



Annual Report & Accounts

2025

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

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Reference and Administrative information

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

Trustees

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

Management Team

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

Ex-officio

Mr Sean Elson	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 2025



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

I very much welcome several new Trustees to the Board during 2025. Details of the new appointees and their considerable experience are set out later in the Annual Report. Refreshing the leadership is vital in any organisation – no less so, CHSG. We look forward to their additional insights and renewed energy. We are grateful to them for finding time in their busy professional

careers to make a contribution. The quality of the construction businesses they represent is a testament to the continuing relevance of CHSG within the industry. We may be a relatively small organisation but we have always punched above our weight when it comes to engagement with regulators and industry bodies.

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

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

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

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

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

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

Sean Elson - President CHSG.

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

Reference and Administrative Information

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

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

Significant Activities

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Centre Maintenance

There were two maintenance activities successfully completed in 2025:

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

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

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

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

Staffing

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

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

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

Charitable Support and Donations

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ACHIEVEMENT & PERFORMANCE

Investment performance

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

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

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

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

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

FINANCIAL REVIEW

Financial Position

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

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

The revenue is detailed as follows:

Non Fire Courses £207,833

Non Fire External courses £ 12,756

Remote closed courses £ 36,338

Fire Academy £286,573

Membership £ 50,939

Nominal Income £2,055

Total income for the year £ 596,494

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

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

Cost of Sales £177,051

R&D £56,338

Publicity & Marketing £ 34,492

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

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

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

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

Investment policy and objectives

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

Reserves Policy

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

FUTURE PLANS

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

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

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

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

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

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

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

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

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

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

Structure, Governance and Management

Governing Document

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

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

Recruitment and appointment of new trustees:

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

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

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

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

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

Organisational structure

Board of Directors/Trustees

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

Other Honorary Officers

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

Honorary Life Members

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

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

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

Key Aims:

1. Protect and Preserve

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

2. Continuously Improve

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

3. Develop Co-Operation

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

To do this we:

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

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

Public benefit

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

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

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

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

Board of Directors/Trustees

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



Sean Elson – President

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

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

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








Martin Lovegrove – Chair

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

	<p>Martin Hall – Vice Chair</p> <p>As a Former mechanical engineer and safety practitioner with 31 years' experience within the construction industry, I am SHE Director for Morgan Sindall Construction the Construction sector of Morgan Sindall Group. I bring tested managerial experience within the Health, Safety and Environmental department and hold responsibility for the strategic development of the organisations SHE Management Systems. Having been formally employed as a trainer for a H&S consultancy, I bring understanding and knowledge of industries training needs and requirements, both within SMEs and large multi-functional business. Additionally, I represent Morgan Sindall at a number of industry steering groups, enabling me to better understand the growing needs and demands of the modern construction environment. I am passionate about innovation within the industry, improving the knowledge around health and safety. I have been a board member at CHSG for over 10 years.</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. Declan who was the Assistant HSQE Director for Ferrovial Construction UK & Ireland, involved in some of the largest infrastructure projects in the UK such as T5 & T2 at Heathrow Airport, Crossrail, Thames Tideway Tunnel and on HS2. Has now become Global Head of HSW – for Operational Excellence for Ferrovial Construction.</p>
	<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. 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.</p>

	<p>Gavin Bye (resigned in December 2025)</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>
	<p>Alana Paterson – Trustee Board Director</p> <p>Alana is an accomplished Health, Safety and Environment leader with over 20 years of experience delivering high performance safety cultures across major construction and infrastructure projects. Alan is currently Head of HSE at Taylor Woodrow, leading the strategic safety management, behavioural improvement and regulatory compliance across complex nationwide operations.</p> <p>Her career spans senior leadership roles at nationwide Platforms, R&F Group UK, Ferrovial Construction and Skanska, where she built and managed safety teams on large scale civil engineering and building projects. Alana has also held position in Multiplex, Harsco Infrastructure and Westfield, developing her deep expertise in risk management, environmental governance and workforce engagement.</p>
	<p>William Mitchell – Trustee Board Director</p> <p>Bill joined Ferrovial Construction in 2017 as part of the Health & Safety team based at Heathrow Airport.</p> <p>Bill started his career as a Mechanical Engineer working in the hotel sector, before moving to the Civil Service looking after Government Buildings from the museums of Kensington to the Royal Parks of London vis St James Palace.</p> <p>Bill's health & safety career took off some 30 + years ago at Wentworth Golf Club from where experience and expertise were gained in manufacturing and construction along the way, along with experience as an consultant and H&S Manager. Bill has many years of health & safety experience and expertise that he brings to the Trustee role.</p>

