monthly meetings during Q1 of 2022 and have undertaken regular communication with members and successfully held an annual seminar in London. But during the year the office team have been developing the ability to use on-line facilities, such as Webinars, podcasts and using social media sites e.g. LinkedIn. The podcast platform was successfully launched in 2021 and the ability for members to join the monthly meetings via Zoom/Teams has now returned to a successful format and will be back on a monthly basis throughout 2022. In December it was agreed that the monthly meetings would be opened up to anybody wishing to attend, so it moved from a membership benefit, to a charitable benefit. The development of alternative means of communication have therefore been very pertinent for linking up with our members, as detailed in this report.

We have also seen a significant benefit of using the various digital platforms and the use of mailchimp to advertise courses and inform our members and interested parties of articles of interest and to engage with them especially during the Covid lockdown periods has been invaluable. The trainers have now become very competent at training both face to face and via other remote platforms such as Zoom and Teams and we believe that this will remain going forwards. We look forward to enriching some of our courses with VR footage from various Construction site scenarios in the near future.

The Group has again been delighted to welcome representatives from the HSE to update members and guests on the latest initiatives and issues originating from the Health & Safety Executive, this year we will have both face- to- face presentations, that will be filmed for webinar access after the event, as well as remote attendance at the meeting. The Trustees look forward to continuing this close association with HSE, but also developing new relationships with others, who we look forward to meeting in the year ahead.

Membership Services

The Board were pleased to accept 10 new members to the Group; the total membership during the year.
The totals are as follows:

Category	2022
Members'	220+

CHSG has over 70 years' experience in the preparation and presentation of health and safety courses; all standard courses are quality assured to BS EN ISO 9001:2015.

All our courses are audited annually by internal auditors and course appraisal forms are collated for evaluation and are detailed in the monthly administration report reviewed at Board Meetings.

CHSG members are invited to take advantage of their membership by making use of the courses that the Group has to offer, whether it is one of our own standard courses or an externally accredited course.

Courses run at Chertsey Training Centre & Clients Sites 2022:

CISRS Basic Scaffold Inspection (3 days) CISRS One day Scaffold Awareness CHSG Scaffold Inspection Course (1 day) Bespoke CHSG 2 day Scaffold Course CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (level 10 with 50 points), IFSM & IFE accredited CHSG Construction Fire Risk Assessment Course SQF (Level 7 with 5 Credit Points) & IFSM recognition	CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works General Awareness CITB SMSTS CITB SMSTS Refresher CHSG Bespoke TW Refresher Course CHSG Bespoke Fire Risk Management Awareness in Construction Course with IFSM recognition CHSG Bespoke Fire Safety Co-Ordinator Course with IFSM recognition

Courses delivered as Remote Learning in 2022:

CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works General Awareness CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (Level 10 with 50 Credit Points),IFSM & IFE accredited (some units due to Covid) CITB SMSTS Refresher	Mental Health First Aid (1day) Mental Health First Aider (3 days) Mental Health First Aider Refresher (0.5 Day) CHSG Bespoke Fire Risk Management Awareness in Construction with IFSM recognition CHSG Bespoke Fire Safety Co-ordinators Course with IFSM recognition

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Construction Health & Safety Group 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, Fuller Spurling, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 11th APRIL 2023 and signed on its behalf by:

Ms Andrea Smith - Trustee

Report of the Independent Auditors to the Members of Construction Health & Safety Group

Opinion

We have audited the financial statements of Construction Health & Safety Group (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 the provisions available for small entities, in the circumstances set out in note 16 to the financial statements, 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.

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 are those that relate to the Charities Act 2011 and Charities SORP as they directly impact way the entity conducts its affairs and presents information in its financial statements.

We assessed the risks of material misstatement in respect of fraud by making enquiries of management and those charged with governance. The audit team discussed and identified particular areas that were susceptible to misstatement as part of their fraud discussion.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above and made enquiries of management and those charged with governance. We corroborated our enquiries through the review of appropriate documentation. We did not find any contradictory evidence.

We considered the risk of fraud through management override and in response we incorporated testing of manual journal entries, both during the year and at year end, into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and address material misstatements in relation to fraud in relation to the possibility of fraudulent or corrupt payments given the size of the entity and the limitation on the segregation of certain duties

We incorporated an element of unpredictability in the selection of the nature, timing and extent of our audit procedures.

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.

Report of the Independent Auditors to the Members of Construction Health & Safety Group

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.

Mark Harvey (Senior Statutory Auditor)
for and on behalf of Fuller Spurling
Statutory Auditors
Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Date: 12/4/2023

Construction Health & Safety Group

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 December 2022

	Notes	31.12.22 Unrestricted fund £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities	3		
Membership subscriptions		53,617	31,716
Training course fees		422,747	425,977
Room hire and other income		330	31
Investment income	2	25,638	25,959
Total		502,332	483,683
EXPENDITURE ON			
Charitable activities	4		
Membership subscriptions		10,636	11,983
Training course fees		413,736	363,918
Governance costs		213,518	188,032
Total		637,890	563,933
Net gains/(losses) on investments		(110,633)	119,700
NET INCOME/(EXPENDITURE)		(246,191)	39,450
RECONCILIATION OF FUNDS			
Total funds brought forward		1,391,270	1,351,820
TOTAL FUNDS CARRIED FORWARD		1,145,079	1,391,270

The notes form part of these financial statements

Balance Sheet
31 December 2022

	Notes	31.12.22 Unrestricted fund £	31.12.21 Total funds £
FIXED ASSETS			
Tangible assets	10	304,174	349,558
Investments	11	818,546	979,179
		1,122,720	1,328,737
CURRENT ASSETS			
Debtors	12	31,554	60,312
Cash at bank and in hand		80,290	98,853
		111,844	159,165
CREDITORS			
Amounts falling due within one year	13	(89,485)	(96,632)
NET CURRENT ASSETS		22,359	62,533
TOTAL ASSETS LESS CURRENT LIABILITIES		1,145,079	1,391,270
NET ASSETS		1,145,079	1,391,270
FUNDS	14		
Unrestricted funds		1,145,079	1,391,270
TOTAL FUNDS		1,145,079	1,391,270

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 14th APRIL 2023 and were signed on its behalf by:

Ms Andrea Smith - Trustee

The notes form part of these financial statements

Construction Health & Safety Group

Cash Flow Statement
For The Year Ended 31 December 2022

	Notes	31.12.22 £	31.12.21 £
Cash flows from operating activities			
Cash generated from operations	1	(60,555)	(63,253)
Net cash used in operating activities		(60,555)	(63,253)
Cash flows from investing activities			
Purchase of tangible fixed assets		(8,400)	(40,314)
Sale of fixed asset investments		50,000	100,000
Interest received		392	44
Net cash provided by investing activities		41,992	59,730
Change in cash and cash equivalents in the reporting period		(18,563)	(3,523)
Cash and cash equivalents at the beginning of the reporting period		98,853	102,376
Cash and cash equivalents at the end of the reporting period		80,290	98,853

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 (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.22 £	31.12.21 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(246,191)	39,450
Adjustments for:		
Depreciation charges	53,784	50,584
Losses/(gain) on investments	110,633	(119,700)
Interest received	(392)	(44)
Decrease/(increase) in debtors	28,758	(29,322)
Decrease in creditors	(7,147)	(4,221)
Net cash used in operations	(60,555)	(63,253)

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	98,853	(18,563)	80,290
	98,853	(18,563)	80,290
Total	98,853	(18,563)	80,290

The notes form part of these financial statements

1. 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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. Annual subscriptions are apportioned to the relevant accounting period and the future element is treated as deferred income, together with course fees received or invoiced in advance for the next accounting period, and are shown within creditors.

