



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**

Contents

Reference and Administrative information	3
President's Review for the year ended 31 December 2024	4
Trustees' Annual Report (incorporating director's report For the year ended 31 December 2024	6
Structure, Governance and Management	12
Board of Directors/Trustees	16
Election Procedures	18
Achievement and Performance	18
Report of the Trustees	21
Report of the Independent Auditors to Members of CHSG	23 - 25
Statement of financial activities	26
Balance Sheet	27 - 29
Notes to the financial statements	30 - 35

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 31 st 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 31 st December 2024
Mr Sean Elson	President – appointed 31 st 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 – Ferrovia 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 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 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.

	<p>Sean Elson – President</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 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.</p> <p>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.</p>
	<p>Martin Lovegrove – 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>



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:

January 24 – 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
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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
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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

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

		31.12.24 Unrestricted fund £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
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	<u>25,804</u>	<u>25,260</u>
Total		<u>700,131</u>	<u>555,778</u>
 EXPENDITURE ON			
Charitable activities	4		
Membership subscriptions		9,701	8,113
Training course fees		440,475	434,249
Governance costs		<u>237,054</u>	<u>207,207</u>
Total		<u>687,230</u>	<u>649,569</u>
 Net gains on investments		<u>19,004</u>	<u>72,713</u>
 NET INCOME/(EXPENDITURE)		31,905	(21,078)
 RECONCILIATION OF FUNDS			
Total funds brought forward		1,124,001	1,145,079
 TOTAL FUNDS CARRIED FORWARD		<u><u>1,155,906</u></u>	<u><u>1,124,001</u></u>


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	<u>860,263</u>	<u>841,259</u>
		1,066,021	1,094,808
CURRENT ASSETS			
Debtors	12	45,265	65,388
Cash at bank		<u>145,240</u>	<u>79,993</u>
		190,505	145,381
CREDITORS			
Amounts falling due within one year	13	(100,620)	(116,188)
		<u>89,885</u>	<u>29,193</u>
NET CURRENT ASSETS			
		<u>1,155,906</u>	<u>1,124,001</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>1,155,906</u>	<u>1,124,001</u>
NET ASSETS			
		<u>1,155,906</u>	<u>1,124,001</u>
FUNDS	14		
Unrestricted funds		<u>1,155,906</u>	<u>1,124,001</u>
TOTAL FUNDS		<u>1,155,906</u>	<u>1,124,001</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 10/4/2025 and were signed on its behalf by:

 10/4/2025
Mr Martin Lovegrove - Trustee

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

Construction Health & Safety Group

**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	<u>(15,568)</u>	<u>26,703</u>
Net cash provided by/(used in) operations	<u><u>64,054</u></u>	<u><u>(49,894)</u></u>

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	<u>79,993</u>	<u>65,247</u>	<u>145,240</u>
	<u>79,993</u>	<u>65,247</u>	<u>145,240</u>
Total	<u><u>79,993</u></u>	<u><u>65,247</u></u>	<u><u>145,240</u></u>

Construction Health & Safety Group

Notes to the Financial Statements For The Year Ended 31 December 2024

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.

Construction Health & Safety Group

Notes to the Financial Statements - continued For The Year Ended 31 December 2024

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	<u>1,912</u>	<u>1,454</u>
	<u>25,804</u>	<u>25,260</u>

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2024**

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	<u>161</u>	<u>1,670</u>
		<u>674,327</u>	<u>530,518</u>

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	<u>1,050</u>	<u>236,004</u>	<u>237,054</u>
	<u>189,205</u>	<u>498,025</u>	<u>687,230</u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

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

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	<u>207,001</u>	<u>7,710</u>	<u>4,201</u>	<u>4,277</u>
	<u>299,949</u>	<u>14,035</u>	<u>84,012</u>	<u>5,115</u>

Construction Health & Safety Group

Notes to the Financial Statements - continued For The Year Ended 31 December 2024

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	<u>1,887</u>	<u>2,254</u>	<u>8,674</u>	<u>236,004</u>
	<u>37,730</u>	<u>48,510</u>	<u>8,674</u>	<u>498,025</u>

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	<u>8,326</u>	<u>8,657</u>

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	<u>19,562</u>	<u>17,209</u>
	<u>289,254</u>	<u>232,848</u>

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

	31.12.24	31.12.23
Management and operations	<u>5</u>	<u>4</u>

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.

Construction Health & Safety Group

Notes to the Financial Statements - continued For The Year Ended 31 December 2024

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	<u>590,882</u>	<u>42,292</u>	<u>108,111</u>	<u>33,476</u>	<u>774,761</u>
DEPRECIATION					
At 1 January 2024	358,843	38,857	94,063	28,730	520,493
Charge for year	<u>37,043</u>	<u>3,435</u>	<u>5,298</u>	<u>2,734</u>	<u>48,510</u>
At 31 December 2024	<u>395,886</u>	<u>42,292</u>	<u>99,361</u>	<u>31,464</u>	<u>569,003</u>
NET BOOK VALUE					
At 31 December 2024	<u>194,996</u>	<u>-</u>	<u>8,750</u>	<u>2,012</u>	<u>205,758</u>
At 31 December 2023	<u>232,039</u>	<u>3,435</u>	<u>14,048</u>	<u>4,027</u>	<u>253,549</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 2024	841,259
Revaluations	<u>19,004</u>
At 31 December 2024	<u>860,263</u>
NET BOOK VALUE	
At 31 December 2024	<u>860,263</u>
At 31 December 2023	<u>841,259</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 2024**

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	<u>26,347</u>	<u>28,557</u>
	<u><u>45,265</u></u>	<u><u>65,388</u></u>

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	<u>76,474</u>	<u>96,300</u>
	<u><u>100,620</u></u>	<u><u>116,188</u></u>

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
	<u>1,124,001</u>	<u>31,905</u>	<u>1,155,906</u>
TOTAL FUNDS	<u><u>1,124,001</u></u>	<u><u>31,905</u></u>	<u><u>1,155,906</u></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	700,131	(687,230)	19,004	31,905
	<u>700,131</u>	<u>(687,230)</u>	<u>19,004</u>	<u>31,905</u>
TOTAL FUNDS	<u><u>700,131</u></u>	<u><u>(687,230)</u></u>	<u><u>19,004</u></u>	<u><u>31,905</u></u>

Construction Health & Safety Group

Notes to the Financial Statements - continued For The Year Ended 31 December 2024

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	<u>1,145,079</u>	<u>(21,078)</u>	<u>1,124,001</u>

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	<u>555,778</u>	<u>(649,569)</u>	<u>72,713</u>	<u>(21,078)</u>

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.