



The Electrical Industries Charity Limited

Annual Review

& FINANCIAL STATEMENTS 2019/20





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REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020			87
<p>The Trustees (Council Members) of the Electrical Industries Charity present their Annual Report and Financial Statements for the 12-month period which ended on 31 March 2020.</p>			
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Message from the President and Chairman of the Charity

Dear Electrical Industry Charity Stakeholder,

A Business in the Business of Charity, and not a Charity in the Business of Charity.

As it approaches the end of my first year in the position of President of our great Charity, a position I am proud to hold after serving in various national and regional activities since 2004, it's worth reflecting on where we have been, where we are and where we plan to be, looking forward. The present environment and the speed of communication and change make the challenges more unpredictable, and the need to be agile and flexible paramount.

Firstly, I would like to thank our most recent past president Mr Stuart McKenzie, for his hard work and drive over the period in office of 2018/19, the board of Trustees for their time and dedication to steering the Charity and bring their individual skills and experience to the table, and the associated working groups who assure our compliance and governance. The Emerging Board for their vast input and for providing a creative sounding board for our future and succession planning.

The Regional Committees who thanklessly volunteer to provide the Electrical Industry with a great and relevant

social networking calendar, with quality events and with all the profits going into the Charity, and ensuring alignment to the needs of our industry, and a platform to form a strong industrial bond.

The companies / associations and various organisations who recognise the value the charity brings to the industry, and are prepared to provide both financial, and resource support, driving the Charity's activities regionally and within their respective businesses, and of course all those individuals who support us, volunteering / fund raising / playing our powerLottery / attending our events / donating, no matter how much – it all helps.

Then, most importantly, the engine room with Tessa's team (Head Office) planning, coordinating, managing, implementing, driving, and delivering, the reason behind the charity to help and support those in our industry in times of need, down on their luck through no fault of their own, and their direct families, via our four Support Programmes.

We came into the period with enormous uncertainty based on Brexit, which saw the Charity again attempting to drive revenue up in a massively uncertain marketplace, we achieved the turnover increase; however the increasing exponential demands on our Charitable Services saw us, despite the increase, having to use reserves to support the needs of our beneficiaries, something that clearly we can only accommodate for a short period.

2020 was looking strong with less uncertainty, as we had a decision on Brexit and a little more clarity on moving forward for our industry, and a sense of confidence was starting to return to the industry.

In November 2019, we celebrated 100 years of powerBall, always traditionally held at the Grosvenor House, Park Lane, but the decision was made to move, a tough call due to the longevity. It was a success held at the Hilton Park Hotel, rising much-needed funds for us.

The regions completed a record number of events raising a record amount to support the Charity. All this support allowed us to provide help to a record number of our colleagues in the industry of :

2017 Income £605,000

2018 Income £594,000

2019 Income £682,000

Less than five years ago we asked the question: Is the Charity still relevant for our industry? Clearly the answer remains a big yes.

The Electrical Industry Charity is a Professional Machine in Business to provide a service to its specific industry sector, of Charitable Services. Over the years the Charity has been rebuilt, from the days of the mid 2000s to the professional organisation we see before us today. The major issue in the past, it was the Best Kept Secret and with a complete overhaul that issue was addressed, and now the Charity is becoming well known, essential to the future. This brings its own challenges with a massive increase in cases far outstripping the increase in revenues; this was witnessed in 2018/19 with the grants exceeding the normal trading levels and requiring input from the reserves, a manageable situation for us in a normal trading environment. However, we are now far from that and like other organisations we must face up to the present market conditions that the pandemic has thrust upon us all and address the business accordingly. One difference between a charity and other businesses: actions are taken as demand drops. The demand on the Charity continues to climb, and in today's world this is only expected to rise further.

The present conditions (COVID-19) means we have lost many of our events in the earlier part of this year, with the potential to lose even more and this impacts our revenue substantially. The lock down has increased pressures on the employees of the electrical sector, and whilst it has

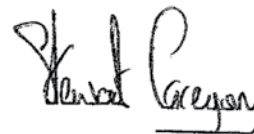
brought digitisation to the fore, and made everyone more connected, it has at the same time moved many away from human Interaction and space. Businesses will face difficult times ahead, and major restructuring will happen again, driving more of the industry towards the Charity requiring our services.

This is our dilemma for the future: the input must balance with the output; we have been here for 100 years, and the whole electrical industry must work to ensure we are here for the next 100 years. The electrical industry will continue to grow as the world becomes more electric and new technologies move us away from fuels of the past. The task at hand is that this great industry of ours values what it has in front of it and provides the necessary support to help its work force. This is the challenge.

Not a lot has changed in principle since the Charity was formed in 1904, when 10 companies from the electrical industry donated £10 each, to look after the wellbeing of electrical industry employees if hard times fell upon them; the principle remains.

In closing, we have a strong professional organisation, providing a great output, and we must rebalance the business to ensure this continues for the next 100 years, being agile and flexible in front of change.

Yours faithfully,



Stewart Gregory
Chairman of the Electrical Industries Charity

Message from the CEO

Our Annual Report 2019/20 describes the impact of the Charity's work over the last year and how we have supported our growing caseload through vital aid from the industry. We have had another strong year within the industry and have increased our support to the sector for another year. The biggest landmark in our support services this financial year has been the completion of the Big Build in Coventry for the Dickinson family.

Our industry events have continued to grow, and the Glasgow region once again generated the most funds for the Charity. The EIC provides free and confidential support at the point of contact for those within the electrical and energy sector who are facing financial, physical or emotional difficulties.

In the financial year 2019/20 we received contact from 20,031 individuals or families who required our support – a 2% increase on last year. We also received £342,372 in donations and legacies from the industry which remain the same as 2018/19.

Over the year we received regional events and lottery income profit of £557,687, and we delivered £1,317,319 back in charitable services. Our charitable services are defined by financial assistance, welfare support, advice and practical support services and are all facilitated through our four core programmes to the industry. For every £1 invested by our sector into the charity, the EIC delivered £3.05 back to the industry – a 10.74% increase on last year.

This deficit is met by drawing income and capital from our investment portfolio. As the caseload increases and our support is called upon more and more by our industry, we have made strides within the sector.

We continue to train industry members in Mental Health Awareness Training and First Aid. We have now trained over 18,877 sector colleagues in Mental Health Awareness since 2017. The demand for charity-sourced and funded therapy is ever increasing and 1 in 3 of our cases now relate to mental health with 76% of these being diagnosed with clinical depression and/or anxiety. We continue to focus on mental health within the industry and strive to make our sector a positive environment which prioritises staff wellbeing.

A negative stigma remains attached to mental health within the sector and 2,924 contacted the charity at crisis point, down on our previous year of 3,943. We will continue to address this and aim to make the industry even more mental health aware through training.

We continue to have the unfaltering support of our 11 regional committees which cover the length and breadth of the UK. We owe them a huge deal and cannot thank them enough for their tireless dedication to charity endeavours.

Through their work we have delivered 37 regional events across the country and they continue to deliver great events that fundraise so well for the charity. Despite Brexit uncertainties and the looming COVID-19 pandemic, our sector has continued to support the Charity in a massive way.

The Charity will face considerable pressure on our financial grants and support system due to the ever-increasing needs from the industry, and COVID-19, but I am confident with the capping support and having the support of the industry we will weather the next year, without any events, to provide 55% of our income.

Tessa Ogle, CEO



Number of people helped

32,007

3,200

Financial grants
given in varying
forms

20,031

Interventions

3%

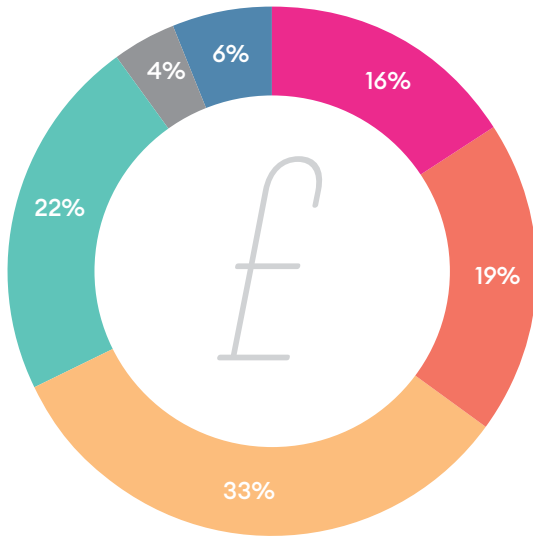
increase
in interventions

3

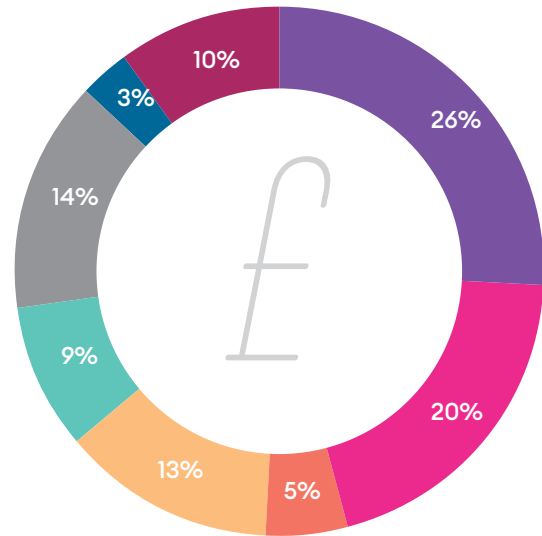
2019/20 SNAPSHOT

The summary financial information shows the income raised, the cost of fundraising and the amounts spent on our charitable activities. The information is taken from the full financial statements for 2019/20.

TOTAL £2,094,328



TOTAL £2,869,480



WHERE THE MONEY CAME FROM

- Donations and legacies **£342k**
- Lottery proceeds **£391k**
- Regional committees events **£682k**
- powerBall **£465k**
- Fundraising at HO **£88k**
- Realised investment income **£117k**
- Unrealised investment gains **£0**
- Other fundraising **£8,333**

HOW WE SPENT THE MONEY

- Direct financial assistance **£733k**
- Support, helpline, advice and information **£585k**
- Lottery prizes and administration **£137k**
- Regional committees events **£379k**
- powerBall **£257k**
- Other fundraising **£406k**
- Governance and management **£88k**
- Unrealised investment losses **£285k**



1.3 million people reached through our services, business programmes, training, and interventions.

£1.32m

given back to the industry.

£3.05

For every £1 invested the Charity gives out £3.05, a 10.74% increase on last year.

8,776

trained in Mental Health Awareness and First Aid

77%

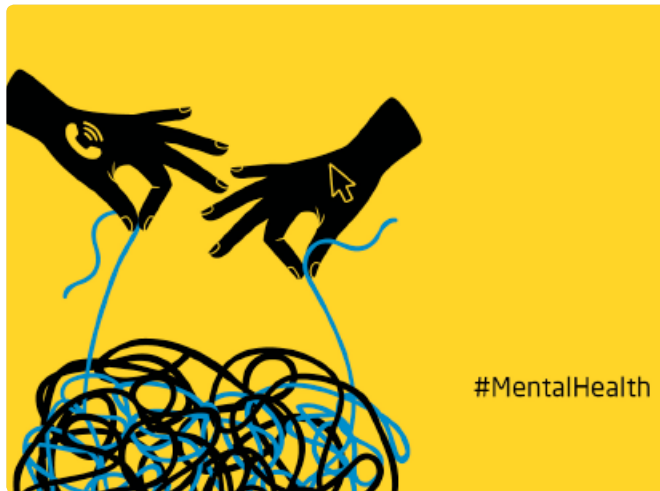
increase in grant numbers on previous year

1,232m

media mentions, social and website visits



QUARTER ONE we launched our new focus for the year, 'A Year of Cancer'. We aim to highlight the support we give to those with cancer within our industry. Organisations within the sector continue to fundraise for the charity with many tackling mountains, rivers and cycle paths to raise vital funds. We continued to support our industry by providing free mental health training to organisations across the country.



QUARTER TWO saw two new starters come to the Charity in both our fundraising and welfare teams. Our welfare team continues to train organisations in Mental Health Awareness and First Aid training with the commitment to making our industry members more wellbeing positive and mental health champions. We saw the first of our sporting events kick into gear with the Eastern Clay Shoot launching and South West Golf Day alongside other events. Many industry members organised their own golf days and sporting events for the charity as well as large corporate donations to help support our ever-growing caseload.





QUARTER THREE was our busiest quarter yet! Industry members took on Everest Base Camp to support our Charity and sailed the Adriatic Sea as part of the annual IT regatta in Croatia. Together they raised over £100,000 for industry support services and had a once-in-a-lifetime trip. We completed the Big Build Project for the Dickinson family in Coventry, a huge landmark in charity history. We held our 100-year anniversary of powerBall at a brand new venue, London Hilton on Park Lane. It was a spectacular occasion and raised over £200,000 for the sector. Our events team headed into the festive season with sell-out events in both the Eastern and Yorkshire region to celebrate Christmas.



QUARTER FOUR focused on fundraising again this year as we launched our new individual fundraising campaigns as well our Charity Stand Down Hour campaign and the EIC Day campaign.

With the escalating coronavirus pandemic, the charity have been at the forefront supporting those with emergency financial assistance and emotional support. Corporate donations have continued and the launch of our Champions Programme has seen more businesses come together to support EIC.



3.1 OUR MISSION

Our mission deserves nothing less than our best. We will strive to reshape the lives of the people we support and the industries we serve.

3.1 OUR VISION

We will be the industry leader in offering preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries.

3.3 OUR VALUES

PEOPLE FOCUS

An industry charity for industry people, providing a hand-up to those in need.

SMART

Solutions which reshape the lives of the people and businesses we support for the longer term.

SUSTAINABLE

A charity that can truly say every £ invested goes back to our industry.

GROWTH

An industry charity sized to cater for growth in the sector by increasing the number of people that we support year-on-year.

LEADERSHIP

A charity designed to support the industry with clear leadership and wellbeing programmes geared towards addressing industry issues.

TRANSPARENT & ACCESSIBLE

Trustworthy, truthful and honest about all our activities. Dependable and available now and in the future.

3.4 OUR STRATEGIC AIMS

COMMUNITY – WE ARE 1.3M PEOPLE

1. Our employee and family stakeholders from entering the industry to end of life.
2. Our industry stakeholders from small to large.
3. Our influencers, and our ability to influence with our partners and broader operating landscape.

APPROACH – WE ASSIST PEOPLE IN NEED

1. Strengthening our leadership position on industry-wide issues.
2. Working to address our assistance as early as possible in the cycle of distress to crisis.
3. Continuing to advocate for a framework that supports early assistance and ameliorates risk to referring employers.

TACTICS – EARLY INTERVENTION – MENTAL HEALTH FIRST AID – THE BIG BUILD

1. Providing clarity on the statistics that underpin specific issues within the industry.
2. The introduction of awareness and funds campaigning through digital media (having already made the step-change to utilise technology in the provision of assistance).
3. Strong messages on commitment to outcomes with emphasis on ‘Stories & Numbers’.