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 classified under the following activity headings:
- Costs of raising funds comprise the costs of organising and running publicity events.
- Expenditure on charitable activities include the costs of running training courses and other educational activities undertaken to further the purposes of the charity, associated support costs and governance costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation and apportionment of support costs
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel payroll and governance costs which support the group's training programmes, membership and other activities. These costs are all attributable to expenditure on charitable activities. Staff costs have been allocated to headings based upon the directors' best estimate of the proportion of time spent by staff on those activities. Other costs have been apportioned, where appropriate, on the basis of the budgeted income at the start of the year.

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

Freehold property	- at varying rates on cost
Teaching equipment	- 30% on cost
Fixtures and fittings	- 15% on cost
Computer equipment	- 30% on cost

No depreciation is provided on freehold land. Original buildings are depreciated at 1% on costs whilst refurbishment costs are depreciated at 10% on cost.

Investments
Investments are stated at the mid-market value of the underlying securities within the managed funds at the Balance Sheet date. Unrealised gains or losses on revaluation are taken to the Statement of Financial Activities.

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.

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1. ACCOUNTING POLICIES - continued

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

Cash at bank and in hand
Cash at bank and cash in hand includes cash at bank and in hand, and demand deposits with banks.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments
The Charitable Company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, except for Investments which are measured at their market valuation at the balance sheet date.

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.

2. INVESTMENT INCOME

	31.12.22	31.12.21
	£	£
Investment fund income	25,246	25,915
Deposit account interest	392	44
	25,638	25,959

3. INCOME FROM CHARITABLE ACTIVITIES

		31.12.22	31.12.21
	Activity	£	£
Membership subscriptions	Membership subscriptions	53,617	31,716
Training courses - fees	Training course fees	422,193	425,977
Room hire and other income	Training course fees	554	-
Room hire and other income	Room hire and other income	330	31
		476,694	457,724

continued...

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Membership subscriptions	-	10,636	10,636
Training course fees	199,723	214,013	413,736
Governance costs	740	212,778	213,518
	200,463	437,427	637,890

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.22	31.12.21
	£	£
Training course - costs	199,723	200,546
Room hire catering costs	-	13
Donations to other charities	740	350
	200,463	200,909

6. SUPPORT COSTS

	Staff & trustee related costs	Financial & legal	Office and property management	Publicity costs
	£	£	£	£
Membership subscriptions	2,709	527	3,775	-
Training course fees	49,851	9,501	67,967	15,331
Governance costs	191,364	5,704	3,776	-
	243,924	15,732	75,518	15,331

	Office management	Depreciation and impairment	Auditors costs	Totals
	£	£	£	£
Membership subscriptions	1,241	2,384	-	10,636
Training course fees	22,347	49,016	-	214,013
Governance costs	1,241	2,384	8,309	212,778
	24,829	53,784	8,309	437,427

continued...

7. NET INCOME/(EXPENDITURE)

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

	31.12.22	31.12.21
	£	£
Depreciation - owned assets	53,784	50,584
Auditor's remuneration	8,309	8,202

8. 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 travel expenses for trustee's to be reimbursed in connection with their duties in this period or last period. Arrangements were made for appropriate insurance, indemnifying the officers and board members for the year.

9. STAFF COSTS

	31.12.22	31.12.21
	£	£
Wages and salaries	201,013	172,834
Social security costs	18,995	16,186
Other pension costs	16,771	13,831
	236,779	202,851

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

	31.12.22	31.12.21
Management and operations	5	4

Two employees had employee benefits in excess of £60,000 (2021: Two). Pension costs are allocated in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The key management personnel of the charity comprise the trustees, the chief executive, the Training & Centre Executive and the management accountant.The total benefits of the key management personnel of the Trust were £151,982 (2021: £159,697).

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10. TANGIBLE FIXED ASSETS

	Freehold property £	Teaching equipment £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 January 2022	582,482	42,292	108,111	30,900	763,785
Additions	8,400	-	-	-	8,400
At 31 December 2022	590,882	42,292	108,111	30,900	772,185
DEPRECIATION					
At 1 January 2022	285,597	26,925	78,053	23,652	414,227
Charge for year	36,203	6,099	8,548	2,934	53,784
At 31 December 2022	321,800	33,024	86,601	26,586	468,011
NET BOOK VALUE					
At 31 December 2022	269,082	9,268	21,510	4,314	304,174
At 31 December 2021	296,885	15,367	30,058	7,248	349,558

The freehold property was valued in December 2022 on an existing use basis at £810,000.

11. FIXED ASSET INVESTMENTS

	Managed funds £
MARKET VALUE	
At 1 January 2022	979,179
Disposals	(50,000)
Revaluations	(110,633)
At 31 December 2022	818,546
NET BOOK VALUE	
At 31 December 2022	818,546
At 31 December 2021	979,179

There were no investment assets outside the UK.

continued...

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22	31.12.21
	£	£
Trade debtors	12,787	32,927
VAT	1,786	-
Prepayments and accrued income	16,981	27,385
	31,554	60,312

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22	31.12.21
	£	£
Trade creditors	3,486	1,344
Social security and other taxes	5,967	12,048
VAT	-	225
Other creditors	1,452	7,648
Accruals and deferred income	78,580	75,367
	89,485	96,632

14. MOVEMENT IN FUNDS

	At 1.1.22	Net movement in funds	At 31.12.22
	£	£	£
Unrestricted funds			
General fund	1,391,270	(246,191)	1,145,079
TOTAL FUNDS	1,391,270	(246,191)	1,145,079

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	502,332	(637,890)	(110,633)	(246,191)
TOTAL FUNDS	502,332	(637,890)	(110,633)	(246,191)

Comparatives for movement in funds

	At 1.1.21	Net movement in funds	At 31.12.21
	£	£	£
Unrestricted funds			
General fund	1,351,820	39,450	1,391,270
TOTAL FUNDS	1,351,820	39,450	1,391,270

continued...

14. MOVEMENT IN FUNDS - continued

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	483,683	(563,933)	119,700	39,450
TOTAL FUNDS	483,683	(563,933)	119,700	39,450

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2022.

16. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements and to provide guidance on VAT matters.

17. GENERAL INFORMATION

Construction Health and Safety Group is a charitable company limited by guarantee without share capital. It is incorporated in England and has its registered office at John Ryder Training Centre, St Ann's Road, Chertsey, Surrey, KT16 9DG.

CONSTRUCTION HEALTH AND SAFETY GROUP

England & Wales - Charity number 283249

Accounts

CHSG

Annual Report & Accounts

2021

Construction Health and Safety Group
John Ryder Training Centre
St Ann's Road
Chertsey
Surrey
KT16 9DG
Charity number: 283249
Company number: 1573103

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President's Review for the year ended 31 December 2021

Another challenging year, but I am pleased to confirm that CHSG has responded well and we have emerged from 2021 in a stronger position, with many positive actions agreed and/or underway.

I am also pleased to confirm that the Board of Trustees, have remained supportive and engaged throughout the last year. The team at CHSG and the Board of Trustees have met every month, whether face to face or virtually ensuring that the centre and the charity continued its valuable work.

Our charitable status is always part of the strategy plan and this last year has been no exception. In the first half of the year the Group continued to support the free year of membership (April 2020 – May 2021), for all the current members, which we hope provided some support to the Construction and Associated Industry members. We have also subsidized a number of mental health courses, for both Construction related companies but also, we opened it up to anybody who needed to attend mental health training, during this difficult pandemic time. We were also delighted that this year we continued to provide subsidized mental health refresher training. Many of our initially trained colleagues are now reaching the three-year refresher training and we have been delighted by the response of those returning to refresh their knowledge and understanding.

