



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
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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 Ferrovia 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.

	<p>Martin Lovegrove – Vice Chair</p> <p>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.</p>
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	<p>Declan Davis – Immediate Past Joint Co- Chair</p> <p>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.</p>
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	<p>Jeff Russell – Immediate Past Joint Co- Chair</p> <p>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 from 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.</p>
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	<p>Sean Elson</p> <p>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.</p>
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	<p>Gavin Bye</p> <p>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.</p>
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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
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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
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Construction Health & Safety Group

Report of the Trustees For The Year Ended 31 December 2022

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.

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.

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**

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

The notes form part of these financial statements

Construction Health & Safety Group

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	<u>818,546</u>	<u>979,179</u>
		1,122,720	1,328,737
CURRENT ASSETS			
Debtors	12	31,554	60,312
Cash at bank and in hand		<u>80,290</u>	<u>98,853</u>
		111,844	159,165
CREDITORS			
Amounts falling due within one year	13	(89,485)	(96,632)
NET CURRENT ASSETS		<u>22,359</u>	<u>62,533</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		1,145,079	1,391,270
NET ASSETS		<u>1,145,079</u>	<u>1,391,270</u>
FUNDS	14		
Unrestricted funds		<u>1,145,079</u>	<u>1,391,270</u>
TOTAL FUNDS		<u>1,145,079</u>	<u>1,391,270</u>

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~~ **APRIL 2023** and were signed on its behalf by:



Ms Andrea Smith - Trustee

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	<u>(60,555)</u>	<u>(63,253)</u>
Net cash used in operating activities		<u>(60,555)</u>	<u>(63,253)</u>
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		<u>392</u>	<u>44</u>
Net cash provided by investing activities		<u>41,992</u>	<u>59,730</u>
		<hr/>	<hr/>
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		<u>98,853</u>	<u>102,376</u>
Cash and cash equivalents at the end of the reporting period		<u>80,290</u>	<u>98,853</u>

The notes form part of these financial statements

Construction Health & Safety Group

**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	<u>(7,147)</u>	<u>(4,221)</u>
Net cash used in operations	<u>(60,555)</u>	<u>(63,253)</u>

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	<u>98,853</u>	<u>(18,563)</u>	<u>80,290</u>
	<u>98,853</u>	<u>(18,563)</u>	<u>80,290</u>
Total	<u>98,853</u>	<u>(18,563)</u>	<u>80,290</u>

The notes form part of these financial statements

Construction Health & Safety Group

Notes to the Financial Statements For The Year Ended 31 December 2022

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.

Construction Health & Safety Group

Notes to the Financial Statements - continued For The Year Ended 31 December 2022

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	<u>392</u>	<u>44</u>
	<u>25,638</u>	<u>25,959</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.22	31.12.21
		£	£
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	<u>330</u>	<u>31</u>
		<u>476,694</u>	<u>457,724</u>

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2022**

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	<u>740</u>	<u>212,778</u>	<u>213,518</u>
	<u>200,463</u>	<u>437,427</u>	<u>637,890</u>

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	<u>740</u>	<u>350</u>
	<u>200,463</u>	<u>200,909</u>

6. SUPPORT COSTS

	Staff & trustee related costs £	Financial & legal £	Office and property management £	Publicity costs £	Totals £
Membership subscriptions	2,709	527	3,775	-	10,636
Training course fees	49,851	9,501	67,967	15,331	214,013
Governance costs	<u>191,364</u>	<u>5,704</u>	<u>3,776</u>	<u>-</u>	<u>212,778</u>
	<u>243,924</u>	<u>15,732</u>	<u>75,518</u>	<u>15,331</u>	
	Office management £	Depreciation and impairment £	Auditors costs £		
Membership subscriptions	1,241	2,384	-		10,636
Training course fees	22,347	49,016	-		214,013
Governance costs	<u>1,241</u>	<u>2,384</u>	<u>8,309</u>		<u>212,778</u>
	<u>24,829</u>	<u>53,784</u>	<u>8,309</u>		<u>437,427</u>

Construction Health & Safety Group

Notes to the Financial Statements - continued For The Year Ended 31 December 2022

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	<u>8,309</u>	<u>8,202</u>

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	<u>16,771</u>	<u>13,831</u>
	<u>236,779</u>	<u>202,851</u>

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

	31.12.22	31.12.21
Management and operations	<u>5</u>	<u>4</u>

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).

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2022**

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	<u>8,400</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>8,400</u>
At 31 December 2022	<u>590,882</u>	<u>42,292</u>	<u>108,111</u>	<u>30,900</u>	<u>772,185</u>
DEPRECIATION					
At 1 January 2022	285,597	26,925	78,053	23,652	414,227
Charge for year	<u>36,203</u>	<u>6,099</u>	<u>8,548</u>	<u>2,934</u>	<u>53,784</u>
At 31 December 2022	<u>321,800</u>	<u>33,024</u>	<u>86,601</u>	<u>26,586</u>	<u>468,011</u>
NET BOOK VALUE					
At 31 December 2022	<u>269,082</u>	<u>9,268</u>	<u>21,510</u>	<u>4,314</u>	<u>304,174</u>
At 31 December 2021	<u>296,885</u>	<u>15,367</u>	<u>30,058</u>	<u>7,248</u>	<u>349,558</u>

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	<u>(110,633)</u>
At 31 December 2022	<u>818,546</u>
NET BOOK VALUE	
At 31 December 2022	<u>818,546</u>
At 31 December 2021	<u>979,179</u>

There were no investment assets outside the UK.

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2022**

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	<u>16,981</u>	<u>27,385</u>
	<u>31,554</u>	<u>60,312</u>

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	<u>78,580</u>	<u>75,367</u>
	<u>89,485</u>	<u>96,632</u>

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
	<u>1,391,270</u>	<u>(246,191)</u>	<u>1,145,079</u>
TOTAL FUNDS	<u>1,391,270</u>	<u>(246,191)</u>	<u>1,145,079</u>

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)
	<u>502,332</u>	<u>(637,890)</u>	<u>(110,633)</u>	<u>(246,191)</u>
TOTAL FUNDS	<u>502,332</u>	<u>(637,890)</u>	<u>(110,633)</u>	<u>(246,191)</u>

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
	<u>1,351,820</u>	<u>39,450</u>	<u>1,391,270</u>
TOTAL FUNDS	<u>1,351,820</u>	<u>39,450</u>	<u>1,391,270</u>

Construction Health & Safety Group

Notes to the Financial Statements - continued For The Year Ended 31 December 2022

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
	<u>483,683</u>	<u>(563,933)</u>	<u>119,700</u>	<u>39,450</u>
TOTAL FUNDS	<u>483,683</u>	<u>(563,933)</u>	<u>119,700</u>	<u>39,450</u>

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.