ASSISTING APPRENTICES, SUPPORTING FURTHER EDUCATION AND UPSKILLING

Supporting their often difficult transition from adolescent to young adult

Providing appropriate bursary support when they are caring for family members due to death, illness and incapacity

Working collaboratively with apprentice training providers in reaching young people in need of our support

Providing a community-sponsored programme on mental health awareness to young people entering the industry at colleges and universities

SUPPORTING THE WORKFORCE & BUSINESSES THROUGH WELLBEING PROGRAMMES

Improving their wellbeing at work and at home with wellbeing programmes designed for small and large workforces

HELPING THOSE IN RETIREMENT

Increasing their independence and improving their wellbeing

Supporting those providing full-time care

To be there for those who have worked in our industries when they need us

SECURING SUPPORT FOR OUR WORK

Sustaining and growing financial and product support

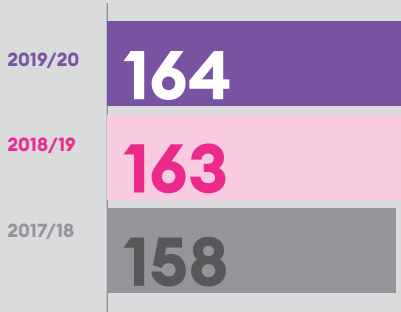
Building a strong and vibrant regional network

Developing effective communications that engage our supporters and raise awareness

Developing volunteers across the regions we operate in

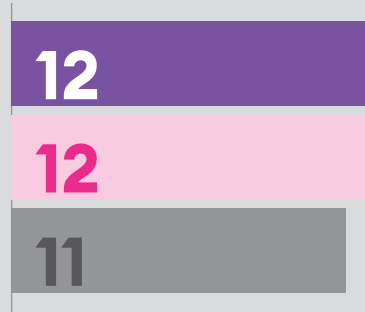
Securing commitment in annual training budgets from business to delivery of mental health training

VOLUNTEERS



The Charity relies on the significant support and generosity of the regional committee members, council and working group volunteers to run regional fundraising events and support governance commitments.

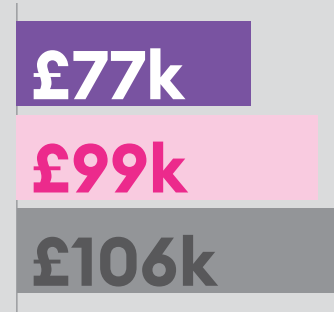
STAFF NUMBERS



The Charity has remanded at 12 FTE staff for 2019/20 financial period.

Greater efficiencies with technology has meant that staff can achieve more in terms of support with the same FTE personnel.

INVESTMENT DIVIDEND



The Charity's investment strategy required the portfolio manager to deliver a 1.5% cash return.

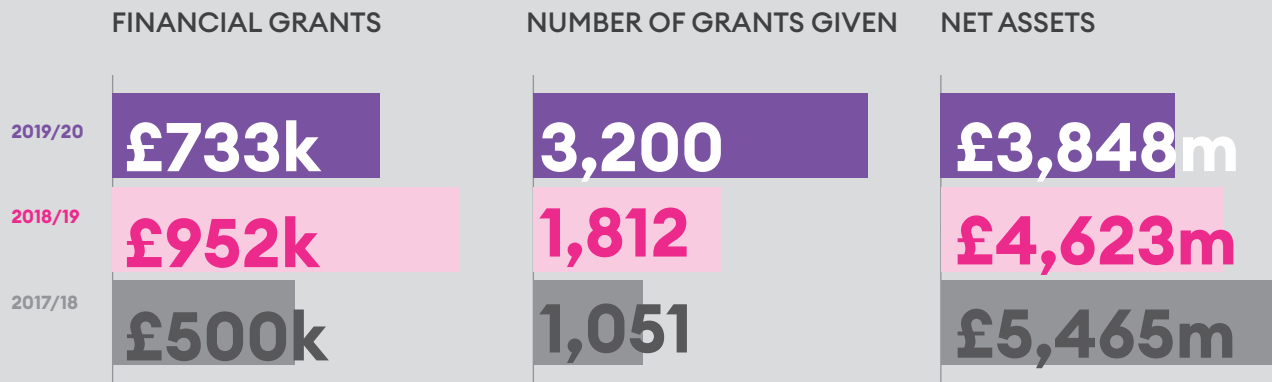
After a change in asset allocation the investment dividend return has outperformed every year since its inception.

IN THE UK: **1,300,000** in Electrical and Energy related sectors

150,000
in Oil and Gas

150,000
Generation and Renewables

85,000
in Networks



Financial grant giving has decreased over the last year, largely driven by the £196k grant for the Big Build Project in the previous year. Significant expenditure was invested in the mental health support area.

Financial grant numbers increased by 77% on the previous year. An increase around mental health support is driving this increase.

Net assets amounted to £3,848m as at 31 March 2020, which is down on last year due to uncertainty in UK markets and globally because of COVID-19. By the end of March the investment was down 13.4%.

450,000
in Design and Construction

250,000
in Manufacturing

215,000
in Retail & Distribution

32k

37
EVENTS

Record number of people helped

Completed the Big Build project for the Dickinson Family

Hosted more industry events than ever before

Celebrated 100 years of the powerBall and raised over £207,000 for our industry

Launched our EIC Champion Business programme to the industry

Big Build Project partner with architect Dhiran Vagdia

In October 2019, the Big Build Project came to a close with the Dickinson family finally stepping into their brand-new home in Coventry.

The industry really came together to provide Mick, Caz, Jodie, Rebecca and Rachel their dream family home where they could spend time together without limitations. Since Caz suffered a grade four brain hemorrhage in 2009, she has struggled with everyday life. Although Mick, a former electrical employee and now Caz's full-time carer, could help Caz, they still struggled to manoeuvre around their home and complete routine tasks like bathing.

Members of the electrical industry have scaled the Arctic and crossed the Adriatic Sea to raise funds, and others have pledged bricks, fittings, systems and labour to help the charity complete the Big Build.

Now, the family are settled into their new home and can enjoy their first Christmas together in a long time. They have no mortgage to fret over and no longer do they have to live in separate rooms or struggle with everyday tasks; instead they can now enjoy true seamless family living. None of this would have been possible without the help from the industry. A huge thank you to all our sponsors who made the Big Build Project happen: Eland Cables, Selco, Wolseley, Aico, CEF, Kidde Safety, Legrand, Grafton Group

PLC, Glen Dimplex, Saturn LED, Collingwood Lighting, Zumtobel Group, Heat Mat, Vent-Axia, Hager, Rexel UK Ltd, Schneider Electric, Edmundson Electrical and Synecore.

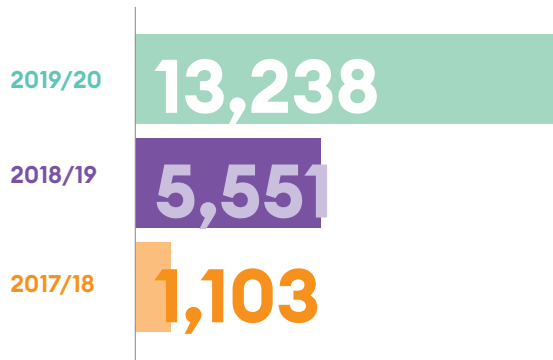
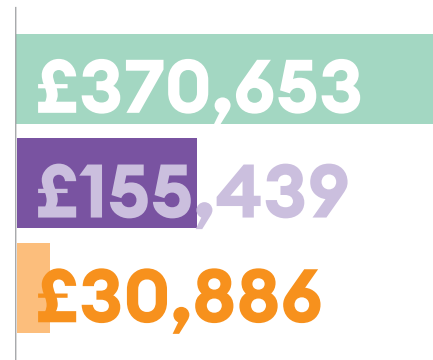
Launch of EIC Champion Business initiative

In 2020 we launched our EIC Business Initiative to encourage our industry members to promote wellbeing within their businesses and champion our support services. We have had incredible uptake from the sector and are thrilled to be providing our industry with health presentations which discussed the most prevalent health topics within our workforce such as mental health, diabetes, heart disease and breast cancer.

EIC far exceed pledge to train 100 Mental Health First Aiders

In our last annual review we pledged to train 100 people in Mental Health First Aid. Over the year of 2019/20 we have trained 350 industry members in Mental Health First Aid, and this number is set to increase as we launch our Mental Health First Aid training to the wider public.

Our industry has some of the highest suicide figures within the UK workforce and we have noticed from the start of 2020 an upward trend in suicides. The Charity continue to pledge their support and resources to promoting positive mental wellbeing and hope the combination of the

GRANTS BY
COUNSELLING SESSIONSEXPENDITURE £ BY
COUNSELLING SESSIONS

Champions Programme and ability to now deliver Mental First Aid training virtually will mean we can start to see a decline in suicide rates.

New powerLottery portal

EIC launch new workplace powerLottery portal to make signing up to the powerLottery even easier than before.

The powerLottery generates a large amount of income for the Charity, roughly 20% of our total income, and we want to grow this figure even more by introducing our new workplace powerLottery portal, which allows employees to sign up in three simple steps to facilitate their powerLottery through their payroll.

We're encouraging businesses to register through our EIC Champions Programme and are speaking more widely to our industry to encourage sign-up to the workplace powerLottery. We want to make our workplace powerLottery one of our leading revenue streams and are continuing to encourage sign-ups with large businesses within our sector.

Charity Stand Down Hour

EIC launched its Charity Stand Down Hour which allows employees to donate just one hour of their pay to the Charity directly through their payroll.

The Charity Stand Down Hour also forms a pillar of our Champion Programme, and so far we have industry leaders Aico sign up to take part in the Charity Stand Down Hour.

We are hoping as we push our Champions Programme to more businesses our sector will incorporate the Charity Stand Down Hour as a company-wide initiative and use this one hour as an opportunity to promote positive in-house wellbeing and how the Charity can support our sector.

Mental Health Calendar



Take a look at our Mental Health Calendar for 2020 launched in January. We have launched a new annual calendar focused on some of the key topics which we provide support for people in our industry. Each month we take a different focus and highlight key issues, support services and statistics.



The coronavirus (COVID-19) pandemic has developed rapidly in 2020, with a significant number of cases globally. Measures taken to contain the virus have significantly affected economic activity, which in turn has implications for the Charity's financial reporting.

The World Health Organisation declared a global health emergency in January 2020 and in March 2020, it declared the spread of COVID-19 as a global pandemic. The COVID-19 Strategy for the Charity has three key objectives:



Respond

Minimise
risks



Recover

Stabilise
operations



Regrow

Maximise
impact

When COVID-19 hit the UK in February 2020, the Charity had to quickly implement a response plan. The first thing that Trustees needed to understand is what was the worst-case scenario in terms of income and what would the demand for our services be like if the industry is forced to close. Like with many other businesses, there is a real challenge in trying to 'become comfortable with the really uncomfortable' and to plan amongst so much uncertainty. The Charity looked at five key points:

1. **Protect the core – purpose, people and grant recipients**
2. **Communicate and align with stakeholders**
3. **Plan for contingencies and be agile**
4. **Engage funders (individual, corporate and regional committees) through the process**
5. **Collaborate purposefully**

This five-point plan formed the basis on which the Charity is responding to and continues to respond to the COVID-19 challenges. As a Charity we see the next two years as a rebuilding phase with significant financial pressures, with an estimated £1,400, 000 in lost income from events and financial hardship.

The Finance Working Group (FWG) meets quarterly to review risks to the business. In light of the COVID-19 situation, a risk management plan and implementation plan were developed to look at the worst-case scenario and a revised budget presented to the Board in March 2020. The FWG and the Presidents team regularly review risks with consideration of incidents and financial consequences at each meeting.

The major risks identified with approaches to mitigation (in italics):

Ability to fundraise, including events being postponed or direct debits/lottery membership cancelled by donors

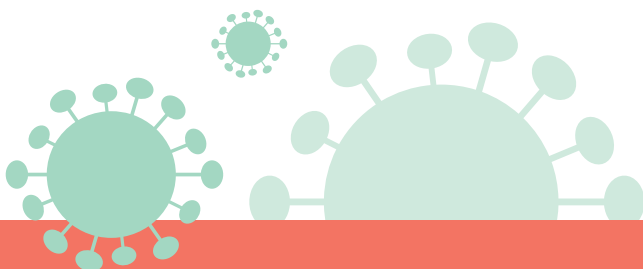
Income volatility because of the economic uncertainty and austerity was identified as our most critical risk to the Charity. Given funding looks to drop by £1.4 million, a key strategy was to write to all the industry stakeholders about upcoming events and ask that they didn't request a refund on postponed events. Instead event vouchers were issued to all stakeholders and bookings moved to the following year. An early decision was made on the cancellation of all events up until May 2021, which has allowed for better planning on existing bookings and moving all suppliers to the following year.

Access to beneficiaries, staff and volunteers with social distancing measures in place

Safeguarding, use of volunteers and good governance – These are significant issues for the Charity, both due to lack of available staff and social distancing measures. It is essential that safeguarding is a priority when considering any new methods of serving beneficiaries, for example through using video calls or increasing the number of volunteers. The Charity was fortunate to already have implemented this on Psychiatric Assessments and CBT therapy sessions. Social distancing inevitably makes it harder to maintain effective governance and strong internal controls but the use of video conferencing software (ie Teams) by all board members and sub committees has worked well and continues to be the tool that will be used going forward. Where necessary we replaced physical checks with virtual ones. We have also reengaged with volunteers through Teams, and this has been working well from an engagement perspective.

Increase in demand from beneficiaries both in the short and long term

Financial sustainability and use of reserves – these are clearly the greatest challenges for our Charity, where our resources and funds are depleted but demands for our services are significantly increasing. The Board made a decision early on to pass an emergency COVID-19 budget to fund immediate needs and mental health support. That was then extended to redundancy support in the form of CV writing in April. All advice services remained in place for budgeting advice, legal advice and other key family law areas. The Charity wants to support beneficiaries as best as we can, however it is essential to consider the long-term future of the Charity and ensure that reserves are not depleted to levels that put charities in danger of insolvency. Priorities need to be established and strategies will need to be re-worked to ensure that all available funds are being used as efficiently as possible and targeting priority areas.



7.1 CHARITABLE ACTIVITIES SUMMARY

We deliver much-needed services for all families from the electrical, electronics and energy industries.

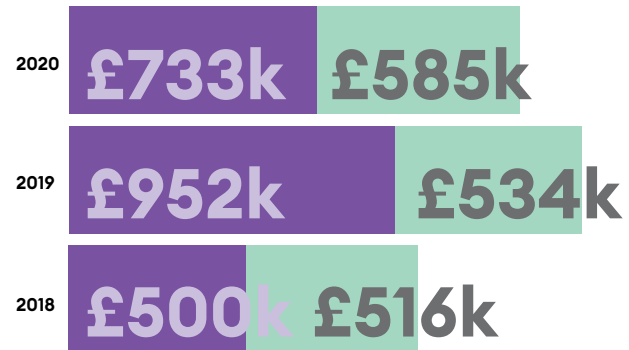
- > FAMILY OR RELATIONSHIP TROUBLES
- > FINANCIAL OR LEGAL WORRIES
- > WORKPLACE HEALTH ISSUES
- > EMOTIONAL OR MENTAL HEALTH PROBLEMS
- > ILL HEALTH OR DISABILITY

Electrical Industries Charity delivers financial assistance and a practical hand-up.