Not surprisingly, our revenue did not recover over the last twelve months, but we have managed our finances very prudently and not only did we manage to support all of the agreed charitable activities, we have also continued to invest in the fabric of the centre, to ensure the standard of facilities at the training centre are maintained and in some areas enhanced. We have also been investing in our fire courses, specifically aiming at developing fire competence in construction, for the future. The centre was also very proud to receive the Institute of Fire Safety Managers (IFSM), Approved Centre recognition, along with SQA academic validation achieving a level 10 with 50 credit points for the Diploma in Construction Fire Safety and Fire Risk Management and finally the IFE education programme status was retained for the course too. Ending the year with a course that is, we believe, "unique " in the industry. We are also building on this work and new developments and members services /support will be forthcoming early in 2022.

I would like to personally thank both Declan Davis and Jeff Russell, for their services to the Group as Co-Chairs. Their period of office was not the easiest period to have covered. I would also like to welcome the new Co-Chairs who were appointed at the April AGM, Andrea Smith and John King. Again, taking up a role during a period that has not been very easy to steer the course, for the Group.

At the end of the year, Martin Hall our Vice Chair resigned his position due to work pressure and also his promotion last year. I would like to take this opportunity to thank Martin on behalf of the Group for all of the support and services he has undertaken for the Group over the period he was Vice Chair and also for his work before that on the Board of Trustees, he will be missed from the Board. But we wish him and his team every success.

We are now working towards the celebrations that 2022 will bring to CHSG, who will be celebrating 70 years since it was established in London in 1952 and 40 years at the John Ryder Training Centre at Chertsey. A number of auspicious events are being planned and we look forward to celebrating with our members in the year ahead.

I would like to also thank all of the companies and delegates who have used the centre over the last twelve months, who have not only achieved a high performance with respect to course pass rates, but have also worked with us with respect to Covid procedures and measures, ensuring the centre stayed open for all of the periods that the Government permitted. Aligned with this is the great performance also achieved by our trainers, who have worked tirelessly both on-line and face to face to maintain the course standards and also made the training offered by CHSG both flexible and achievable. They have also worked within the procedures and systems of the centre, but have maintained the positivity, professionalism and commitment.

Finally, we have recruited additional staff this year and have returned the centre to a staff of four, all of which deserve our thanks and appreciation for their continued dedication to the Group and for maintaining a level of service that our members have come to expect and deserve. We have changed some of the roles and responsibilities and we are delighted that the team have developed new working practices and are developing new training ideas, courses and using the new means of communicating that will hopefully mean that all of our members are more aware of this work, but it should also improve the support and services offered to the Construction and Associated Industries.

Reference and Administrative information

Charity Name:	Construction Health and Safety Group (CHSG)
Charity registration number:	283249
Company registration number:	1573103
Registered office and operational address:	John Ryder Training Centre St Ann's Road Chertsey Surrey KT16 9DG
Website:	www.chsg.co.uk
Email:	info@chsg.co.uk
Telephone:	01932 561871

Trustees

Mrs Andrea Smith	Co-Chair (Joint)
Mr John King	Co-Chair (Joint)
Mr Martin Hall	Vice-Chairman (resigned December 2021)
Mr Declan Davis	Immediate Past Chair (resigned April 2021)
Mr Jeff Russell	Immediate Past Chair (resigned April 2021)
Mr Sean Elson	
Mr Gavin Bye	
Mr Martin Lovegrove	

Management Team

Ms Debbie Clarkson	CEO & Company Secretary
Mrs Sera Martorana	Training & Centre Executive

Ex-officio

Mr Robert Hackett	President

Principal Advisors

Auditors – Fuller Spurling Chartered Accountants, 58 Guildford Street, Chertsey, Surrey KT16 9BE.

Bankers – Barclays Bank, PO Box 193, 8 – 12 Church Street, Walton on Thames, Surrey KT12 2YW

Investment – CCLA, Senator House, 85 Queen Victoria Street, London, EC4V 4ET

Trustees' Annual Report (incorporating director's report for the year ended 31 December 2021

The Trustees, who are also directors of the charity for the purposes of the Companies Act, submit their annual report and the audited financial statements of Construction Health and Safety Group (the Charity) for the year ended 31 December 2021. The Trustees confirm that the annual report and the financial statements comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) FRS102 Statement of Recommended Practice Charities (July 2014)

The Construction Health and Safety Group is a leading provider of health and safety training and information to the UK Construction Industry. CHSG has 250+ members of its safety group and has over 69 years' experience in helping the construction and associated industries to understand and meet health and safety requirements and implement national standards.

Significant Activities

During 2021, the Group suffered a degree of turbulence both with respect to health and safety training, but also with respect to its investments, due to the impact of the ongoing Covid pandemic.

The training impact was not quite as severe as the previous year, due to the centre being able to offer online/remote training for a number of its courses. Also, Clients have become familiar with the ability to use Zoom/Teams and therefore some courses were able to run, over the official lockdown period. However, the lockdown at the beginning of 2021 did impact on the group, with a reduced income ability impacting on the performance of the group.
Nevertheless, the Staff used this lockdown opportunity, with respect to time, to develop and action a number of initiatives, that have proved to be useful in ensuring that we have a sound base from which to develop in the coming year (2022):

1) The Group invested in the VR headsets and a 360 camera. We have started to film bespoke content that we hope to enrich some of our training courses with site footage. We aim to start with the Diploma in Construction Fire Safety and Fire Risk Management Course.
2) We also successfully achieved SQF accreditation, that has given our Diploma Fire course an academic recognition for the diploma level and has given us an additional nationally recognized logo that will be included in all of our marketing and course literature. This course is also now being reviewed to determine the level of acceptance with respect to evidence for an IFE membership application.
3) The Diploma Fire course, has also gained Diploma recognition level from the IFSM and the Group also achieved Centre Approval status during the year, this means that we are able to submit further courses to the IFSM for recognition, this has already been successfully used for a particular Client who has two fire related courses bespoke to their business, where the CHSG approved Centre status has been used to gain recognition for their companies course, provided by CHSG.
4) The office team are also developing a new section of the CHSG website, which will be entirely devoted to fire content and will be a separate area – CHSG Fire Safety Academy. This will be launched in Q1 2022. This special area will have general access to all web browsers, but there will then be additional content available to members only, using the members portal, as per the main construction area of the website.
5) The staff and our Senior Fire Trainer are also involved in developing further Fire Courses, which are also going to be available early in 2022.

6) CHSG continues to work closely with the CONIAC risk management working group, and we are pleased to confirm that we are still hosting the Construction Fire Safety Responsibility and Competence Matrix., work in this sphere has continued throughout 2021, and further documentation is planned for 2022.
7) Further work has been undertaken with various CITB working groups and again this will continue in the year ahead. All of these working groups have now successfully moved to online meetings and thus the lockdowns did not impact on the work underway.
8) The centre has successfully delivered a number of bespoke courses for Clients, in the areas of Temporary Works, Fire and Scaffolding. Again, a number of these have successfully been migrated to online/remote. This is an area that the Group are working on developing going forwards.
9) Audit performance throughout the year has been very positive. The Group successfully completed the BSI, SQF, IFSM, CISRS, and CITB audits with no non – conformities noted. The audit procedure is always a useful event, which ensures you review your systems and procedures in depth, but it also leads to some positive pro-active reviews and again, the centre has identified areas that it can positively develop, that will hopefully enhance the experience that both Clients and Delegates have when using and being trained by the Group.

For the second year the digital membership certificates have been positively embraced and further certification bodies are now moving this way, with more of the commercial and training documentation being developed using this format. This has proved to be far more efficient and effective.
It has also meant that the filing/storage of all of this data has now become far easier to manage and has significantly reduced our stationery budget and paper storage at the centre.