	<p>Andy Hartwell – Trustee Board Director</p> <p>Andy started his career, as a carpenter and worked in various construction roles including: Supervisor, Site Manager, Project Manager and Contracts Manager before moving into health and safety full time some 20+ years ago, after completing his NEBOSH Diplomas 1 & 2.</p> <p>Andy has worked in the construction industry for numerous Principal Contractors for over 20 years and joined Morgan Sindall Construction in 2023. Andy heads up a small team providing SHE support to the London and Home Counties Division.</p> <p>He has extensive experience in both public and private sectors including: Healthcare, Education, Defence, Justice, Commercial, Industrial, Leisure, Civil and Residential.</p> <p>As a qualified Tutor, who regularly produces and delivers internal training courses, Andy fully understands the importance of effective education around health and safety.</p>
	<p>Stuart Hosgood – Trustee Board Director</p> <p>Stuart joined Cala Homes in September 2015 to head up the HSE function within the Group.</p> <p>Passionate about improving H&S standards within the homebuilding sector, Stuart is a past Chair of the HBF's H&S Committee, which acts as a voice for the homebuilding sector on health & safety issues.</p> <p>Prior to joining CALA, Stuart held various HSE roles, having previously worked for Berkely Homes, as well as working in the oil and gas sector, construction, manufacturing and the quarrying industries, again a broad range of experience and expertise valued by the CHSH Board of Trustee Directors.</p>

Election Procedure

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

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

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

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

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

Achievement and Performance

Quarterly Meetings

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

March 2025

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

April 2025

Annual AGM followed by:

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

July 2025

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

October 2025

- Sean Elson of Pinsent Masons LLP

CHSG President Sean Elson of Pinsent Masons presented his usual annual legal update. As we were all aware 2025 saw many updates within both the construction and fire safety sectors. With new laws, guidance, standards, a revised JCoP and new professional and industry guidance. So a lot of changes and some interesting recent court cases and with all of this new legislation there are particular aspects that will only be clarified once legal precedence has been set.

- Phil Newton of Pinsent Masons LLP, for the first time, we received an environmental legal update to complement the Health and safety presentation. This was very well received and will now become the standard format going forwards.

Again with so many new regulations, guidance and revised laws and recent cases, Phil provided a clear and detailed overview of environmental aspects that the construction industry needs to be aware of and required management requirements associated.

December 2025

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

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

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

Membership Services

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

Category	2025
Members'	140

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

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

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

Courses run at Chertsey Training Centre & Clients Sites 2025:

CISRS Basic Scaffold Inspection (3 days) CISRS One day Scaffold Awareness CHSG Scaffold Inspection Course (1 day) Bespoke CHSG 2 day Scaffold Course CHSG Working at Height including Safe Use of Fall Protection Equipment training CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (level 10 with 50 points), IFSM & IFE Educational Programme accredited CHSG Construction Fire Risk Assessment Course SQF (Level 7 with 5 Credit Points) & IFSM recognition CHSG Fire Door in Construction, IFSM recognition	CITB Temporary Works Supervisor CITB Temporary Works Co-Ordinator CITB Temporary Works Co-Ordinator Refresher CITB SMSTS CITB SMSTS Refresher CHSG Bespoke Fire Risk Management Awareness in Construction Courses with IFSM recognition CHSG Bespoke Fire Safety Co-Ordinator Courses SQF (Level 5 with 2 Credit Points) with IFSM recognition CHSG Bespoke Hot Works Permit Courses all individually recognized through IFSM
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Courses delivered as Remote Learning in 2025:

CITB Temporary Works Co-Ordinator CITB Temporary Works Supervisor CITB Temporary Works Co-Ordinator Refresher. CHSG Fire Diploma in Construction Fire Safety & Fire Risk Management SQF (Level 10 with 50 Credit Points), IFSM & IFE accredited (some units due to illness or revision days required) CITB SMSTS Refresher CHSG Fire Marshall course – IFSM accredited. CHSG Fire Door in Construction, IFSM recognition	Mental Health First Aid (1day) Mental Health First Aider (3 days) Mental Health First Aider Refresher (0.5 Day) CHSG Bespoke Fire Risk Management Awareness in Construction with IFSM recognition CHSG Bespoke Fire Safety Co-ordinators Course with SQF (Level 5 with 2 credit points) IFSM recognition
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REGISTERED COMPANY NUMBER: 1573103 (England and Wales)
REGISTERED CHARITY NUMBER: 283249

Report of the Trustees and
Financial Statements For The Year Ended 31 December 2025
for
Construction Health & Safety Group

**Report of the Trustees
For The Year Ended 31 December 2025**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Construction Health & Safety Group for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Fuller Spurling, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

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


.....
Mr Martin Lovegrove - Trustee

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

Opinion

We have audited the financial statements of Construction Health & Safety Group (the 'charitable company') for the year ended 31 December 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

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

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



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

Date: 2/4/2026

Construction Health & Safety Group

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

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

Construction Health & Safety Group (Registered number: 1573103)

**Balance Sheet
31 December 2025**

	Notes	31.12.25 Unrestricted fund £	31.12.24 Total funds £
FIXED ASSETS			
Tangible assets	10	172,792	205,758
Investments	11	<u>819,084</u>	<u>860,263</u>
		991,876	1,066,021
CURRENT ASSETS			
Debtors	12	55,960	45,265
Cash at bank		<u>112,554</u>	<u>145,240</u>
		168,514	190,505
CREDITORS			
Amounts falling due within one year	13	(80,899)	(100,620)
		<u>87,615</u>	<u>89,885</u>
NET CURRENT ASSETS			
		<u>1,079,491</u>	<u>1,155,906</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>1,079,491</u>	<u>1,155,906</u>
NET ASSETS			
		<u>1,079,491</u>	<u>1,155,906</u>
FUNDS	14		
Unrestricted funds		<u>1,079,491</u>	<u>1,155,906</u>
TOTAL FUNDS		<u>1,079,491</u>	<u>1,155,906</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 31/3/2026 and were signed on its behalf by:


.....
Mr Martin Lovegrove - Trustee

Construction Health & Safety Group

**Cash Flow Statement
For The Year Ended 31 December 2025**

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

Construction Health & Safety Group

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

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

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

2. ANALYSIS OF CHANGES IN NET FUNDS

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

Construction Health & Safety Group

Notes to the Financial Statements For The Year Ended 31 December 2025

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 2025

1. ACCOUNTING POLICIES - continued

Debtors

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

Cash at bank and in hand

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

Creditors

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

Financial Instruments

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

Taxation

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

Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. INVESTMENT INCOME

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

3. INCOME FROM CHARITABLE ACTIVITIES

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

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2025**

4. CHARITABLE ACTIVITIES COSTS

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

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

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

6. SUPPORT COSTS

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

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

7. NET INCOME/(EXPENDITURE)

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

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

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2025**

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

9. STAFF COSTS

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

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

	31.12.25	31.12.24
	<u>5</u>	<u>5</u>
Management and operations		

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

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

10. TANGIBLE FIXED ASSETS

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

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

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2025**

11. FIXED ASSET INVESTMENTS

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

There were no investment assets outside the UK.

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

14. MOVEMENT IN FUNDS

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

Construction Health & Safety Group

**Notes to the Financial Statements - continued
For The Year Ended 31 December 2025**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	623,690	(658,926)	(41,179)	(76,415)
	<u>623,690</u>	<u>(658,926)</u>	<u>(41,179)</u>	<u>(76,415)</u>
TOTAL FUNDS	<u>623,690</u>	<u>(658,926)</u>	<u>(41,179)</u>	<u>(76,415)</u>

Comparatives for movement in funds

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	1,124,001	31,905	1,155,906
	<u>1,124,001</u>	<u>31,905</u>	<u>1,155,906</u>
TOTAL FUNDS	<u>1,124,001</u>	<u>31,905</u>	<u>1,155,906</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	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>700,131</u>	<u>(687,230)</u>	<u>19,004</u>	<u>31,905</u>

15. RELATED PARTY DISCLOSURES

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

16. GENERAL INFORMATION

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

Construction Health & Safety Group

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

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

Construction Health & Safety Group

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

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