The free and confidential services are available to employers and employees, apprentices and retired workers. Key adjuncts to our service provision are:

1. We extend this assistance to family members.
2. We are able to provide whole-of-workplace coverage (not restricted to those who have professional affiliations).

7.2 WHO WE HELPED IN NUMBERS



- Financial assistance (grants)
- Welfare delivery and support costs (advice, support and access assistance line)

	2020	2019	2018
	£'000	£'000	£'000
Welfare delivery and support costs (advice, support and assess assistance line)	585	534	516
Financial assistance (grants)	733	952	500
Total charitable services	1,318	1,486	1,016
Number of financial assistance grants recorded	3,200	1,812	1,051

INDUSTRY INSIGHTS



Over the last year, one in three of cases we have dealt with has encompassed mental health issues.



We have the highest divorce rates of any sector, sitting at 69.8%. The number one reason for divorce or separation in our industry is excess travel, followed by infidelity and then caring for a sick child, parent or partner.

Homelessness remains the number one reason apprentices reach out for help.



In 88% of our mental health cases financial difficulties are present.

Self-harming was up 13% on last year.



If you are working in our industry you are 2.7 x more likely to commit suicide than the national average.

This year we have dealt with 24 deaths by suicide compared to 44 the previous year with one suicide happening when they were under the care of our therapist.



224 people reported attempting to take their life.

3,943 people contacted the Charity at crisis point.



91% of cases asking for mental health support had never been seen or diagnosed by a psychiatrist.



Only 16% of cases utilising the EIC mental health services reported telling their employer, a 1% decrease on last year.

82% of serious addiction sufferers experienced a traumatic event but never sought therapy for it.



From our Psychiatric Assessments 76% of our cases are diagnosed with clinical depression or anxiety.

*The Charity compiled these statistics from data collected over the last 15 years. We cross-referenced with ONS data then did a root cause analysis on different subsections of data to get the stats you see today as our industry bundle. We are due for another industry health survey in 2021.

Mental health statistics from ONS on England and Wales

In 2019, there were 5,691 suicides registered in England and Wales, an age-standardised rate of 11.0 deaths per 100,000 population and consistent with the rate in 2018. This compared to 1,870 people that died in road accidents the same year.

Around three-quarters of registered deaths in 2019 were among men (4,303 deaths), which follows a consistent trend back to the mid-1990s, consistent with our industry cases.

The England and Wales male suicide rate of 16.9 deaths per 100,000 is the highest since 2000 and remains in line with the rate in 2018; for females, the rate was 5.3 deaths per 100,000, consistent with 2018 and the highest since 2004. Although our cases went down from 44 last year to 24 we haven't been able to see the employment section assigned to the new data to see if our previously determined numbers of 2.7 x the national average applies.

Males aged 45 to 49 years had the highest age-specific suicide rate (25.5 deaths per 100,000 males); for females, the age group with the highest rate was 50 to 54 years at 7.4 deaths per 100,000. This is consistent with the industry age groups.

Despite having a low number of deaths overall, rates among the under-25s have generally increased in recent

years, particularly 10- to 24-year-old females where the rate has increased significantly since 2012 to its highest level with 3.1 deaths per 100,000 females in 2019.

As seen in previous years, the most common method of suicide in England and Wales was hanging, accounting for 61.7% of all suicides among males and 46.7% of all suicides among females.

In 2019, a total of 5,691 (11.0 deaths per 100,000 population) suicides were registered in England and Wales. This remains in line with the rate observed in 2018 when there were 5,420 suicides registered (10.5 deaths per 100,000). Following several years of decline, the latest England and Wales suicide rate remains statistically significantly higher than the rates seen in recent years between 2014 and 2017.

Males continued to account for around three-quarters of suicide deaths registered in 2019 (4,303 male deaths compared with 1,388 female deaths). In 2019, the suicide rate for males in England and Wales was 16.9 deaths per 100,000 men; this remains consistent with the rate seen in 2018 (16.2 deaths per 100,000) and is the highest rate observed since 2000.

For females, there were 5.3 deaths per 100,000 women registered in England and Wales in 2019. While the latest rate is the highest seen since 2004, it remains consistent with the rate seen in 2018 (5.0 deaths per 100,000).

In 2019, the suicide rate in England was 10.8 deaths per 100,000 population (5,316 deaths). This is consistent with the rate observed in 2018 (10.3 deaths per 100,000) and is the highest rate seen since 2000. In Wales, there were 12.2 deaths per 100,000 population registered in 2019 (330 deaths); this is in line with figures seen in recent years.

Male and female suicide rates in England continue to increase

In England, a total of 4,017 deaths were registered as suicide among men in 2019, up 5.7% from the total in 2018 (3,800); however, this increase was not statistically significant. This equates to a male suicide rate of 16.7 deaths per 100,000 males in 2019, significantly higher than rates seen in other recent years, between 2015 and 2017, and the highest rate observed since 2000. The latest rate remains statistically significantly lower than that observed in 1981 when there were 19.3 deaths per 100,000 males in England.

In 2019, a total of 1,299 deaths were registered as suicide among females in England, up from 1,221 deaths registered in the previous year. In recent years, there have been increases in the suicide rate among females in England with the 2019 rate (5.2 per 100,000) being the highest observed since 2004 and significantly higher than rates seen in 2016 and 2017.

Female suicide rate in Wales returns to that seen in 2017

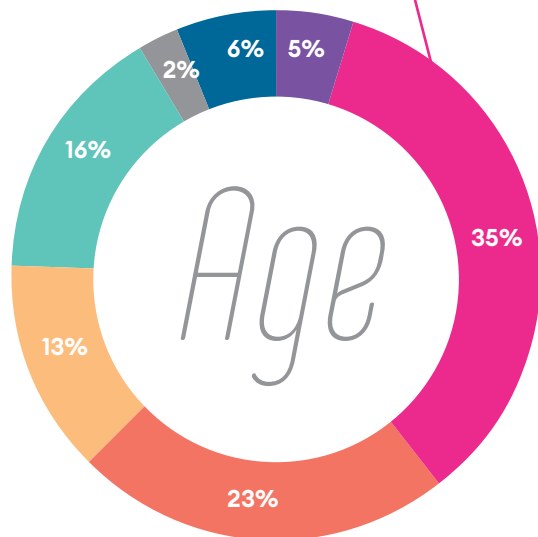
Since 2016, the rate for females in Wales increased statistically significantly, up 72.5% from 4.0 deaths per 100,000 in 2016 (57 deaths) to 6.9 deaths per 100,000 in 2018 (97 deaths). In 2019, the suicide rate for females in Wales decreased to 5.8 deaths per 100,000 (82 deaths) – the same as the rate observed in 2017. However, because of the smaller number of deaths, the reduction in the female rate was not statistically significant.

Across time, the male suicide rate for Wales shows a volatile pattern because of the smaller number of deaths. At the beginning of the time series in 1981, the rate was 16 deaths per 100,000 (165 deaths); this is not significantly different from the rate seen in 2019 (18.8 deaths per 100,000, a total of 248 deaths).

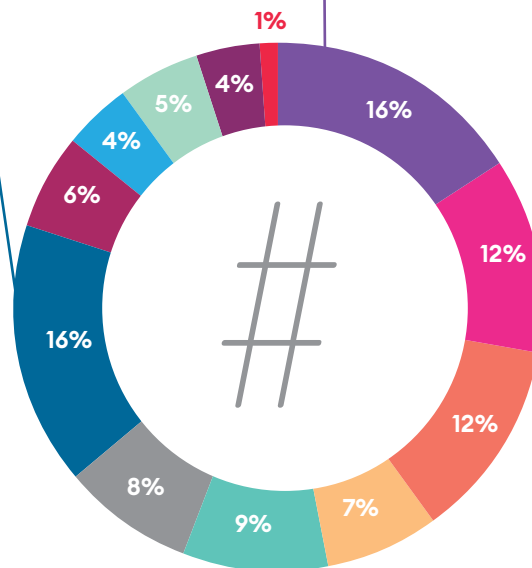
13 apprentices completed suicide over the first 3 months of lockdown in 2020, and due to our inability to attend the inquests no formal analysis has been done as to the increase. 2019 registered five suicides of apprentices over the entire year.



The age demographic of 26 to 35 were the largest benefactors of grants.



Both West Midlands and the North East had significant increases in mental health cases.



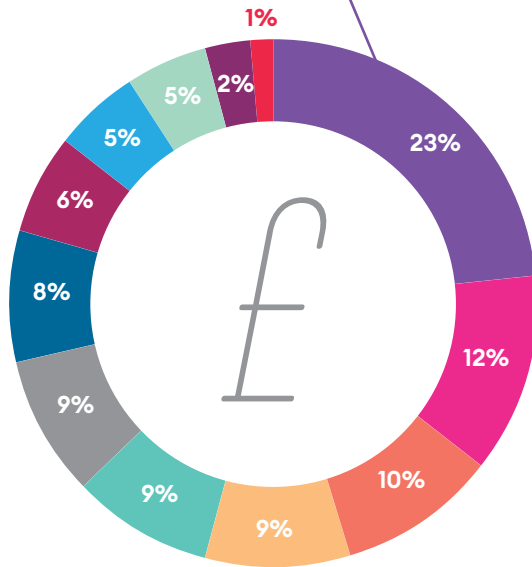
AGE PROFILE OF BENEFICIARIES

- 18-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66-75
- 76+

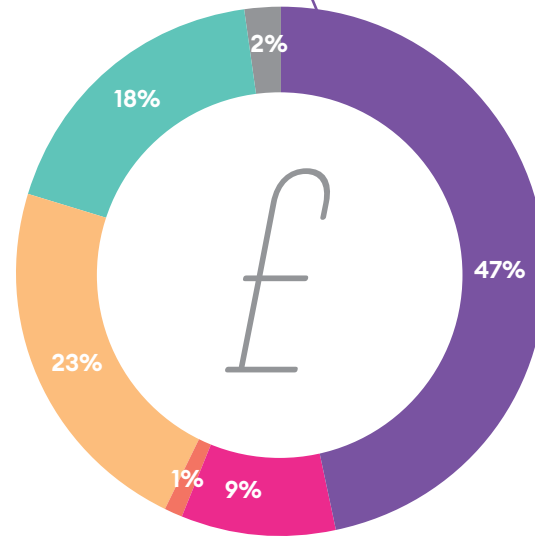
GRANT NUMBERS BY REGION

- West Midlands 508
- London 380
- South East 387
- North West 209
- South West 287
- Yorkshire & The Humber 269
- North East 521
- Wales 185
- East of England 117
- Scotland 168
- East Midlands 130
- Northern Ireland 39

The West Midlands region has taken on the most expenditure at 23%.



47% of expenditure was in the electrical wholesale sector but only 34% of the grants.



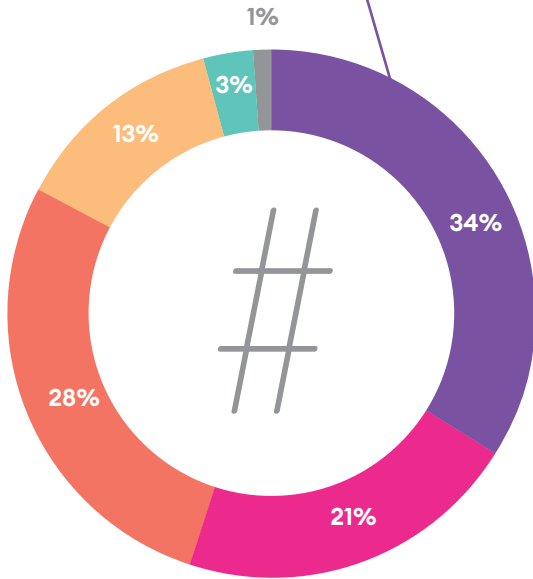
REGION BY POUND

● West Midlands	£172,468
● London	£88,678
● South East	£71,802
● North West	£64,481
● South West	£64,281
● Yorkshire & The Humber	£63,061
● North East	£58,051
● Wales	£45,540
● East of England	£38,580
● Scotland	£36,104
● East Midlands	£19,723
● Northern Ireland	£9,796

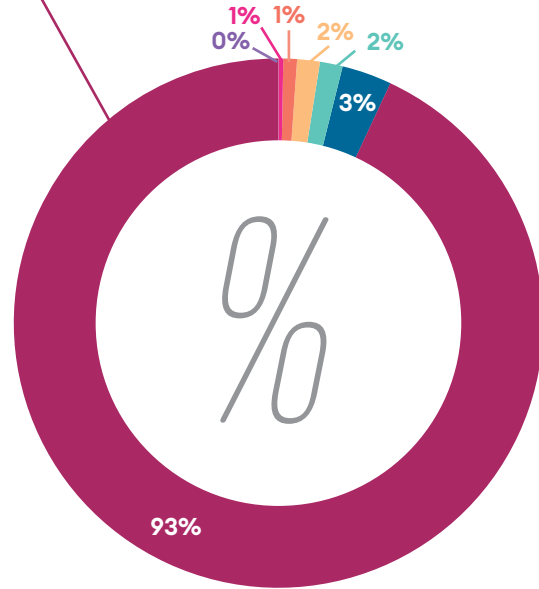
GRANT £ BY SECTOR

● Electrical Wholesaling and Retailing
● Manufacturing
● Networks
● Construction/Contracting
● Energy
● Engineering

The electrical wholesale sector also had the largest number of grant recipients.



The trend of more people applying for themselves continued.