Centre Maintenance

The 2016 refurbishment gave the centre the ability to use the layout in a more dynamic manner, this has proved to be a really useful format for maintaining a safe and secure training space for our face- to- face delegates, during this Covid pandemic period. However, when the refurbishment was undertaken the flat roofs were not included in the work. During 2021, the three flat roofs were completely replaced, and the cold roofs were replaced with warm roofs which significantly, improved roof insulation. At the same time the old air conditioning equipment was also removed. The new flat roofs were completed in 2021 and have a 30- year guarantee.

We have also replaced two of the fire doors, one was an external door, where we have been able to improve the security by replacing an old wooden door with a new steel one. The second door is internal, we have worked with a new product producer, who has created a new fire door format for the construction industry and we have had one of these new format doors installed internally. We have also been able to include this in the Fire courses, as a point of discussion.

With the ongoing Covid situation, the centre was having to prop open internal doors, to a) aid airflow and b) to reduce the number of surfaces that visitors to the centre touched. We were very aware that this would not conform to the fire requirements for the building and so we have installed automatic closers on all of the interior fire doors, so that we can conform to the fire requirements of the building, but also enhance the usage of the centre with respect to Covid best practice.

Again, with the ongoing Covid situation, to ensure the staff can utilize the most dynamic setup of the centre, we ordered some additional folding tables, this meant that we could easily accommodate changing numbers of delegates, changing room sizes and the use of different room shapes. The centre also had new office chairs for the office staff and had two "new" second- hand desks – to accommodate the new staff working layouts and to replace very old office furniture.
The administrative office areas were also re-structured thus providing individual office space for staff members, again with sufficient natural ventilation in all areas.

During 2020, the staff numbers were reduced at the centre, but with the changes in 2021 and to ensure that the Group continues to grow and develop, we have recruited two new members of staff. The roles are very different from the previous staff roles and we are delighted to confirm that we now have a fulltime Digital Developer and Content Marketing Manager and a well- qualified support administrator with excellent IT skills and administrative experience to help with our training development and day to day delivery. This means that the office team have a much stronger set of skills and expertise to now support the Trainers and to be able to support the members and Clients from Construction and associated industries, with respect to health, safety and wellbeing training and support requirements.

Also, last year we identified that the bellcote on the top of the building, a very individual and important Victorian part of the beautiful building that we own, required refurbishment. We went back through the centre records, but we do not believe that it has ever been repaired or renovated, in the last 40 years, at least. The team therefore, requested a specialist contractor to assess the construction, as it has both wood and lead that needed replacing. This was confirmed by the Contractor and the work, which should be finished by the end of January 2022, has been included in the 2021 accounts. The bell was removed many years ago and is now housed within the reception area of the centre, but the bellcote is fairly unique and so it was agreed that although the building is not listed, we should try and preserve the wonderful Victorian architecture.

We would also like to take this opportunity to thank all of the delegates who attended the centre during this difficult year of 2021, for being so adaptable, accommodating and for making sure that they and all of their training colleagues remained safe and well. Their conformance with humour and resilience, has been much appreciated and we thank you all for helping us to achieve a safe and secure training facility throughout this pandemic year.

Charitable Support and Donations

At the start of the COVID-19 pandemic, it was agreed that the charity must support its members during the uncertain times ahead, the board of Trustees agreed that the annual (2020/2021) membership fee would be waived for all current members. This equated to £72K (inc VAT) as we wanted to try and provide our members with as much support with respect to cash flow and being able to provide a value with respect to bids and other benefits that the CHSG membership provides. Therefore 50% of this total was identified for the 2020 accounts and 50% was apportioned to the 2021 accounts. The Group felt it was important to support the Members and to be able to support some difficult cash-flow situations.

The Group has also, wherever possible supported attendees training that has had to be cancelled at short notice due to the pandemic. The Group have waived the T&C's and have wherever possible re-booked delegates as soon as they can return to work. This again has been much appreciated by certain companies and/or individuals.

The Group did not donate to Glass Door in 2021, as the charity was still being supported by the local councils and they have also been able to purchase their own hostel. But this situation will be reviewed with respect to 2022 and also the possibility of working more closely again with their centre at Clapham, where additional training courses were being considered FOC. But again, given the current Covid situation, this has not been possible to return to at the current time. But we are still communicating with the Charity and will reconsider the situation later in the year, when the shelters will/are due to re-open.

The Group continued to heavily discount Mental Health First Aid courses leading to formal qualifications, for the one day, three day and half day refresher courses. This year the Group are pleased to confirm that they have supported the highest number of courses. This year we offered the courses to any company and/or individual, as

we decided as a Group that it was not just the construction and associated industries that needed support and training with respect to mental health awareness and support.
The majority of these courses were successfully held as distance learning.

The Group continues to support the Lighthouse charity, this year the Group donated £350 to the digitalized Christmas Card send-out, which was a great way to link up with all our members, colleagues and supporters and donate at the same time.

Also as detailed above (section 4, page 6), the work on providing members in particular with a specific area on the website dedicated to fire risk management and fire safety in construction, has all been developed in-house and will be provided to members FOC.

This last year, we were unable to hold the annual dinner and awards ceremony. Sadly, the Pandemic meant that this was not an option available to the Group. However, the Group will be celebrating their 70th Anniversary along with their 40th Anniversary of being based in Chertsey in 2022. So, we hope that this great celebration may be able to combine with the awards ceremonies that we have missed to ensure that we celebrate the great legacy we have all been part of and to also celebrate some of the best training and delegate achievements from the Construction and Associated Industries at the same time.

We continue to be actively involved in the CONIAN meetings hosted by HSE, where we are representing our members and industry SME's in particular. In 2020 we were involved in the committee who designed the "Construction Fire Safety Responsibility & Competence Matrix", which has been uploaded and is now hosted on the CHSG website. This is now referenced across from the HSE website. Both Martin Lovegrove and Debbie Clarkson continue to be part of the "Working Well Together" committee. Our involvement with the CONIAN working groups provides a positive link for both larger and more importantly SME's to be represented and for them to also request information and support. So CHSGs' role is as an important conduit.

ACHIEVEMENT & PERFORMANCE

Investment performance

The sum of £660,000 invested in 2016 has grown to £979,178.64 with an investment growth of £119,700 achieved in 2021. Despite the impact of the market uncertainties around the COVID-19 pandemic, BREXIT and the group withdrawing £100,000 because of the additional lockdown at the beginning of 2021. In accordance with the annual financial review undertaken by the Board, it was agreed that this investment account will continue for 2022. It was also agreed that CHSG will use the ROI (£25,915.00 in 2021) to support our charitable activities. The other investment is managed by CCLA under a deposit account and at the end of 2021 the total in this investment was £33,547.86. Therefore, all of the investment structures will remain exactly the same. Investment performance in our current account is insignificant. Our total investments earned the charity £145,659 in 2021.

FINANCIAL REVIEW

Financial Position

Although our revenue increased in 2021 and was more on a par with both 2019 and 2018, the overhead costs were significantly higher. This increase in overheads can be covered by a number of increases over the last year:

a) Staff salaries, as the centre recruited two additional members of staff. Staff recruitment costs were also therefore much higher than the previous few years.
b) Post print and stationery has increased compared to last year, due to the Covid situation, but has significantly reduced compared to previous years as we have undertaken more remote training and have gone digital on certificates and much of the financial /accounting has been actioned using Xero.
c) Our website and software costs have increased, due to our improved digital changes and the improvement in the web facilities, again a very positive move.
d) Our cleaning and waste costs have reverted to pre- covid levels, due to the earlier return of the cleaning company to the centre, after lockdown.
e) The costs for maintenance of the centre, although lower than last year, have still been significant, but due to the age of the building, it is important to maintain a healthy maintenance budget to hopefully keep a good quality of building repairs and improvements.
f) Finally, the accreditation bill has significantly increased, again there has been a definitive change in the level of academic courses being presented at the centre. We have also been investing in the development of new courses, which we hope to present over the coming year, which should provide a return on this investment going forwards.
g) The Board noted that the revenue for the year was slightly lower than the last three years. This resulted in more of the cost development and resourcing being covered by the deposit investment account. Net incoming resources before overheads, or in other words "gross operational profit" was 49% again a decrease on last year (50% in 2019). It is also important to note that the potential to earn profit was significantly impacted by the Covid 19 pandemic and the Q1 lockdown.

   In addition to these costs, there was the loss of the membership income that has impacted from the agreement to not charge for membership for the year 2020/2021, so half of 2021 did not receive any membership payments. Finally, depreciation is still a significant annual cost, and this was increased with the purchasing of IT equipment and furniture in particular in 2021.

   This year has also seen, the VAT able income reduced from 10% last year to 7% this year, this is the lowest figure for many years (which was consistently about 16%) and can be directly attributable to the pandemic.

   But, taking everything into account this year, with all of the positives and negatives the Group was able to report a profit of £39,450. Although the operating loss was £ £80,250, the sound investment basis has helped the Group to invest in the future, support the members, continue to provide charitable support and deliver a positive performance overall.

Investment policy and objectives

The charity operates a low- risk strategy for the investments it holds. The funds in the short-term deposits and investment funds support the group to function on a day- to- day basis, and in 2021 provided the essential funding to cover the costs of running the centre during both the lockdown periods but to also support the training income that has been significantly impacted because of the reduced capacity, over the last year, due to the Covid pandemic. All maintenance work was scheduled and no emergency costs were identified for the year. The aim is to continue to run the investment accounts as per the previous year.

Reserves Policy

The charity considers its reserves policy on a regular basis, and the Board undertook an annual strategic financial review during one of the Board Meetings in 2021. The strategy was reviewed and confirmation was detailed in the Board documentation, to ensure that appropriate reserves are maintained to support the Group through this

difficult economic pandemic period. The strategy of maintaining the ability to fund future course development costs, any necessary upgrades to the centre and its facilities, and any unforeseen repairs and maintenance requirements, remains the same. At 31st December 2021the net assets of the Group,excluding property and other fixed assets were £1,041,712 (2020 £991,992).

FUTURE PLANS

We have and will continue to monitor the Government and industry guidance on COVID-19 management, where necessary we will adapt the training centre, enhance IT provision and expand our resources to deliver training in line with our goals and objectives.

The number of courses held remotely/distance learning has increased during the last year; the intention is to maintain this provision post -Covid, as it has proved to be beneficial and a more effective and efficient way to provide some courses for some companies/ delegates. The courses that have been particularly well supported through this new format have been the temporary works (all three courses) and we will continue to provide both formats going forwards, as currently detailed on our website.

Continued charitable support is planned as the Group remains in a healthy financial position. However, market conditions will be closely scrutinised, particularly in light of the as yet unknown impact that Brexit may bring. The Group will continue to be guided by the CCLA in terms of the performance of the Group's investments.

To undertake the NEBOSH Gold audit to conform to the highest level of training provision. The centre has been providing NEBOSH courses since the training provision was established and so they will be ensuring this first-class provision is maintained.

When COVID restrictions enable us, we plan to organize at least one, one- day seminar that will be free to members and a small fee for non- members. We also aim to organize another mock trial to be hosted in a London Court room, this will be presented by Pinsent Mason, when Covid restrictions permit.

In support of the Government Review of Building Regulations and Fire Safety, we are considering developing further Fire Safety courses and training to meet proposed new roles and competency requirements. We will also be communicating with the IFE to hopefully achieve a good position with respect to our Fire Diploma course and the content being accepted as evidence towards IFE membership.

Structure, Governance and Management

Governing Document

Construction Health and Safety Group is a company limited by guarantee and was incorporated on 8th July 1981. It is governed by its Memorandum and Articles of Association, which is reviewed on a regular basis. These were reviewed and updated in 2017 and were submitted at the AGM and passed. These have now been signed and recorded and a copy was sent through to the Charity Commission (charity number 283249). This was the most recent amendment. Therefore the 2017 document remains the current Memorandum and Articles of Association.

The AGM as the name implies is an annual meeting that has to be held with a detailed minimum attendance and the last year (2020) saw the first AGM run remotely due to the pandemic. In 2021, this was again the case, where attendees were both in person at the centre and on remote links. Again a full AGM was successfully held, within the time scale detailed in the Memorandum and Articles of Association.

Recruitment and appointment of new trustees

Martin Hall the Vice Chair offered his resignation in December 2021.

At least one third of the elected members of the Board retire at each Annual General Meeting of the Group and are eligible for re-election. The members of the Board to retire in every year are those who have been longest in office since their last election.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the member.

Organisational structure

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chair (currently two Co-Chairs), Vice-Chair, Immediate Past Co-Chairs, Company Secretary and elected members of the Board.

Other Honorary Officers

The Board has the power at any time to appoint any person to be President and any person to be Vice-President for a period of not more than three years. The current President is Mr Robert Hackett.

Honorary Life Members

The Board also has the power to award Honorary Life Membership to any individual in recognition and appreciation of exceptional service rendered to CHSG. The honour is considered to be the most prestigious the Group can award. In 2019 the Board awarded an Honorary Life Membership to Robert Hackett from Ferrovial Construction.

Special Members

Special membership is awarded to individuals/companies that the charity is in partnership with and includes the HSE, Construct, FMB and Construction News. It is hoped to further develop these working relationships in the future.

Decision making

Board Meetings take place on the third Wednesday of each Month (except during August). A quorum must be present for decisions to be made in line with the Group's Articles of Memorandum

Induction and training of new trustees

New Trustees are generally co-opted to the Board which means they have no voting rights until the next AGM if they are then proposed and accepted as Board members. This period allows them to be fully inducted into the workings of the Group and for the Board to get to know them before committing to the final decision.

Key management remuneration

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the notes to the financial statement.

Risk management

The Trustees have a duty to identify and review the risks to which the Charity is exposed and to ensure appropriate controls are in place to ensure sustainability and to provide reasonable assurance against fraud and error.

The Board of Trustees regularly review the major risks to which the charity is exposed and ensure that systems are in place to mitigate those risks. The approach to this was made more robust in the review of the Group's Management Systems and the risk policy and risk register have been updated accordingly.

The Board of Trustees are responsible for ensuring appropriate financial controls are in place to provide against risk of errors or fraud.

As part of the monthly Board meetings, monthly management reports are produced and reviewed against forecast.

The Group is exposed to a small risk as most sales are credit sales and the majority of income is from companies (not individuals) so this is considered modest. An aged debtors' procedure is in place to minimise the risk. Also, with the website booking facility where payment by card for all non- members is immediate, the Group has seen a reduction in the number of debtors and this new booking system has further reduced the debtor risk to the Group.

Policy Statement, Our Vision and Objectives

It is the Policy of the Construction Health and Safety Group (CHSG) to provide a service to our member organisations, our clients and to our trainees that is of a high standard that meets our declared objectives as well as the details contained within the Memorandum and Articles of the Company.

CHSG is a commercial business and a registered charity holding Charitable Status. In pursuit of providing services to the highest standards in a sustainable manner, CHSG is committed to and operates a management system in accordance with the requirements of BS EN ISO 9001:2015.

Objectives (as agreed by the Board at the 2021 Strategy meeting)

The Strategic Action Plan was reviewed in 2020 and the three- year plan was correctly completed and the document updated to ensure compliance with the required status of this work. The Board then confirmed a new three- year strategy plan which has been the main focus of the Board programme going forwards. This was signed off in 2021 and will be regularly reviewed and updated at the appropriate Board meeting(s).