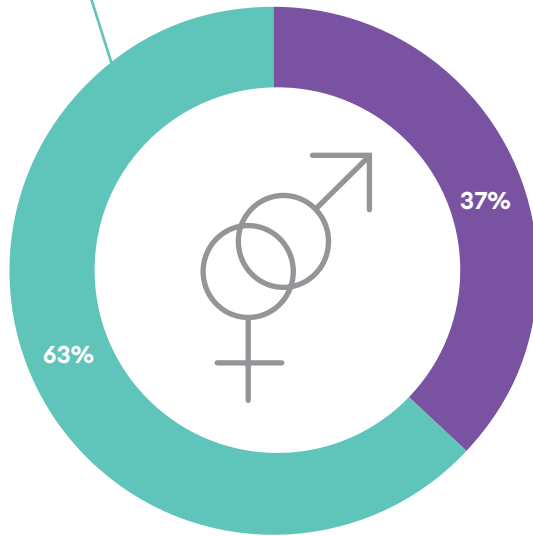
GRANT BY SECTOR

- Electrical Wholesaling and Retailing
- Construction/Contracting
- Energy
- Manufacturing
- Engineering
- Networks

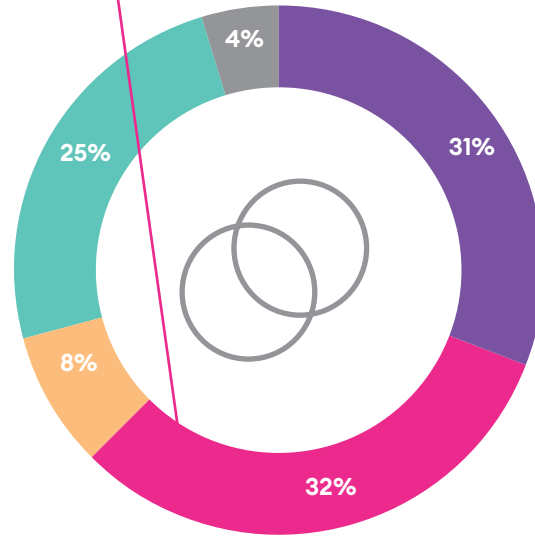
ELIGIBILITY VIA

- Family member - 4
- Wife - 9
- Partner - 29
- Dependent - 39
- Husband - 46
- Deceased - 0
- Partner - 102
- Self - 2971

Given 85% of the industry are males, 63% seeking support is average.



The same as last year, 32% of all grants were given to married people.



£ GRANTS BY GENDER

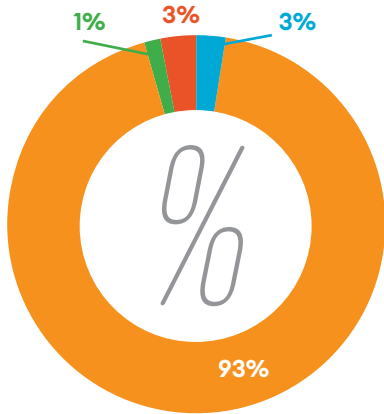
- Female
- Male

GRANTS BY MARITAL STATUS

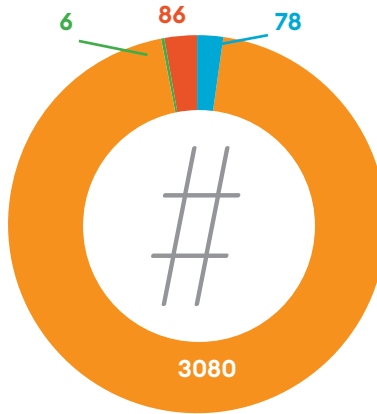
- Divorced
- Married
- Separated
- Single
- Widowed



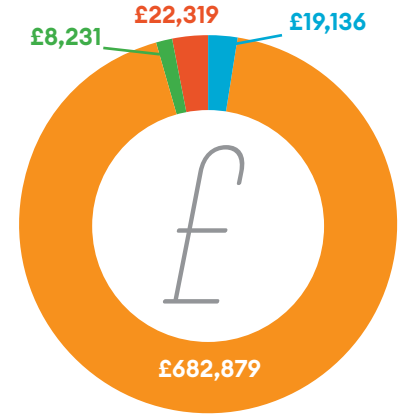
PROGRAMME BY %



INTERVENTIONS BY PROGRAMME



PROGRAMME BY £



Apprentice Support Programme



Employee & Family Support Programme



Pensioner Support Programme



Practical Participation Programme

7.3 WORKPLACE PROGRAMMES

The Electrical Industries Charity continue to provide a full support service to our stakeholders through our four-pronged approach.

We continue to support apprentices, employees and pensioners of the electrical and energy sector and have partnered with companies like Aico to provide more support to these individuals than ever before. Our mental health awareness training is now available for free to any apprentice, and our will writing service means more pensioners are receiving bespoke support.





7.3.1 Apprentice Support Programme (ASP)

The **ASP** delivers financial grants and practical assistance to apprentices and their families.

An apprentice going through a rough patch at home that puts their work performance at risk needs support to allow progression, and to achieve a lifetime of productive, satisfying work.

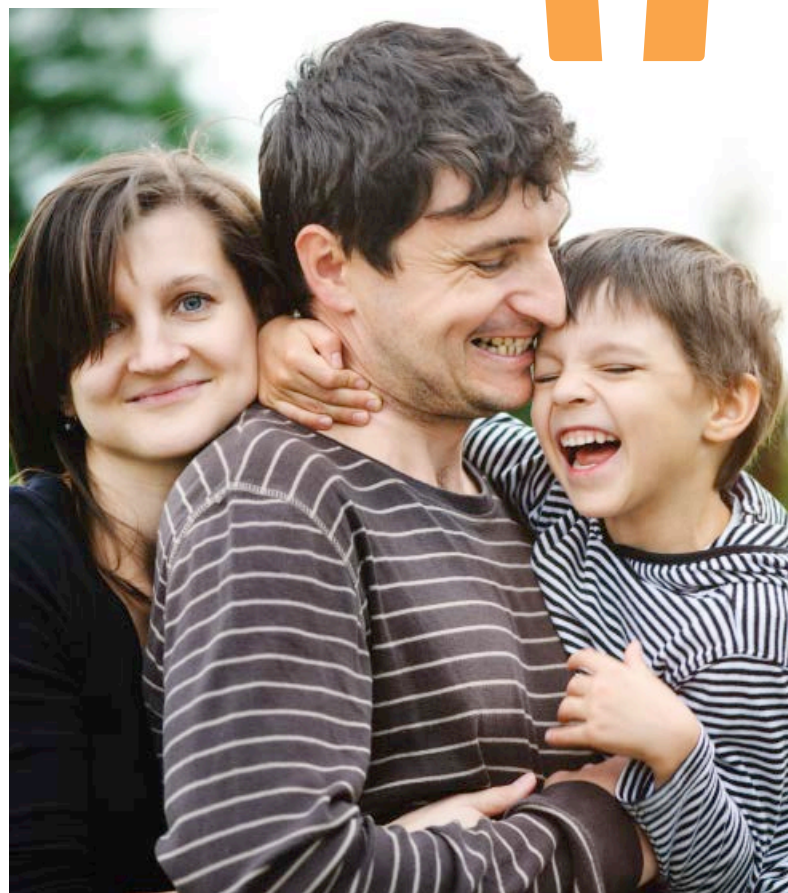
Supporting the industry through education is a key focus for the Electrical Industries Charity, and the launch of the Apprenticeship Support Programme is designed to help young people deal with some of the key challenges that affect them as they embark on their career.

7.3.2 Employee and Family Support Programme (EFP)

The **Employee and Family Support Programme (EFP)** is our flagship programme, developed specifically for the working heartland of our industry. It is designed to make an immediate and sustainable positive impact on your business and your people.

Staff productivity is a critical factor for any organisation but equally as important is recognising the personal life of employees.

When things go wrong the Electrical Industries Charity is here to help with a range of services which address issues such as family or relationship problems through to debt advice, ill health and disability.





7.3.3 Pensioner Support Programme (PSP)

For many people, being retired means a reduced income, which can leave individuals struggling to pay household bills, unsecured debts, or both. Any unexpected expenses, such as replacing a broken appliance, may become difficult to cover.

Businesses adopting the **PSP** can reach out to their retired colleagues in need, often providing a vital community connection that can be lost in retirement.

The Charity can provide a hand-up with financial grants and assistance services. To achieve the best outcomes for our PSP clients we work seamlessly with a broad range of professional charitable and service providers across the community, health, welfare, legal, financial and psychological spectrum.

7.3.4 Practical Participation Programme (PPP)

Our invaluable stakeholders within the electrical and energy industries are perfectly placed to support this initiative.

When handing out financial grants to people in need of building rectification or modification to assist with disability access, we often require practical assistance in terms of building materials, engineering and installation skills and equipment to support the upgrades. Another way our industry can support the Charity is to participate in our **Practical Support Programme**, which allows individuals and companies to provide services and materials on a voluntary basis and as a result dramatically reduce the cost of these projects.

The Practical Participation Programme harnesses your specialist skills in terms of time, equipment and materials – providing practical help where it is needed most.

You will work alongside the EIC (and our leading charity partners) in solving or contributing to solutions, for those in desperate need of your help. Once you have registered as a PPP partner we will approach you on an as-needed basis to ask for your assistance.



7.4 OUR SERVICES

Support Services

As an industry charity it is more important than ever to not only help support those in the industry with physical and financial wellbeing, but also their emotional wellbeing. We know that intervention requires a holistic approach, and that each person will have their own unique requirements.

Non-means tested:

- › General legal advice (family law only) to support with divorces, child agreement orders, inquests, will and estate issues
- › Counselling and mental health support (capped at 4 to 6 sessions)
- › Bereavement support (including those affected by suicide)
- › Psychiatric assessments
- › Support for those suffering with a terminal illness
- › Dyslexia support
- › Clinical Occupational Therapist (OT) for those who do not have access to this through their workplace, who help to write and support with return to work plans after a serious mental health absence from work
- › CV support following redundancy and job loss
- › Complex case management support: assigned caseworker to help get you back on your feet

Our services are available to anyone that works or has worked in the energy and electrical industries. Therefore, we are currently providing a wide variety of key services with focused support to meet every individual's needs, such as:

Means tested:

- › Legal support for will service
- › Holistic-based intervention (acupuncture and nutrition support)
- › Counselling and mental health support including ADHD and ASD assessments
- › Financial assistance and grants – immediate urgent need and serious illness/disability
- › Debt advice – how to manage debt and get ahead with professional advice and assistance
- › Apprentice bursary scheme – additional financial support for apprentices with carer responsibilities and/or illness and disability
- › Severe illness support with the establishment of a Lasting Power of Attorney

GRANTS BY CATEGORIES

Apprenticeship bursary	9	£3,200
Counselling	2,406	£370,653
Debt advice / support / bankruptcy	44	£17,905
Disability adaptations / repairs	42	£89,450
Financial assistance for serious illness	69	£29,714
Food / immediate needs	134	£10,273
Fuel poverty	27	£4,788
Funeral grant	10	£13,050
Homelessness	15	£8,799
Household items	22	£6,026
Legal advice	108	£54,440
Medical – not covered by the NHS	113	£75,091
Mobility & other equipment	12	£6,246
Multi-reasons	63	£18,079
Reskilling & training	100	£17,481
Respite break	5	£2,404
Travel associated with medical treatment	21	£4,966

7.5 ROLLOUT OF MENTAL HEALTH TRAINING COURSES ACROSS THE INDUSTRY

Mental Health Awareness and First Aider Training available for our industry with EIC

In 2019/20 we delivered hundreds of free Mental Health Awareness Training courses to businesses across the sector through our partnership with Mates in Mind and Mental Health First Aid England. We trained over 8,000 people in Mental Health Awareness Training and are now providing a tailor-made service to companies who wish to prioritise mental health wellbeing within their business.

Due to the success and demand for our training we have now expanded our courses. We can now provide bespoke advice and training to our industry with tailored outcomes.

We provide a Mental Health First Aider Course which combines Mental Health First Aid England accredited training with first-hand experience and is delivered by our in-house welfare team. This course qualifies participants as a Mental Health First Aider and can take place face to face and virtually.

This course combines group activities, presentations, discussions and self-learning activities and gives attendees an in-depth understanding of mental health and the factors that can affect wellbeing. It also aims to give employees confidence to prevent, recognise and help those struggling. The EIC are proud to have trained 350 people in Mental Health First Aid across our sector.

We also provide Mental Health Awareness Training for managers and employees. The EIC have trained over 10,000 people in Mental Health Awareness Training and from this on-the-ground experience have designed two bespoke courses specifically designed to help managers and employees.

Our Mental Health Awareness Training for Managers focuses on strategies to support employees, how to start the conversation with an employee you feel may be struggling and gives the chance for complex case discussion. EIC are on hand to help companies support their leading staff with lived knowledge and in-depth understanding of the workplace.

Targets & actions

Our Mental Health Awareness Training for Employees focuses on how you can support your colleagues and yourself as well as providing information on leading mental health diagnosis within the industry. After the one-hour session with an EIC trainer, attendees can expect to understand how to spot mental ill health, how to help and where to go from there.

In the beginning of 2020, EIC also launched four one-hour virtual wellbeing courses which focus on four of the most prevalent issues within the industry.

The four sessions cover:

- Anxiety and Depression
- Stress
- Relationship Breakdown and Repair
- SOS (Save our Sanity!) Parenting 101

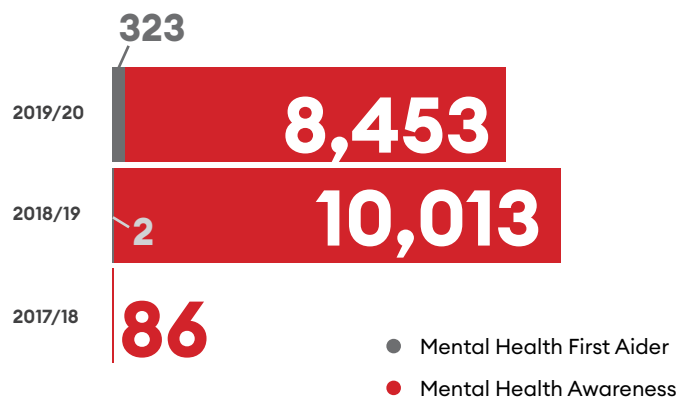
With the beginning of the pandemic and a huge increase in remote working, the Charity felt it important to increase awareness of the signs of stress, anxiety, depression and relationship breakdown.

These sessions aim to provide an insight into what causes stress, anxiety and depression and relationship breakdown and how we can stop these triggers.

During March/April we saw uptake of these sessions by employers who were concerned with work-from-home burnout and who recognised the pressures of the looming pandemic on their workforce.

Training to the industry

The Electrical Industries Charity continue to train sector businesses and over the year will bring this training to the wider public introducing Mental Health First Aid training sessions for business and the community.



To date we have trained over

18,877

industry members in Mental Health
Awareness and First Aid Training

PARTNERSHIPS THAT DELIVER VALUE TO YOUR INDUSTRY

We continue to partner with MHFA England and are now delighted to have trained over 350 people alongside MHFA England in Mental Health First Aid.

We are delighted to offer MHFA accredited training to the wider workforce in our new public sessions and aim to eradicate the stigma which surrounds mental health throughout not just our industry but the entirety of the business and community.

We aim to help those who recognise the signs of poor mental health, prevent ill mental health and support those who may be struggling. Our aim is to train another 350 people over this coming year utilising our EIC Champion initiative to promote this training to businesses.



2020 Health Calendar



7.6 MENTAL HEALTH CALENDAR

Following the success of our Health Calendar in 2019 we have launched our 2020 Health Calendar, which focuses on some of the key topics we provide support on for our industry.

Each month we take a look at prevalent health topics from brain injury to heart disease to mental health to cancer.

Our team consolidate useful links, essential information, statistics and support to give our industry members an overview of these health topics.