N.B. Although the Board had confirmed a detailed three- year strategy plan in 2019, the Covid pandemic meant that the Board needed to review the current plan and place some of the strategic aims agreed in 2019 into a reserve document (three- year strategy plan), so that the aims and objectives have not been lost, but held in reserve. A more short- term "survival document" was agreed for the forthcoming year.
The Board ensured that both documents, the "emergency Covid strategy plan" and the existing three- year strategy plan were reviewed and that all the right completing information was included, but where some actions remained open for Covid reasons, these were either included in the new 2021 Strategy document or were detailed for closure with additional information available. This was all covered in the appropriate Board meeting of 2021.

The key aims of the 2021 Strategy Plan remain pertinent for both documents and are detailed below:

Key Aims:

1. **Protect and Preserve**
   To protect and preserve occupational health, safety and wellbeing in the construction and associated Industries.

2. **Continuously Improve**
   To study those aspects of the industry and related operations necessary to improve occupational health, safety and wellbeing and arrange and provide suitable training to meet those needs.

3. **Develop Co-Operation**
   To foster and develop co-operation between government, employers and trade unions in matters concerning health, safety and wellbeing. Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

To do this we:

- Maintain close and regular contact with organisations and bodies such as the Health & Safety Executive (HSE), including CONIAN. The British Standards (BSI), other health and safety organisations such as the British Safety Council, ROSPA, IOSH, CISRS, NEBOSH and CITB. For specific fire related information: IFE, IFSM and the FPA.
- Ensure that our training courses are current and valid and meet industry needs and, where appropriate, are accredited to the appropriate examining bodies.
- Ensure our trainers are competent, i.e. have the right mix of qualifications, industry experience and training skills, and that they keep up to date with legislative and industry changes through CPD.
- Engage with our members to make sure we are providing the level of training and support that they require.
- Work closely with the Health & Safety Executive (HSE) to support the construction and associated industries, assist them with maintaining legislative compliance and promoting safe working practices.

Public benefit

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charities Commission relating to public benefit in Section 4 of the Charities Act 2011 and, in particular, to its supplementary public benefit guidance on the advancement of health or saving of lives.

We have developed short, medium and long term strategic action points for these sections these are being monitored and documented at the monthly Board meetings.

We are committed to working with industry stakeholders such as the HSE, NEBOSH, IOSH, British Safety Council, CITB, IFE, British Standards Institute and Trade Unions to foster and develop co-operation and improve knowledge in matters relating to health & safety.

We shall actively seek participation and consultation with industry health & safety organisations to further and improve health & safety standards and deliver associated training to the highest standard.

Board of Directors/Trustees

The Board of Trustees are the Directors of the company and consist of the Officers: Chairman, Vice-Chairman, Immediate Past Chairman and Company Secretary and elected members of the Board.

Robert Hackett – President

HSEQ Director at Ferrovial Construction UK & Ireland
Robert is a Health and Safety Practitioner with over 23 years' experience in managing safety, health, environment and quality in the construction industry, 11 as HSQE Director for Ferrovial Construction UK & Ireland. He is a graduate member with IOSH, a member of the International Institute of Risk and Safety Management and IEMA. Robert has been involved with a number of high-profile projects including Tideway Central Section, HS2 Early Works, Northern Line Extension, Crossrail Farringdon Station and Heathrow T2A Terminal. In addition to the CHSG, Robert represents Ferrovial Construction UK & Ireland, on a number of Health and Safety Groups including the London Health & Safety Leads Group and the European Network of Construction Companies for Research and Development (ENCORD).

Andrea Smith – Joint Co-Chair

Andrea is Safety, Health & Environmental Manager for the London & Home Counties Region of Morgan Sindall Construction. She holds a BSc (Hons) in Occupational Hygiene, is a Chartered Member of IOSH and has 34 years' experience in managing health and safety in the Construction Industry. As a key player in policy making and establishing and implementing procedures, Andrea has extensive experience in all aspects of training provision. She was instrumental in developing the suite of Temporary Works courses offered by CHSG, and the Fire Diploma course which has since been recognised by the Institute of Fire Engineers (IFE) and the Institute of Fire Safety Managers (IFSM). Andrea has been a Trustee of CHSG since 2010 and was Co-Chair 2014-2019 and again 2021- to current. She also served on the London and South East Working Well Together Committee for 12 years and was Chair from 2008 - 2012.

John King - Joint Co- Chair

John has over 15 years' experience within the Construction Industry, from a client support, contractor and main contractor perspective.
He is a Fellow with the International Institute of Risk & Safety Management and a Chartered member of IOSH.
John now works as Head of Wellbeing, Health & Safety for BW: Workplace Experts an interior fitout main contractor.
He is responsible for Health & Safety management and brings with him a wealth of managerial knowledge and experience across several sectors.
With experience across a range of organisations, John represents BW at several forums and is also a trustee of the London Health & Safety Group.

Declan Davis – Immediate Past Joint Co- Chair

Declan Davis a Chartered Member of IOSH with over 30 years year experience in the construction industry, with an operational background in civil engineering, he made a move into functional role of Health, Safety, Quality & Environmental in 2011. He is the Assistant HSQE Director for Ferrovial Construction UK & Ireland and is involved in some of the largest infrastructure projects in the UK such as T5 & T2 at Heathrow Airport, Crossrail, Thames Tideway Tunnel and on HS2.

Jeff Russell – Immediate Past Joint Co- Chair

Jeff is an IOSH Chartered Health & Safety practitioner with over 25 years' experience in Safety, Health and Environment within the construction industry, the majority of which have been with Spadeoak. He is a member of the IIRSM and holds certification form various industry bodies. Working with specialist surfacing, sports and civils contractor Spadeoak, Jeff has been involved in highly prestigious projects ranging from the London 2012 Olympics to Crown Estates together with numerous well-known main contractors. Part of Jeff's role on the CHSG board is to represent SME contractors; his interests include travelling and competitive swimming.

	Martin Hall – Vice Chairman As a Former mechanical engineer and safety practitioner with 31 years' experience within the construction industry, I am SHE Director for Morgan Sindall Construction the Construction sector of Morgan Sindall Group. I bring tested managerial experience within the Health, Safety and Environmental department and hold responsibility for the strategic development of the organisations SHE Management Systems. Having been formally employed as a trainer for a H&S consultancy, I bring understanding and knowledge of industries training needs and requirements, both within SMEs and large multi-functional business. Additionally, I represent Morgan Sindall at a number of industry steering groups, enabling me to better understand the growing needs and demands of the modern construction environment. I am passionate about innovation within the industry, improving the knowledge around health and safety. I have been a board member at CHSG for 7 years.
	Sean Elson Partner with Pinsent Masons LLP an international law firm that has worldwide reputation for construction related law. After qualifying as a solicitor in 1994 he now specialises in health and safety law and has been for the past 20 years. Sean is also the secretary for the Health and Safety Lawyers Association.
	Gavin Bye Gavin joined Costain in 2013 and has led both the Natural Resources and Infrastructure Divisions as Director of Safety, Health and Environment. From January 2017 he became Costain Group SHE Director. He leads a team of over one hundred and fifty professionals working across Costain's diverse operations. Prior to joining Costain Gavin spent 24 years with HSE as an Inspector, Principal Inspector and Head of Operations. His last role in HSE from 2009 was to lead HSE's Construction Sector and Policy Unit leading the delivery of the evaluation, review and revision of CDM including leading negotiations with the European Commission.
	Martin Lovegrove Martin has worked in health and safety for the last fifteen years for a number of organisations covering agriculture, civil engineering, engineering, telecommunications, utilities and construction. Prior to that, he was in Farming and Estate Management for twenty-six years. He is a Chartered Member of IOSH, Member of IFE, Member of IIRSM and Practitioner Member of IEMA. Since May 2013, he has worked for the Berkeley Group where he is currently Head of Health, Safety & Build Quality Assurance which includes involvement in setting the strategic direction for the group in health and safety, as well as an operational supporting role across the sites. Recently he has taken up leading a team in Build Quality Assurance.