While mental health remains a huge focus for the Charity and 1 in 3 of our cases still involve mental health support, we also shine the spotlight on finances, relationships and travel advice.

OUR COMPANY PARTNERS

With the introduction of our EIC Champions Programme and relaunch of the workplace powerLottery we have had more companies partner with the Charity than ever. Here are some of the companies we have partnered with to make our sector even better:



20120



:hager

WAGO

RWE

ALLIED

BUILDING SERVICES

Heat Mat
Underfloor Heating

REXEL

a world of energy

Schneider
Electric

aico[®]

7.7 OUR SOCIAL MEDIA AWARENESS AND CAMPAIGNING

#powerLottery



Tap the App

Play to Win and help others in our industry



Who would you share your winnings with? Play today to help others in our industry prosper.

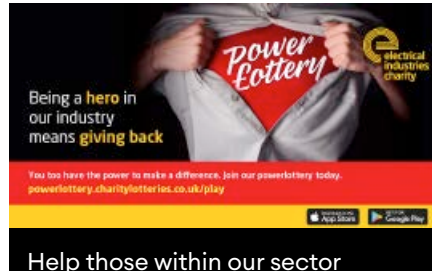
#ElectricalCharity
#powerLottery



TAP the APP Play to win and help others in our industry
powerlottery.charitylotteries.co.uk/play

40 chances to win up to £500 or £1000 every month. It's a win win situation, 95% of your donation goes straight back into the pot that directly funds our Industry members in need.

#ElectricalCharity
#powerLottery



Being a hero in our industry means giving back

You too have the power to make a difference. Join our powerlottery today.
powerlottery.charitylotteries.co.uk/play

Help those within our sector who need it the most and help yourself win a £1000 with the powerLottery. It's as simple as signing up!

#ElectricalCharity
#powerLottery



#whatwouldyoudo

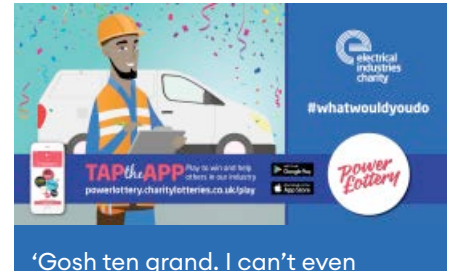
TAP the APP Play to win and help others in our industry
powerlottery.charitylotteries.co.uk/play

'A bucket-list trip. I would tick them all off, the Northern Lights, the Grand Canyon, the pyramids of Egypt and Machu Picchu with ten grand I could do it in style!'

Diane, 71 from Reading*

Create your own bucket list trip by signing up to the powerLottery

#ElectricalCharity
#powerLottery



#whatwouldyoudo

TAP the APP Play to win and help others in our industry
powerlottery.charitylotteries.co.uk/play

'Gosh ten grand. I can't even think. I'm just starting out so maybe a van, help me get from A to B during my apprenticeship' £10,000 is up for grabs, make your own upgrades with powerLottery.

Stanley, 17 from Loughton*

#ElectricalCharity
#powerLottery



#powerLottery

#ElectricalCharity



'I'm setting up shop on my own so ten grand would help me get an IT system that actually works' Make a difference to your own life and someone else's with the powerLottery.

Callum, 34 from Hailsham*

#ElectricalCharity
#powerLottery

#MentalHealthAwareness



1 in 6 people within the UK suffer from a mental health condition. You're not alone!

#EndtheStigma
#ElectricalCharity



Men respond best to telephone counselling and under-21s prefer online counselling.

#MentalHealthAwareness
#ElectricalCharity



'Charlie wants to go to uni so with £10,000 we'd help Charlie and then we'd take Sophie to Disneyland. Only joking Charlie!' Take a once-in-a-lifetime trip with a powerLottery win.

Emmanuel, Tina, Charlie and Sophie from Tunbridge Wells*

#ElectricalCharity #powerLottery



It is reported that 1 in 8 men in the UK are drug users and men are more likely than women to suffer from addiction. We can help.

#MentalHealthAwareness
#ElectricalCharity




In 87% of our mental health cases financial difficulties are present.

#MentalHealthAwareness
#ElectricalCharity

#EndtheStigma

#ElectricalCharity





Over the last year, 1 in 3 cases EIC have dealt with have encompassed mental health issues.

#MentalHealthAwareness
#ElectricalCharity



Create a positive culture - Be open & honest about your own mental health.

#MentalHealthAwareness
#opendoor

#AssistanceProgrammes



Free to you!! Did you know all our services are free to industry members and their families?

#ElectricalCharity
#AssistanceProgrammes



Create a positive culture around mental health - Check in regularly - give people the opportunity to discuss how they're doing.

#MentalHealthAwareness
#opendoor

#BrainInjury



Our 2020 focus is:

#braininjury

350,000 people every year are diagnosed with an acquired brain injury, that is enough to fill Wembley Stadium almost four times. It's time we acted. In 2020 the EIC's focus is brain injury and how we help.

#BrainInjury
#ElectricalCharity



#EFP

EMPLOYEE AND FAMILY SUPPORT PROGRAMME

Helping you and your family no matter what's in your way.

A new addition to the family means new expenses and sometimes things can spiral out of control. The EIC can help you regain control.

#ElectricalCharity
#EFP



#MentalHealthAwareness

#ElectricalCharity



#PSP
PENSIONER SUPPORT PROGRAMME
Helping you after retirement.

Has retiring from the electrotechnical sector got you thinking about the future? Our will-writing service is the perfect way to ensure whatever happens you're covered.

#ElectricalCharity
#PSP



#PPP
PRACTICAL PARTICIPATION PROGRAMME
Helping you with the help of others.

The Practical Participation Programme brings together our industry to help change our colleagues' lives for the better.


#ElectricalCharity
#PPP



THE POWER to make a DIFFERENCE

Why not get some friends together for an adventure to support our industry?

#PowertomakeaDifference
#ElectricalCharity



#ASP
APPRENTICE SUPPORT PROGRAMME
Helping apprentices find their way to success.

When life throws you a curveball it can throw you off course, especially when you're studying. Let the EIC help you get back on course with life and your studies.

#ElectricalCharity
#ASP

#PowertomakeaDifference



#PowertomakeaDifference

You can make a difference to those within our sector by hosting an individual fundraiser. Why not host a bake sale and fund a much-needed psychiatric assessment?

#PowertomakeaDifference
#ElectricalCharity.



#PowertomakeaDifference

Finish a marathon or any other challenge and help start someone's journey into mobility.

#PowertomakeaDifference
#ElectricalCharity

#PowertomakeaDifference

#ElectricalCharity





8.1 APPRENTICE SUPPORT PROGRAMME (ASP)

Support for you no matter your career stage with EIC

Danielle wanted to change her appearance. She had been overweight as a teenager and had unfortunately experienced bullying within school. After turning 17 Danielle joined a local gym to lose some weight and tone up. The gym became Danielle's escape, a sanctuary away from teasing and a positive outlet to work on herself and improve both her physical and mental well-being. She began to go to the gym 3-4 times a week, the recommended amount for an adult, but once she began to see results, she became obsessed, going to the gym twice a day.

Danielle would feel incredibly guilty or depressed if she skipped the gym and would try to find the time to exercise, no matter the expense. She continued to work out despite injury and when her injury worsened, she felt increasingly distressed about not being able to use the gym.

With the rising use of gyms, influence of social media and the ongoing perpetuation of 'the perfect body', exercise addiction is becoming more commonplace in our workforce. Exercise addiction is associated with feelings of guilt when not exercising, ignoring pain and injury, and higher levels of body dissatisfaction.

Not only did Danielle become addicted to exercise, she developed an unhealthy relationship with food and her body. Danielle used a calorie-tracking app and became fixated on always eating below her recommended calorie intake. Danielle distanced herself from her family and friends, skipping social occasions if they involved food or beverages. As she became more fixated on her body image, Danielle began to purge after meals and even take laxatives to aid weight loss. It was clear Danielle was now battling with an eating disorder, exercise addiction and body dysmorphia. 21% of those with an exercise

addiction also live with an eating disorder.

Realising Danielle's obsessive behaviours her family reached out to the Electrical Industries Charity. As an electrical apprentice Danielle and her family are eligible for support and can even receive free mental health awareness training through the Charity's partnership with industry leaders, Aico.



Danielle was assigned her own welfare caseworker, that is a member of the Charity welfare team who is Danielle's primary point of contact for emotional and practical support. Danielle was then referred for Dialectical Behaviour Therapy, a therapy which has a proven success rate in treating eating disorders. The Charity sourced and funded Danielle's therapy for 12 months. Over a third of all the cases the Charity help involve mental health and wellbeing, in 2019 alone the Charity stepped in to support 5,500 industry colleagues who were at crisis point.

Since partaking in therapy Danielle has developed a much healthier relationship with food and exercise and is feeling much happier in herself. Her mental and physical wellbeing is far improved, and she can eat and exercise safely.



8.2 EMPLOYEE AND FAMILY SUPPORT PROGRAMME (EFP)

When the worse case scenario happens, Electrical Industries Charity can help you

Shane, an electrical distributor, contacted the Charity after taking a turn for the worse on holiday. Like many families, Shane and Emma booked a trip to Great Yarmouth for the half-term. In the weeks leading up to the holiday, Shane had begun to feel unwell, feeling very tired and breathless, but he had just taken a new job which saw him working long hours and travelling a lot. However, when the breathlessness and tiredness worsened, he was referred for a chest X-ray. To make things even worse, his employment was terminated just before the end of his probationary period.

Shane was starting to become very unwell and went to the local hospital's Urgent Care Centre where he was referred for an ECG and blood tests. Emma suggested cancelling the holiday, but as the girls were so excited about it, he said that they'd still go. While in Great Yarmouth, Shane became bedridden. On day 5 of the holiday, Shane's doctor informed him he had fluid on his lungs. Shane's breathlessness had gotten much worse and he'd swollen up so badly that he could barely get his trousers on. Shane was told to go steady and return to urgent care upon arrival home.

Just 24 hours later, Shane was rushed to hospital. Shane was diagnosed with a dilated cardiomyopathy and was just minutes from having a heart attack. Shane was in severe heart failure and had developed two blood clots in his heart. He spent the first 48 hours in a critical condition and a further five days on an Acute Cardiac Unit. The heart failure was unexplainable. Shane doesn't drink or smoke and leads a healthy lifestyle. Shane was due to start a new job but given his heart condition and

ever-changing medication at the time, he was unfit for work for the foreseeable future.

Shane needed to attend hospital appointments most weeks, some of which could be up to 70 miles away. The family were able to cover the costs of their priority bills, such as rent and utility bills, but without Shane working full-time plus additional outgoings such as travel costs, hospital parking costs, school trips, school uniforms and shoes, the family struggled to find money for their weekly food shop.

The family sold clothing, toys and electrical items in order to afford their weekly bills. Financially they were sinking, and even though Shane had been advised he was unfit to return to work, the stress of their financial situation had tempted him back into the workplace. Shane and Emma then turned to the Electrical Industries Charity.

The charity were able to support the family by providing a food voucher, paying for Eva and Mya's school uniforms and shoes for the next academic year and topping up the girls' school dinner cards. The family had been planning to replace their old and worn-out carpets prior to Shane's ill health. Shane's Charity caseworker applied to another charity, League of the Helping Hand, who granted the funds to pay for a new carpet. When Shane's health started to improve and he felt well enough, the Electrical Industries Charity organised a day out for the family to Magna Science Adventure Centre in Rotherham, booked their train tickets and sent some fun activities for the girls to do on the journey.

Shane's health has now improved, and the family are in a better financial position. They have now relocated and both Shane and Emma have new jobs. The Electrical Industries Charity are so pleased to have been able to help this lovely family continue after a life-changing incident.

8.3 PRACTICAL PARTICIPATION PROGRAMME (PPP)



Changing the lives of those in need

A large support network could go a long way in making an immense difference in someone's life, and this is why the Electrical Industries Charity is urging the industry to join its Practical Participation Programme and volunteer their time, products and skills to help transform the lives of those in need.

Practical support is an essential tool which helps to change the lives of those desperately in need of a helping hand and could significantly improve their quality of life. By being part of the Charity's Practical Participation Programme, you will have an opportunity to work alongside the Electrical Industries Charity and its partners in providing solutions, or contributing to solutions, for those in need of your help.

Once you sign up to be part of the Programme, the Charity will approach you on an as-and-when-needed basis to ask for your assistance. This could be due to the need of equipment such as electrical supplies, building materials and heating equipment or skills required to help build house adaptations.

Through its Practical Participation Programme, the Charity has helped many people to rebuild their lives and look forward to the future. For example, the Charity recently helped Max, a severely disabled six-year-old boy who shortly after his first birthday was diagnosed with quadriplegic cerebral palsy, dystonia and chronic lung disease, which left him wheelchair bound and unable to do anything himself.

The Charity utilised its Practical Participation Programme and worked together with companies such as Heat Mat, Edmundson Electrical York, British Gas, Circle Control & Design Systems and Collingwood Lighting, who donated their products, services and skills and funded the shortfall



of £26,000 for the necessary house adaptations to meet Max's needs. The Charity then organised a DIY day with volunteers from the Yorkshire Committee and landscaped the garden to allow easier access for Max – truly an industry effort.

In the electrical sector, there are many people like Max who are in need of crucial support. Through its four Assistance Programmes, of which the Practical Participation Programme is one, the Charity creates awareness of cases like Max's story and outlines how practical support can transform the lives of people in our industry.



8.4 PENSIONER SUPPORT PROGRAMME (PSP)

The pathway to a brighter future with the Electrical Industries Charity

The Electrical Industries Charity is creating a pathway to a better future for the Northcott family with their Pensioner Support Programme.

Alan and Linda Northcott are in their 60s and are caring for their son. Alan worked in electronics testing and assembly but was forced to give up work when caring for his son became challenging, and his wife Linda was unable to manage alone. Their son Nicky, aged 38, has severe learning disabilities. He was born profoundly deaf, has no speech, is epileptic and severely autistic, and was



recently diagnosed with a blood complaint which further complicated his care.

Alan and Linda are not in good health themselves as they suffer from high blood pressure, angina and arthritis. They are unable to have holidays alone as their son cannot be left alone with strangers. To help the elderly couple with a change of scenery and to recharge their batteries, the Charity granted a respite break for the family that had facilities to accommodate Nicky with his condition. The help from the Charity has given the family a break they needed to keep going.

With its Pensioner Support Programme, the Charity assists 69% of people who are over 55 years of age, with most of this support directed at three primary care areas: financial and debt; household repairs and essential items; and mobility and disability support.

The Northcott family is one of many examples that outline the advantages of being part of the Charity's programme because you never know what circumstances you could be facing in later life.

“The Electrical Industries Charity is supporting our colleagues with a broad range of issues, and the Northcott family is one of many excellent examples that outline the benefits of being part of the Pensioner Support programme which gives access to essential support at the time of need.”

Tessa Ogle, Managing Director



How our Pensioner Support programme can help you

Unexpected expenses – whether they are from a car accident, a leak or emergency dental work – can be one of the biggest things which cause us stress. Unexpected expenses can be even more difficult to finance when you're retired and living on a small and limited pension. David Smith, a former electrician at an electricity board, and his wife came to the Electrical Industries Charity (EIC) after encountering an unexpected house expense.

After retiring from the electricity board after several years of service, David suffered with poor health. He had persistent back problems which limited his mobility and severe asthma, which again meant he couldn't get around without feeling increasingly out of breath. David's problems worsened after he suffered a stroke, which affected his mobility drastically. He was now wheelchair bound and his wife took on the role of his carer.

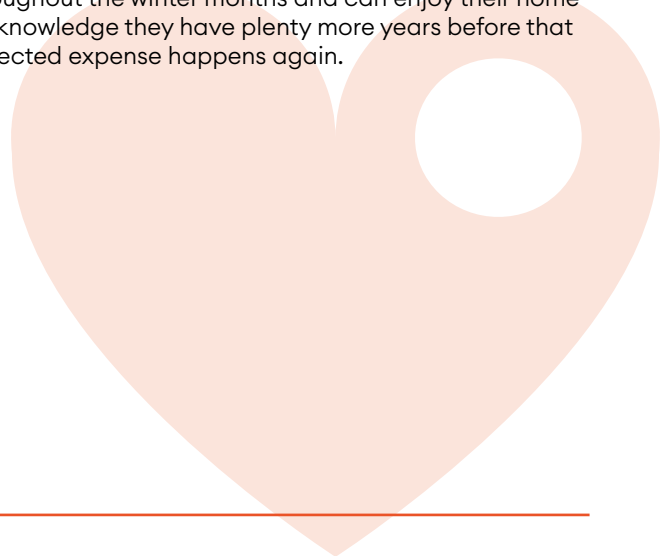
David and his wife's circumstances became more and more difficult as David struggled to navigate around the home and more stress was placed on his wife to help him through the home they had built together. Luckily, David and his wife had the support of a housing support officer to help them look after and manage their home. Unfortunately, what they could not foresee was the breakdown of the central heating system.

Within the UK, nearly 120,000 pensioners have died over the last four years due to the cold weather or factors associated with the cold weather. Although there is the winter fuel allowance, which awards pensioners lump sums towards their heating bills, this allowance does not go a way to the new boiler David and his wife needed. This is where Mr and Mrs Smith's Housing Support Officer contacted the Electrical Industries Charity, and the EIC were delighted to help.

As David was a former employee of a regional electricity board and is in receipt of an electrical pension, he and his family were eligible for assistance through the Pensioner Support Programme. The Pensioner Support Programme (PSP), part of the EIC's Employee Assistance Programme, supports those who have made a vital contribution to the sector and have since retired. As you retire, your income reduces, and you can struggle to pay household bills and unsecured or secured debts, and you might not be able to fund unexpected circumstances when so little of your new income is disposable. The EIC can help with financial relief, budgeting and emotional support through PSP.

The Charity discussed with David and the Housing Support Officer how they could help, and the Smith family were awarded £900 towards the cost of their new £1,900 boiler. With the assistance of both the Housing Support Officer and the EIC, David and his wife found several other charities who could make small contributions to keep their house warm over the winter.

David and his wife now have a warm house to look forward to throughout the winter months and can enjoy their home in the knowledge they have plenty more years before that unexpected expense happens again.





Support from the industry can make a huge difference in someone's life



ELECTRICAL EXPERTS

9.1 KEY FUNDRAISING ACTIVITIES

9.1.1 Society lottery

Company lottery schemes and the Electrical Industries Charity's powerLottery generated gross proceeds of £391,000. powerLottery is EIC's number one fundraising stream, and it helps us provide support to apprentices, pensioners, employers and their families at the toughest times of their lives.

Workplace lottery

In addition to powerLottery we have set up and put in place a workplace lottery process and sign-up. In order for companies to set up the payroll process they will have to qualify with the below outline requirements:

- Minimum of 150 employees/staff members
- HR portal in place
- HR portal is linked to their payroll system, as the number of members of the powerLottery or their details could change every month, so they will need to have the ability to run the administration each month.

We will also be sending general communication to indicate to larger companies that 'If you are a bigger business, you generally have access to more EAP services as a company standard and so we will not be able to provide our additional mental health services and awareness training free of charge, unless the company is willing to sign up and promote the powerLottery through the workplace lottery.'

Strategy/planning

Companies are being targeted to actively support the promotion of powerLottery sign-up in-house with their employees through the workplace lottery and individually

via email, social media comms, BD presentations and our EAP, including mental health group awareness training rollouts to companies.

Furthermore, we plan to encourage membership of powerLottery, and we will link it into the provision of our extensive counselling options, and key mental health services to larger companies who already have a comprehensive EAP in place.

We have just finalised contracts for RWE, National Grid, Edmundson's and Aico workplace lotteries, with communications already underway with Schneider Electric.



Play powerLottery and support those who are living with a brain injury

A night out, a terrifying moment, can change a life traumatically.

Suffering a traumatic head injury is a terrifying ordeal, with serious implications for the way we live. Our brains are miraculous and mysterious things. Everything we are and do, everything we feel and believe, is the product of electrical signals in our neural pathways. When something catastrophic happens to our brains, such as a car accident, stroke or physical assault, our personalities become rearranged.

Assault is the third most common cause of traumatic brain injury (TBI), after falls and road traffic collisions. TBI can lead to multiple long-term physical, cognitive and emotional problems, including post-traumatic stress disorder (PTSD).

This was the case for James who was tragically assaulted outside a nightclub and sustained a minor brain injury, following a celebratory night out with his friends on his birthday. James was attacked from behind and struck with a fist in the side of his face/jaw. He lost his balance, hit his head on a wall, losing consciousness and falling and hitting his head and forehead above the nose on the kerb edge.

Approximately 1 million people per year attend UK Emergency Departments (EDs) with a head injury. Roughly 900,000 of these people will only have sustained a brief period of unconsciousness or no unconsciousness at all.

While most such patients will be fine eventually, many will have sustained a minor brain injury. They may experience

post-concussion symptoms for a number of days or weeks and a significant number will have persistent, long-term difficulties. Services to help these people are limited in most areas of the UK.

Following the assault, James was in and out of consciousness for 2-3 hours and had no recollection of being transported in the ambulance and his subsequent admission to A&E, indicating post-trauma amnesia for less than 24 hours. James was diagnosed with post-concussion syndrome, described as “a complex disorder in which various symptoms, such as headaches and dizziness last for weeks and sometimes months after the injury that caused the concussion”.

Consequently, James suffered physical, cognitive and psychological problems. Some of these symptoms were headaches, poor balance, difficulty closing his eyes, poor short-term memory and poor sleep. It is evident the assault was traumatic for James and it was affecting his daily functioning and mental wellbeing.

The effects of moderate to severe TBI can be long-lasting or even permanent. While recovery and rehabilitation are possible, most people with moderate to severe TBI face life challenges that will require them to adapt and adjust to a new reality.

Moderate to severe TBI can cause permanent physical or mental disability. Because polytrauma is common with moderate to severe TBI, many patients face additional disabilities as a result of other injuries. Even patients who appear to recover fully may have some long-term symptoms that never go away.

Challenges with work and completing tasks that were once routine can be much more difficult than before the injury. Some patients find that the skills and abilities that they used before the injury to meet these challenges are not as sharp as they once were.

Through its Employee Assistance Programme (EAP), which is funded by powerLottery, the Electrical Industries Charity (EIC) provides people within the electrical sector with a wide range of support services to help them overcome any physical, emotional and financial challenges at hand. The Charity sourced and funded the support of an occupational therapist who visited James and completed a functional and vocational assessment. The EIC were then able to assist James using the report from his assessment to recommend support options for his employer to consider in relation to the new environmental, psychological and cognitive demands James now required assistance with.

The EIC also arranged for James to attend therapy sessions focusing on trauma support and learning methods of coping with his experienced cognitive and physical changes. He found the therapy very supportive and the sessions have enabled him to manage his newfound experiences with everyday life better.

James unfortunately has sustained a nasty scar from the assault above his eye which he will have to live with as a reminder of the traumatic event for the rest of his life. He is learning to cope with this everyday visual reminder and has said to the EIC:

“Although dealing with my scar is an on-going issue that’s really never going to go away due to it being my eye line, the therapy sessions have helped me understand how to manage my anxiety and insecurities around it and my perception on how people see it and me”

“Before my sessions with the therapist I was an unpracticable mess, my temper was short and my mood extremely low. I took this out on my friends and family, and I was not a nice person to be around. The therapy has enabled me to open up.”



Power
Lottery



9.1.2 Adriatic Sea IT Regatta

Croatia voyage sails to victory for EIC

In September 2019 a team of six sailing novices took to the Adriatic Sea to compete in the 15th Annual IT Regatta for the Electrical Industries Charity. They began the journey not knowing each other and with a whole heap of sailing knowledge to learn.

The team were to sleep, eat and sail the boat morning to night, and while undertaking a completely new skill had to try to win nine races against sailing professionals, hobbyists and native Croats. Amazingly, the team of Dominic Lorenzo from Edmundson's, Daren Pool of Triple Star Fire and Security, JTL's Gordon Evans, ECA's Eastern Regional committee member Martin Cordery, Alban Ford of Electric Centre and Terry Woods from EnviroVent managed to place 11th in the regatta. We caught up with the voyagers to understand more about their trip.

All six of the sailors confessed that the trip was a lot harder than they expected with gruelling tasks that were both physically and mentally exhausting. Alban commented, 'It was the most high-pressured sporting environment I have ever been in; it was definitely not a holiday.'

Dom went on to say, 'It was a combination of the steepest of learning curves trying to learn the terminology, the tides and the actual sailing bit that meant you were tested both physically and mentally'. A lot of the sailors returned to the UK bruised and a little worse for wear after some hairy moments aboard Yacht EIC.

Martin recalls how during the race the boat can be almost completely on its side and you, as its crew, act as ballast. 'You would have to get from one end of the boat to the other using no railings. The boat would be completely on its side and you would have to try and crawl from one end to the other to balance the boat again.'

Daren added, 'You were alley cats, one minute you were hanging on to the edge, calf-deep into the water, and then you had to sprint to the other side using just the exterior of the boat to support you.' Although the team did face some

scary moments aboard the yacht, there were some blissful holiday moments too.

Terry spoke of the beautiful landscape and off-the-beaten-track destinations they got to visit while taking part in the regatta. 'One evening we docked on an island which had only one restaurant. That was it. It was incredible to see so many different parts of one country that you would have never seen otherwise.' The sailors also finished each race with a dip in the sea to cool off and recharge, and Martin spoke of how good it was to just jump in the sea, from your bed to the water in two minutes.

All the crew commented on the amount of knowledge they learnt and some even said they could go onto a boat and help sail it. Alban spoke of the new skills gained and the friendship the guys had formed over the trip: 'We all had the same mentality; we wanted to do well, and we wanted to be part of the racing.' They were certainly part of the racing, finishing 8th and 9th in two separate races. They all commented that the racing was the best bit, and although they were amateurs and made their fair share of mistakes – the sail ripped at one point – they always had a chance at placing in the races.

Overall, the team came 11th in the regatta, an incredible finish for an amateur racing team who had never sailed before. Dom talked about how welcoming all the other teams were within the regatta and how they felt such a part of the race before the racing even began. The group took part in the regatta to support the Electrical Industries Charity and the work they do to assist the electrical sector, and their participation in the IT Regatta has raised almost £10,000 for those in need.

Our final question put to the group was did we put them off doing a Challenge for a Cause forever? They all turned around and said, 'No, not at all.'

We would like to extend a massive thank you to Daren, Martin, Alban, Dom, Gordon and Terry for their contribution to the EIC and for making sailing look so easy.



9.1.3 Everest Base Camp

The EIC Everest explorers reach Base Camp for the electrical sector

In September of 2019, a group of 11 explorers, including the Electrical Industries Charity's (EIC) CEO and MD Tessa Ogle, took to the Himalayas in a bid to reach Everest Base Camp and raise as much money as they could for our sector.

The adventurers were from all corners of the sector and the UK: Gordon McArthur and David Bradley joined us from Scotland; Kate Adamczyk and Rachael Griffiths came from Rexel in Wakefield; Alex Mulvenny also made the journey from Scotland; Harry Smith of EEL Bournemouth came with his industry colleague Ian Strugnell; and Omar Khalil and Sarah Jane Jenner made up the rest of the Everest explorers. This crack team took to Nepal and made it all the way to Everest Base Camp.

Base Camp sits 5,380m above sea level. To put that into context, London's iconic building The Shard is just 309.6m above sea level while the Burj Khalifa, the tallest building in the world, is 828m above sea level. When the team took on Base Camp, they were scaling a distance 6.5 times bigger than the Burj Khalifa. To reach the summit the group undertook several days of intense incline climbing and some days trekked up to eight hours to reach their final destination.

They fought altitude sickness and freezing conditions and slept a little rough before they reached the coloured flags of Everest Base Camp. Although the trip got off on the wrong foot due to poor weather, which delayed the explorers' start by two days, they had an incredible journey. Everest is one of the biggest attractions in Nepal and sometimes you can forget about the scenery that surrounds the mountain, but the team took the time to drink in the Nepalese landscapes. Upon their return to British soil, Kate, a member of Team Rexel, spoke of her amazing trip to Everest. 'The Nepalese scenery and the

people were fantastic. Although we had some, let's say, interesting hotel stays, we laughed the whole way, the place was brilliant.'

The rest of the team commented on the rest of their fellow explorers laughing and lighting up the way to Base Camp, with all the group saying it was the team that made the trip. Harry of Edmundson's Bournemouth said that 'all of the team got along so well' and Kate added she had 'made friends for life'. Sarah Jane echoed her team members and remarked that all of them 'were absolute stars'. Not only did the team make friends for life, they also made an incredible difference to our industry. Through individual fundraisers, flag sponsors and all manner of other money-making methods, the team raised over £50,000 for those in our sector who need assistance. That sum can support 166 psychiatric assessments; it can offer 125 families, pensioners and apprentices a financial grant of £400; or it can purchase 666 food vouchers for a family's weekly shop. It can pay for respite breaks, end-of-life care, specialist equipment, school uniforms, hospital parking, therapy sessions, new boilers, physiotherapy and rehabilitation facilities – the list is endless. In their contribution to the electrical and energy sector, the Everest explorers have changed lives.

We could not be prouder of their accomplishment and all they have done for the EIC. Our explorers and the EIC would like to extend a special thank you to everyone who sponsored their trip and especially all the flag sponsors who spurred the group on. So, thank you to Ansell Lighting, Rexel UK Ltd, Schneider Electric, Glen Dimplex, EFT Consult, JR Pridham Services Ltd, Cogent, CEENorm, Metpro Ltd, Dietzel Univolt, Keepmoat Homes, WMQ Building Services and Lightwave RF Pro who supercharged the team's total.