Election Procedure

At least one third of the elected members of the Board retires at each Annual General Meeting of the Group and are eligible for re-election. The members of the Board to retire in every year are those who have been longest in office since their last election.

All Board members give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 10 to the financial statement.

The Trustees agree what skills, experience and knowledge are needed and the process for recruitment is formalised. The delegation of approaching potential directors/trustees may be undertaken by delegated members of the Board but the whole trustee board are in full control of the process and decisions. Prospective trustees are approached by a member of the board and their interests in joining the Board, together with the responsibilities such appointment entail, are discussed. Terms and conditions of the appointment are also communicated to the nominees.

Persons eligible for election to the Board of Trustees should complete an application form and their application is then proposed and seconded by two current Board members who have voting rights. These are to be submitted at least 28 days before the Annual General Meeting for election by the members.

Achievement and Performance

Monthly Meetings

As part of the strategic review undertaken during 2021, the Board of Trustees agreed to re-establish the monthly meetings during Q1 of 2022 and undertake regular communication with members and to introduce quarterly seminars, if the pandemic situation allows. But during the year the office team have been developing the ability to use on-line facilities, such as Webinars, podcasts and using social media sites eg LinkedIn. The podcast platform was successfully launched in 2021 and the ability for members to join the monthly meetings via Zoom/Teams will now be available from 2022. The development of alternative means of communication have therefore been very pertinent for linking up with our members, as detailed in this report.

Monthly meetings with the Board of Trustees have continued during the period, to increase participation of the board, CHSG have upgraded the IT facilities to enable the meetings to take place using virtual facilities eg MS Teams / Zoom. But going forwards the centre will aim to upgrade both software, but in particular the hardware during 2022.

The level of accreditation and recognition for all of the CHSG courses has continued and will continue into 2022. We have also seen a significant benefit of using the various digital platforms and the use of mailchimp to advertise courses and inform our members of articles of interest and to engage with them especially during the Covid lockdown periods has been invaluable. The trainers have now become very competent at training both face to face and via other remote platforms such as Zoom and Teams and we believe that this will remain going forwards. We look forward to enriching some of our courses with VR footage from various Construction site scenarios.

The Group has again been delighted to welcome representatives from the HSE to update members and guests on the latest initiatives and issues originating from the Health & Safety Executive, this year we will have both

face- to- face presentations, that will be filmed for webinar access after the event, as well as remote attendance at the meeting. The Trustees look forward to continuing this close association with HSE, but also developing new relationships with others, who we look forward to meeting in the year ahead.

Membership Services

The Board were pleased to accept 10 new members to the Group; the total membership during the year. The totals are as follows:

Category	2021
Members'	250+

CHSG has over 69 years' experience in the preparation and presentation of health and safety courses; all standard courses are quality assured to BS EN ISO 9001:2015.

All our courses are audited annually by internal auditors and course appraisal forms are collated, for evaluation and are detailed in the monthly administration report reviewed at Board Meetings.

CHSG members are invited to take advantage of their membership by making use of the courses that the Group has to offer, whether it is one of our own standard courses or an externally accredited course.

Courses run at Chertsey Training Centre 2021:

CISRS Basic Scaffold Inspection (3 days) CISRS One day Scaffold Awareness CHSG Scaffold Inspection Course (1 day) CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (level 10 with 50 points),IFSM & IFE accredited SMSTS SMSTS Refresher Bespoke TW Refresher Course Bespoke TW DI course	CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works General Awareness Bespoke Scaffolding Course (2 days) Bespoke Fire Risk Management Awareness in Construction Bespoke Fire Safety Co-ordinators Course

Courses delivered as Remote Learning in 2021:

CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works General Awareness CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (Level 10 with 50 Credit Points),IFSM & IFE accredited (some units due to Covid) SMSTS Refresher	Mental Health First Aid (1day) Mental Health First Aider (3 days) Mental Health First Aider Refresher (0.5 Day) Bespoke Fire Risk Management Awareness in Construction Bespoke Fire Safety Co-ordinators Course

N.B No face to face training undertaken from January 2021 – March 2021 inc due to the Covid 19 pandemic. No on- site courses were delivered during 2021, again due to the Covid 19 pandemic.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Construction Health & Safety Group 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, Fuller Spurling, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 16 March 2022 and signed on its behalf by:

Ms Andrea Smith - Trustee

Report of the Independent Auditors to the Members of Construction Health & Safety Group

Opinion

We have audited the financial statements of Construction Health & Safety Group (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 the provisions available for small entities, in the circumstances set out in note 16 to the financial statements, 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.

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 are those that relate to the Companies Act 2006 and the Regulations of the Financial Conduct Authority as they directly impact way the entity conducts its affairs and presents information in its financial statements.

We assessed the risks of material misstatement in respect of fraud by making enquiries of management and those charged with governance. The audit team discussed and identified particular areas that were susceptible to misstatement as part of their fraud discussion.

Based on the results of our risk assessment we designed our audit procedures to identify non-compliance with such laws and regulations identified above and made enquiries of management and those charged with governance. We corroborated our enquiries through the review of appropriate documentation. We did not find any contradictory evidence.

We considered the risk of fraud through management override and in response we incorporated testing of manual journal entries, both during the year and at year end, into our audit approach.

Based on the results of our risk assessment we designed our audit procedures to identify and address material misstatements in relation to fraud in relation to the possibility of fraudulent or corrupt payments given the size of the entity and the limitation on the segregation of certain duties

We incorporated an element of unpredictability in the selection of the nature, timing and extent of our audit procedures.

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.

Mark Harvey (Senior Statutory Auditor)
for and on behalf of Fuller Spurling
Statutory Auditors
Mill House
58 Guildford Street
Chertsey
Surrey
KT16 9BE

Date: 11/4/2022

Construction Health & Safety Group

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 December 2021

	Notes	31.12.21 Unrestricted fund £	31.12.20 Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities	3		
Membership subscriptions		31,716	25,502
Training course fees		425,977	220,592
Room hire and other income		31	20,505
Investment income	2	25,959	28,195
Total		483,683	294,794
EXPENDITURE ON			
Charitable activities	4		
Membership subscriptions		11,983	16,225
Training course fees		363,918	307,178
Governance costs		188,032	169,305
Total		563,933	492,708
Net gains on investments		119,700	57,676
NET INCOME/(EXPENDITURE)		39,450	(140,238)
RECONCILIATION OF FUNDS			
Total funds brought forward		1,351,820	1,492,058
TOTAL FUNDS CARRIED FORWARD		1,391,270	1,351,820

The notes form part of these financial statements

Balance Sheet
31 December 2021

	Notes	31.12.21 Unrestricted fund £	31.12.20 Total funds £
FIXED ASSETS			
Tangible assets	10	349,558	359,828
Investments	11	979,179	959,479
		1,328,737	1,319,307
CURRENT ASSETS			
Debtors	12	60,312	30,990
Cash at bank and in hand		98,853	102,376
		159,165	133,366
CREDITORS			
Amounts falling due within one year	13	(96,632)	(100,853)
NET CURRENT ASSETS		62,533	32,513
TOTAL ASSETS LESS CURRENT LIABILITIES		1,391,270	1,351,820
NET ASSETS		1,391,270	1,351,820
FUNDS	14		
Unrestricted funds		1,391,270	1,351,820
TOTAL FUNDS		1,391,270	1,351,820

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

16th March 2022 and were signed on its behalf by:

Ms Andrea Smith - Trustee

The notes form part of these financial statements

Construction Health & Safety Group

Cash Flow Statement
For The Year Ended 31 December 2021

	Notes	31.12.21 £	31.12.20 £
Cash flows from operating activities			
Cash generated from operations	1	(63,253)	(147,214)
Net cash used in operating activities		(63,253)	(147,214)
Cash flows from investing activities			
Purchase of tangible fixed assets		(40,314)	(6,254)
Sale of fixed asset investments		100,000	-
Interest received		44	574
Net cash provided by/(used in) investing activities		59,730	(5,680)
Change in cash and cash equivalents in the reporting period		(3,523)	(152,894)
Cash and cash equivalents at the beginning of the reporting period		102,376	255,270
Cash and cash equivalents at the end of the reporting period		98,853	102,376

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/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.21 £	31.12.20 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	39,450	(140,238)
Adjustments for:		
Depreciation charges	50,584	46,776
Gain on investments	(119,700)	(57,676)
Interest received	(44)	(574)
(Increase)/decrease in debtors	(29,322)	28,777
Decrease in creditors	(4,221)	(24,279)
Net cash used in operations	(63,253)	(147,214)

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	102,376	(3,523)	98,853
	102,376	(3,523)	98,853
Total	102,376	(3,523)	98,853

The notes form part of these financial statements

1. 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

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. Annual subscriptions are apportioned to the relevant accounting period and the future element is treated as deferred income, together with course fees received or invoiced in advance for the next accounting period, and are shown within creditors.

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 classified under the following activity headings:
- Costs of raising funds comprise the costs of organising and running publicity events.
- Expenditure on charitable activities include the costs of running training courses and other educational activities undertaken to further the purposes of the charity, associated support costs and governance costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation and apportionment of support costs
Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel payroll and governance costs which support the group's training programmes, membership and other activities. These costs are all attributable to expenditure on charitable activities. Staff costs have been allocated to headings based upon the directors' best estimate of the proportion of time spent by staff on those activities. Other costs have been apportioned, where appropriate, on the basis of the budgeted income at the start of the year.

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

Freehold property	- at varying rates on cost
Teaching equipment	- 30% on cost
Fixtures and fittings	- 15% on cost
Computer equipment	- 30% on cost

No depreciation is provided on freehold land. Original buildings are depreciated at 1% on costs whilst refurbishment costs are depreciated at 10% on cost.

Investments
Investments are stated at the mid-market value of the underlying securities within the managed funds at the Balance Sheet date. Unrealised gains or losses on revaluation are taken to the Statement of Financial Activities.

continued...

1. ACCOUNTING POLICIES - continued

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.

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

Cash at bank and in hand
Cash at bank and cash in hand includes cash at bank and in hand, and demand deposits with banks.

Creditors
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments
The Charitable Company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, except for Investments which are measured at their market valuation at the balance sheet date.

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.

2. INVESTMENT INCOME

	31.12.21	31.12.20
	£	£
Investment fund income	25,915	27,621
Deposit account interest	44	574
	25,959	28,195

continued...

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.21	31.12.20
		£	£
Membership subscriptions	Membership subscriptions	31,716	25,502
Training courses - fees	Training course fees	425,977	220,592
Room hire and other income	Room hire and other income	31	20,505
		457,724	266,599

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5)	Support costs (see note 6)	Totals
	£	£	£
Membership subscriptions	-	11,983	11,983
Training course fees	200,546	163,372	363,918
Governance costs	363	187,669	188,032
	200,909	363,024	563,933

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.21	31.12.20
	£	£
Training course - costs	200,546	137,387
Room hire catering costs	13	8
Donations to other charities	350	250
	200,909	137,645

6. SUPPORT COSTS

	Staff & trustee related costs	Financial & legal	Office and property management	Publicity costs
	£	£	£	£
Membership subscriptions	1,832	3,858	2,877	-
Training course fees	32,977	10,047	51,771	2,708
Governance costs	171,975	1,655	2,420	-
	206,784	15,560	57,068	2,708

continued...

6. SUPPORT COSTS - continued

	Office management	Depreciation and impairment	Auditors costs	Totals
	£	£	£	£
Membership subscriptions	1,106	2,310	-	11,983
Training course fees	19,904	45,965	-	163,372
Governance costs	1,107	2,310	8,202	187,669
	22,117	50,585	8,202	363,024

7. NET INCOME/(EXPENDITURE)

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

	31.12.21	31.12.20
	£	£
Depreciation - owned assets	50,584	46,776
Auditor's remuneration	8,202	7,224

8. 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 travel expenses for trustee's to be reimbursed in connection with their duties in this period or last period. Arrangements were made for appropriate insurance, indemnifying the officers and board members for the year.

9. STAFF COSTS

	31.12.21	31.12.20
	£	£
Wages and salaries	172,834	160,590
Social security costs	16,186	13,520
Other pension costs	13,831	14,436
	202,851	188,546

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

	31.12.21	31.12.20
Management and operations	4	4

Two employees had employee benefits in excess of £60,000 (2020: One). Pension costs are allocated in proportion to the related staffing costs incurred and are wholly charged to unrestricted funds.

The key management personnel of the charity comprise the trustees, the chief executive, the Training & Centre Executive and the management accountant.The total benefits of the key management personnel of the Trust were £159,697 (2020: £129,896).

continued...

10. TANGIBLE FIXED ASSETS

	Freehold property £	Teaching equipment £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 January 2021	582,482	25,258	91,547	24,184	723,471
Additions	-	17,034	16,564	6,716	40,314
At 31 December 2021	582,482	42,292	108,111	30,900	763,785
DEPRECIATION					
At 1 January 2021	249,394	22,530	70,361	21,358	363,643
Charge for year	36,203	4,395	7,692	2,294	50,584
At 31 December 2021	285,597	26,925	78,053	23,652	414,227
NET BOOK VALUE					
At 31 December 2021	296,885	15,367	30,058	7,248	349,558
At 31 December 2020	333,088	2,728	21,186	2,826	359,828

11. FIXED ASSET INVESTMENTS

	Managed funds £
MARKET VALUE	
At 1 January 2021	959,479
Disposals	(100,000)
Revaluations	119,700
At 31 December 2021	979,179
NET BOOK VALUE	
At 31 December 2021	979,179
At 31 December 2020	959,479

There were no investment assets outside the UK.

continued...

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21	31.12.20
	£	£
Trade debtors	32,927	14,587
VAT	-	366
Prepayments and accrued income	27,385	16,037
	60,312	30,990

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21	31.12.20
	£	£
Trade creditors	1,344	42,445
Social security and other taxes	12,048	3,707
VAT	225	-
Other creditors	7,648	638
Accruals and deferred income	75,367	54,063
	96,632	100,853

14. MOVEMENT IN FUNDS

	At 1.1.21	Net movement in funds	At 31.12.21
	£	£	£
Unrestricted funds			
General fund	1,351,820	39,450	1,391,270
TOTAL FUNDS	1,351,820	39,450	1,391,270

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	483,683	(563,933)	119,700	39,450
TOTAL FUNDS	483,683	(563,933)	119,700	39,450

continued...

14. 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	1,492,058	(140,238)	1,351,820
TOTAL FUNDS	1,492,058	(140,238)	1,351,820

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	294,794	(492,708)	57,676	(140,238)
TOTAL FUNDS	294,794	(492,708)	57,676	(140,238)

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2021.

16. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other entities of our size and nature we use our auditors to assist with the preparation of the financial statements and to provide guidance on VAT matters.

17. GENERAL INFORMATION

Construction Health and Safety Group is a charitable company limited by guarantee without share capital. It is incorporated in England and has its registered office at John Ryder Training Centre, St Ann's Road, Chertsey, Surrey, KT16 9DG.