9.1.4 powerBall

powerBall 100th anniversary celebrations wow the crowds

On 8th November 2019, the Electrical Industries Charity alongside guests, friends and industry leaders headed to the London Hilton on Park Lane for the 100th anniversary celebrations of powerBall, the most prestigious event within the electrical and energy industry.

Hundreds of industry guests made their way up the sweeping staircase of the Hilton to be greeted by our very own flapper girls, complete with fans adorned with ostrich feathers. In the Wellington room there was a sparkling drinks reception generously sponsored by Aico while music was provided by a three-piece band who sang all of our favourite hits remastered with a roaring twenties twist.

In the Wellington Ballroom, our VIP tables enjoyed a champagne reception while the guests took in some bubbles in the centre of the dancefloor with a life-sized Martini glass complete with a flapper girl inside.

All attendees soon made their way into the grand ballroom to tables complete with feather centrepieces and a stage draped in art-deco styling. Four courses were to be had, with the evening meal finishing on bespoke chocolates accompanied by a chocolate frame specially created for the evening.

There were plenty of prizes to be won, with grand raffle items including a night in the Shangri-La at the Shard, a pair of diamond earrings, an Apple Watch and a Mulberry purse. There was also a silent auction where guests could bid on one-of-a-kind items such as signed Muhammad Ali

gloves and original artworks. Our brand-new band Icons + Anthems complemented the evening with a scorching set of well-loved classics, then DJ Laura kept the party going until 4am at the Aico after-party.

At powerBall 2019, 60 individuals pledged to save a life by donating £1,000 to the Charity and the cancer sufferers that the EIC support. To those who picked up a light and saved a life, we cannot thank you enough. Your generous contribution is unforgettable and will make a huge difference to those we support, no matter what stage they are at in their diagnosis.

Most importantly, powerBall 2019 raised £207,000 for the Electrical Industries Charity. That means 473 families will be helped with financial assistance, 63 people can attend a rehab facility for a week, and we can help all of the six people per week who come to the Charity battling cancer.

We would like to extend a huge thank you to our sponsors, CEF, Aico, Glen Dimplex and Schneider, as well as all our raffle donators, sponsors, guests and contributors.



Rexel UK Ltd cycle to victory

An incredible team of 12 cyclists travelled the distance from Paris to the Rexel head office in Birmingham in aid of the Electrical Industries Charity and the over 10,000 people we support every year.

The team covered approximately 450 miles to reach their goal and along the way raised a staggering £33,645 with profits being split equally between the EIC and its partner charity Macmillan Cancer Support. This means that your industry charity will receive a phenomenal £16,822.50.

The cyclists travelled through the sights of Paris soaking up the Arc de Triomphe before heading over the English Channel to travel through the English countryside to Birmingham where they reached the Rexel UK head office just five days after they set off.

Those who took part in this fundraising feat were: Peter Elliott – Commercial Director; Chris Gibson – Projects Director; John McCarten – Supply Chain

Director; Craig Spandrzyk – Assistant Head of Legal; Raffaele Liguori – Director of Pricing; Will Cairney – Lighting Design Engineer; Harj Dosanjh – Area Manager, NE Midlands; and also Pierre Yves Richard and Emmanuel da Motta from the Rexel Paris office.

Our supplier colleagues were Richard Simmons – Key Account Manager, South, NVC Lighting; Spencer Pope – Transactional Back Office Director, Schneider Electric; and Mike Holmes – Product & Vendor Development Manager, Metpro. Finally, our drivers were David Shackleton – National Account Manager, Rexel UK Ltd; and Chris Rourke – National Account Manager, Honeywell Environmental & Energy Solutions.

Although parts of the journey were undoubtedly tough, the team powered on with their sponsorship mounting and their support unflinching. The cycling team's contribution to the Charity and the electrical sector has been incredible, and we cannot thank them enough for their fundraising efforts.

Lew Electrical tackle Tough Mudder for those going through tough times

Dean, Kieran, Alastair and Josh from Lew Electrical took on the muddiest of obstacle courses, Tough Mudder Yorkshire, for the Electrical Industries Charity. Battling in the wet weather, through swimming pools of dirt and gruelling obstacles, the guys managed to complete the challenge and help towards reaching their goal of raising £5,000 for the EIC.

Morgan Sindall go into a fundraising frenzy for the EIC

Morgan Sindall have been busy fundraising for the EIC over the last three months and have done all manner of activities to raise much-needed money for the EIC over the festive period. They managed to raise an incredible £2,497.50 for those who need a hand over the yuletide season.

EEL Bognor Regis night at the races helps EIC in the race for funding

Edmundson Electrical Bognor Regis hosted a fantastic night at the races, and while having an incredible evening themselves they also raised a whole load of money for the EIC and the cases we support. We can't thank EEL Bognor Regis enough for their donation of £1,237.50, it makes all the difference.

Schneider scale Hadrian's Wall for EIC

A crack team of amateur walkers, and climbers, took on Hadrian's Wall this autumn for the Electrical Industries Charity. The wall stretches 73 miles through Carlisle to

the old borders of Scotland, and the walk certainly has some rocky terrain. Luckily for the group, the rain stayed off for them to complete their walk and they enjoyed some beautiful views of the Scottish and English countryside. The team managed to raise an incredible £1,080 for those in our sector who need assistance most. A massive thank you to all who took part.



SELECT Awards make a round of applause

SELECT Scotland hosted their annual awards and as always raised money for your industry charity. The awards were a star-studded occasion with guests enjoying keynote speaking, a delicious dinner and enviable prizes. What's even better is SELECT raised a phenomenal £2,760 for the EIC and all those we support. Thank you for your ongoing support of the Charity and all we do.

Bell tackle Snowdon as part of their centenary challenge

Bell Lighting have been tackling a series of mammoth tasks to celebrate their 100th birthday – they have cycled, swum, run and swung through several challenges, and in July they took on Mount Snowdon, the highest peak in Wales. This is no easy feat – with steep inclines, rocky ledges, and brisk winds to compete with, the team were up against it, but Bell Lighting's super fundraisers battled their way to the top with some impressive views of the Welsh countryside as their reward. The team even brought along their dog to help them reach the summit. Thank you so much to everyone who took part in the Bell Lighting Climb Snowdon challenge – your support is invaluable!



Northern Ireland Electrical Awards light up lives

The Northern Ireland Electrical Awards returned to Belfast this summer and the incredible crowd raised a whopping £3,020 for the EIC, a total which is sure to light up the lives of those in need within our sector.

The Electrical Awards recognise the achievements made in our industry by those within Northern Ireland, and the evening is always a roaring success with over 400 attendees enjoying a black-tie gala while raising money for an excellent cause.

RWE cycle to victory for the EIC

Can you imagine cycling for 24 hours? No? Nor can we. But this is exactly what an incredible team of cyclists from RWE did in aid of the EIC. Noah Hurst, James Luxford, Rick Hurst, Jeff Hulance and Tony Barnett powered through the night with their helmets fastened and determination unflinching to raise over £1,230 for those in our industry who need it most. Not only this, but RWE championed their in-house heroes and pledged a further £500 to their already fantastic total. We'd like to extend a huge thank you to the team for their efforts, you truly are industry heroes.

Edmundson Electrical's golf day hits a hole in one

The Edmundson Electrical team raised a fantastic £1,520 for the EIC by swinging and putting at their Scarcroft Golf Day this summer. We hope the sun shone for you and your long drives turned into lower handicaps. A golf day is a fantastic way to get outside and have fun with industry colleagues and friends while raising money for those who need it most. Edmundson Electrical, you really are fundraising heroes.

ECA Awards award the EIC a massive donation

This summer the ECA Awards returned, and with the elegance and glitz of the black-tie event it is not hard to see why each year the event is so popular. While the nominees were receiving the accolades, the attendees raised a staggering £3,795 for the Electrical Industries Charity. This incredible total will go towards helping those in the electrical sector who need it most, including their families, the apprentices and the retired members of our industry.

We hope you had an incredible night celebrating your achievements!

Donation from LEW Electrical helps to electrify EIC

It is donations like Lew Electrical's that mean the EIC can continue to support those who need it most within our sector. The incredible team at Lew Electrical raised and donated an amazing £1,050 to the Charity to fund industry programmes. Thank you for your donation and your ongoing support of the EIC, we couldn't do it without you.

Edmundson Electrical Swansea Summer Ball sweeps in donations for EIC

The Edmundson Electrical Swansea Summer Ball returned to Wales this summer with guests enjoying a black-tie soirée with a delectable three-course feast and a grand raffle. It was the grand raffle that really got the attendees digging deep for the EIC with the raffle total coming to a whopping £2,550.

Thank you for your ongoing support and we hope you had all the fun of the ball!

Feet on fire for EIC

Twenty-five participants from all over Scotland took part in the Fire Walk, a five-metre walk over burning embers to raise vital funds for the EIC. Teams from Rexel, Eaton, MACD Electrical, Schneider, Edmundson's Electrical and Aico, as well as EIC's Marcella McArthur, took part in a 90-minute 'mind over matter' seminar and then took on the burning challenge. The teams raised an incredible £5,159 for those who need a helping hand within the electrical sector across the UK. A massive thank you to everyone who took part and to Rexel and Aico for hosting this incredible event.



R&B Star have a ball fundraising for EIC

Electrical wholesalers R&B Star hosted their annual charity ball in aid of the Electrical Industries Charity and helped to support those within our sector who need assistance this new decade.

At both the 2018 and 2019 charity balls R&B Star, their employees, colleagues and guests raised an incredible £2,000. This sum can help five families in need of assistance by awarding them our financial grants, and it can help ten people take steps towards getting the mental health support they need through a psychiatric assessment.



TClarke's #Walk2Wheel helps the EIC keep rolling

A team of TClarke staff in Scotland walked from their office in Falkirk to the famous Falkirk wheel, totalling approximately ten miles.

The team had been supported by the Charity after one of their colleagues became terminally ill with cancer, and they wanted to give something back to the others the Charity help. Staff, clients and friends came together to support the group and they managed to raise an incredible £1,855 for EIC. A fantastic total from the Falkirk fundraisers.

BEAMA and Gambica annual lunch toasts to EIC

The BEAMA annual lunch is always a great occasion to toast the year gone and catch up with friends and colleagues from across the industry.

EIC are lucky enough that each year BEAMA choose to fundraise for the Charity through their raffle. Those in attendance were so generous and managed to raise £2,215 for the Charity, a great total from a fabulous day out.

Elektra Awards creates sparks

In December EIC attended the Elektra Awards where over 400 industry leaders and 150 worldwide companies joined to celebrate the work of the electrical sector. The winners had a brilliant night with those attending celebrating achievements and pioneering technology.

The EIC were also celebrated on the evening and received a £500 donation from the chairman of Harwin PLC who also received the lifetime achievement award.

Lunch with BEAMA

The BEAMA Christmas lunch was one to remember with delicious food and great company. The team raised over £1,400 to help industry members in need.

Edmundson Electrical East Midlands reel in donations for EIC

Edmundson Electrical East Midlands hosted their annual fishing day and hoped to reel in some whopping fish and great donations for EIC.

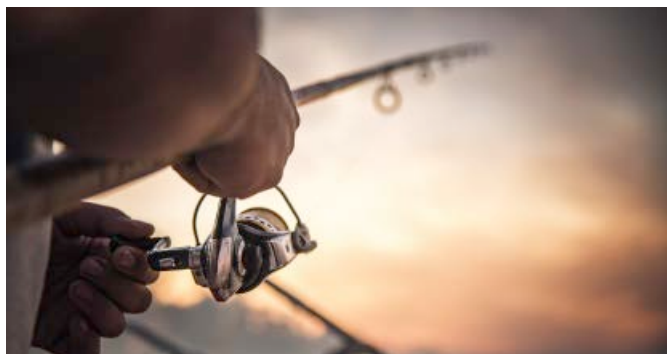
Edmundson are great supporters of the Charity, and this event was no different! The team had a great day on the lakes and raised a brilliant total of £415 for those in need. £415 can support almost six families with food vouchers.

Thank you, Edmundson East Midlands!

EDA Scottish function helps to support EIC

The EDA and EIC work closely together and their annual Scottish function is no different. Hosted in October of 2019 some of the biggest names in electrical distribution came together for a great evening of networking with new faces and old pals. In the process the guests managed to raise an incredible £2,830 for EIC.

Thank you again for your support.



IBA bring in the New Year with a bang

A huge thank you to everyone at the IBA buying group who brought in the New Year with a bang by donating £470 to the Charity to help those within the industry who need a boost at the start of this new decade. Your donation makes a huge difference and we thank you for your ongoing support.

ECA has a summer ball in aid of EIC

Friends of the Charity, the ECA, have long fundraised for EIC and their annual ball in Derby is no different. The ECA East Midlands region put on a great event with a Supremes tribute act, fancy dress photobooth and delectable three-course meal at the Derby County Cricket Pavilion.

The scorching summer sun provided the perfect backdrop for the evening and guests in attendance raised a phenomenal £2,057.79 for those in our sector who have fallen on hard times.

Industry heroes Aico make a massive difference to EIC

Aico have been true industry heroes for EIC and have helped the Charity to revolutionise the lives of many in the sector who have been struggling with long-term illness, poor mental health and all manner of other issues. Not only did Aico donate an incredible £25,000 to the Charity but they also donated a further £5,000 to support EIC. Their support has been phenomenal and dedication to the sector unfaltering.

Thank you Aico for all you do!

LEW Electrical tackle the three peaks to help the EIC

LEW Electrical Distributors have really been fundraising non-stop for the EIC this quarter. Not only did they tackle a tough mudder race, but Craig Powell also took on the national three peaks. He scaled Scafell Pike, Ben Nevis and Mount Snowdon all in aid of those in our industry who need support most.

By scaling the three mountains, he also managed to raise an incredible £1,340 for the EIC.

EIC receives charitable donation award from RWE

RWE are consistent champions of EIC and all we do to support our industry. RWE were the first to do a Charity Stand Down Hour to support EIC and continue to champion our support to their own employees and beyond. EIC received the 2019 end-of-year award from the RWE Charities Committee and were awarded a £1,000 donation to help support the essential service we provide. A huge thank you to RWE for their donation and ongoing support to the Charity.



powerLottery player gives back to the industry

Each month we crown 40 players with cash prizes from our powerLottery, an exclusive lottery run for industry members by their industry charity to support our industry colleagues. Our recent powerLottery winner, Mr Phipps, won £100 in our powerLottery and chose to donate his winnings back to EIC so he can continue to support our sector members. We would like to thank Mr Phipps for his donation and continuous support of the powerLottery.

WAGO donate to keep EIC services going

WAGO champion EIC services and proved their business to be an EIC Champion business by donating £1,800 to the Electrical Industries Charity to help fund vital mental health services which otherwise would not have been funded throughout this period. £1,800 can fund four psychiatric assessments, 45 counselling sessions and the continued support of the welfare team to our caseload. We want to say a massive thank you to everyone at WAGO for helping to support vital mental health services.

Twelve Electric memorial fundraiser donates to EIC

The team at Twelve Electric hosted a brilliant fundraiser in memory of their colleague Pat Jackson and raised an incredible £500 for the Electrical Industries Charity. What a lovely way to remember someone and give back to those in our industry. Thank you, Twelve Electric.

EDF Energy at Dungeness B Power Station

EDF Energy at Dungeness B Power Station helped to make a difference in our sector by hosting a mental health awareness training session within their offices. They helped to make a positive change by encouraging better attitudes to mental health in the workplace and were taught by our welfare team how to prevent, recognise and stop signs of poor mental health. They also made a fantastic donation to the EIC of £1,000. This money will help us support those in the industry who are struggling with their own mental health.

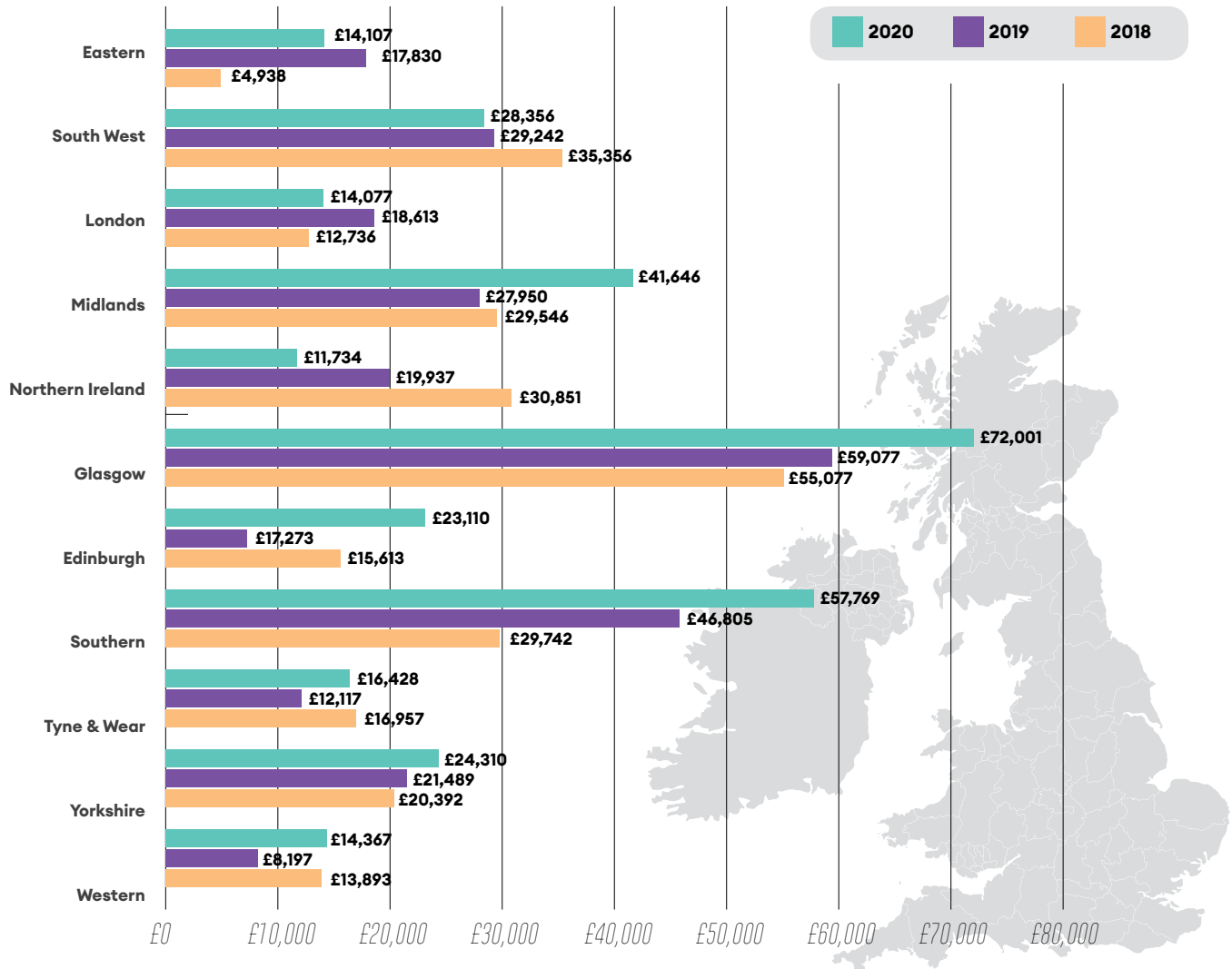


9.1.6 Regional Committee Fundraising

Our Regional Committees organised and hosted over 37 events throughout the year. From golf days to dinners, and fishing days to glamorous balls, they generated income of £682,294.

Not only do these events and activities provide much-needed funds, but they also spread the message about the Charity's ability to assist businesses, employees and their families.

PROFIT (£) GENERATED BY REGIONAL EVENTS



Eastern Regional Committee

Andie Morris (Chairman) - Dimplex
 Martin Cordrey - ECA
 Dave Geary - EEL
 Dave Cowan - Schneider Electric
 Nick Sinclair - Zumtobel Group
 Victoria Foster - JCC Lighting
 Mark Grafflin - Electric Center
 Trevor Sawyer - Honeywell/MK
 Nigel Ford - Luceco
 Ken Bird - Allied Services
 Jason Clarke - Stearn
 Ben Wakeman - DPL Group

Eastern Golf Day 2019

Congratulations to all the winners on the day and a HUGE thank you to the Eastern Regional Committee and all sponsors including Edmundson's Electrical Lowestoft, ECA, Edmundson's Electrical Hertford, Glen Dimplex and Rexel Ipswich. We could not have done it without you!

After a successful day out on the course, teams enjoyed a delicious and well-deserved roast dinner buffet with all the trimmings including pork belly, succulent beef and turkey with veggies, Yorkshire pudding, and potatoes, and finished it off with a selection of desserts! Overall a fantastic effort, and contribution of just over £2,000 was raised for the Charity that goes directly to assisting those in our industry!

Southern Regional Committee

Mark Mitchell (Chairman) - Kew Electrical
 Johanne Stimson (Vice Chairperson) - Heat Mat
 Ian Lawson - Edmundson Electrical
 Kevin Rolfe - Legrand Electric
 Adrian Coveney - Luceco
 Neil Chapman - Timeguard
 Paul Russell - Schneider Electric
 Chris Tolfrey - LE Installations
 Joe Mee - Edmundson Electrical
 Alan Holyoake - Gardner & Scardifield Electrical

Southern Region Spring Ball 2019

Another fantastic night at Southern Region Spring Ball this time celebrating its 85th anniversary. Over £41,000 was raised for the electrical industry, which is a record number for this event. The entertainment was spectacular. The Royal Marines Band Service closed the official part, with their performance enjoyed by all, and Candy Apple Blue set the dance floor on fire and kept it filled all night long. All of this was possible thanks to the support of over 530 people in attendance and our generous Gold Sponsors - City Electrical Factors, Rexel, Glen Dimplex Heating & Ventilation, Edmundson Electrical, Aico and Yesss Electrical, plus our drinks reception sponsor Kew Electrical Distributors.

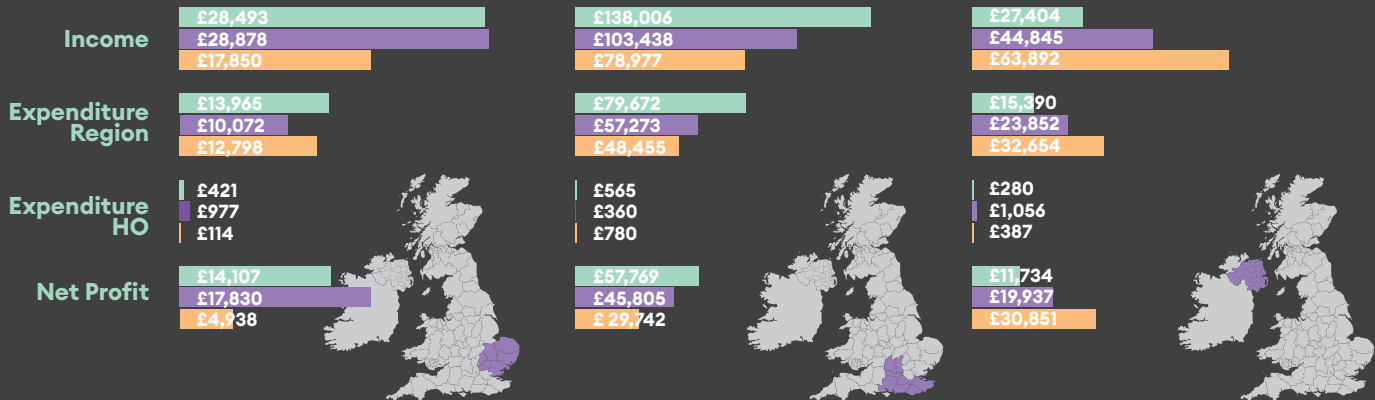
Northern Ireland Regional Committee

Northern Ireland Regional Committee
 Karen McAvooy (Chairperson) - Ireland's Electrical Magazine
 Mark O'Connor - Saturn LED
 Alfie Watterson - ECA
 Mervyn Knox - Hager Northern Ireland
 Gareth Howes - Marco Cable Management
 Bob McAteer - Retired
 Jake Keyworth - Edmundson Electrical

The Electric Lunch

The Electric Lunch in January 2020 had 240 guests from our industry all joined together for a great afternoon of craic. It was a fantastic way to say cheerio to the January blues - and, for many of us, dry January.

This year, the focus was on brain injuries and, we saw how the Charity supported one of our own - Stephen, from Parr Group, who was viciously attacked after a night out and was left in a coma, with many more difficult months ahead of him. The Charity sprung into action to help Stephen and his family, providing an occupational therapist as well as emotional and financial support.



Yorkshire Regional Committee

Andy Roach (Chairman) – Morgan Sindall
 Eric Dyer – EWS Limited
 Diane Bywell – Timeguard
 Alwyne Booth – Retired
 Matthew Barnett – Morgan Sindall
 Ian Dennon – CP Electronics
 Peter Thorpe – National Grid
 Graham Coxon – Edmundson Electrical
 Paul Hodgson – Edmundson Electrical
 Mark Ginn – Hager
 James Cross – City Electrical Factors
 Angus Long – Skanwear

Yorkshire powerBall 2019

Returning to the newly refurbished DoubleTree Hilton Majestic Hotel in Harrogate, a wonderful night of fine dining, dancing and socialising was enjoyed by all at the Yorkshire powerBall! In aid of raising crucial funds for the Electrical Industries Charity, attendees tested their luck at winning amazing prizes including a giant teddy playing the tombola, Higher or Lower game and the grand raffle.

New band Sink the Beat had everyone dancing the night away, celebrating their great efforts raising almost £4k for their industry charity! A big thank you to all the sponsors including CEF, Edmundson Electrical, Morgan Sindall and CP Electronics, we could not do it without you!

Tyne & Wear Committee

Fred Dickinson (Chairman) - CP Electronics
 Fred Hood (Secretary) - McNally and Thompson
 Chris Burt (Treasurer) - Dougal and Railton
 Noel Plant (Committee Member) - Meldrum Facilities Ltd.
 Karl Snowdon (Committee Member) - Park Electrical Distributors Ltd.

Tyne and Wear Christmas Lunch

The Tyne and Wear Christmas Lunch made waves at brand new venue Crowne Plaza, Newcastle. With top-notch comedy, great festive feasts and a record guest turnout it was great to raise over £7,000 for our industry.

Edinburgh Regional Committee

Derick Ramsay (Chairman) - Zumtobel Group
 Neil MacEachern - Schneider Electric
 Alistair Maltman - Tofco CPP Ltd
 Shaun Harrison - Scolmore
 Kenneth Wilson - Rexel

Edinburgh Christmas Lunch 2019

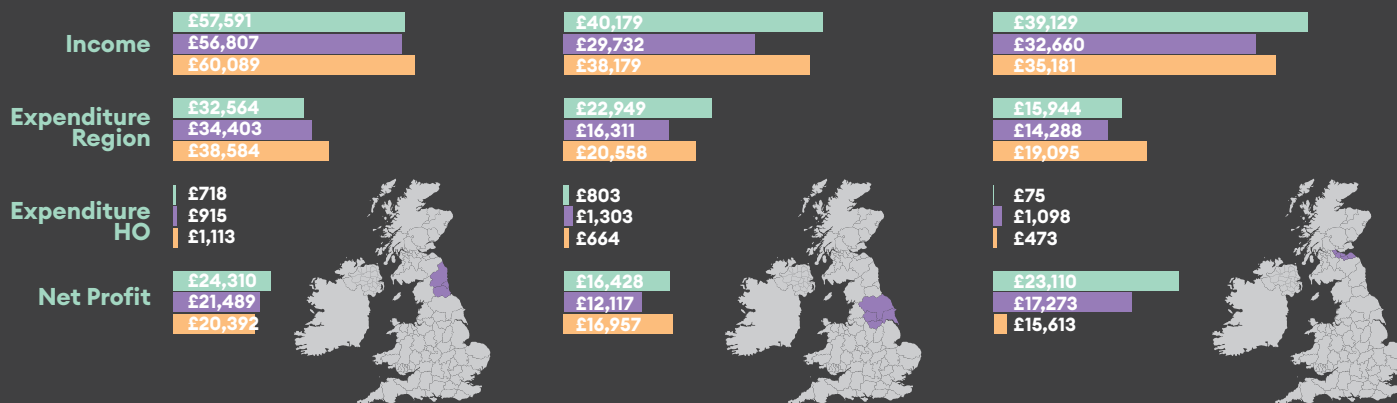
The Christmas spirit returned to the Sheraton, Edinburgh, for another festive treat to support the Electrical Industries Charity. Guests were dazzled by mentalist Drew McAdams and entertained by John Rowbotham for an afternoon of yuletide glee.

A three-course feast was served with all the Christmas trimmings and many went home with an extra gift from the grand raffle which featured unforgettable experiences and other brilliant prizes. We would like to extend a special thank you to all our sponsors and supporters of the event and can't wait to do it all again. We raised over £27,000 for our industry charity thanks to generous support.

2019/20

2018/19

2017/18



Glasgow Regional Committee

Isabel Smith (Chairperson) – Edmundson Electrical
 Ken McQuaker (Secretary) – Rexel
 Barry McNally – Schneider Electric
 Gerry Young – Siemens
 David MacDonald - MacD Electrical
 Gregor Morrison - Aico

Glasgow Christmas Lunch 2019

The Glasgow Christmas Lunch returned to the DoubleTree Hilton in Glasgow city centre for another incredible year of fundraising. Guests were in for a festive feast with chicken stuffed with Scottish haggis and a sticky toffee pudding.

The bubbles were free-flowing, and a great time was had by all. We had some big winners on the night with several auction lots reaching top bids of up to £3,200.

The Glasgow region and the lunch guests raised over £36,000 for those in our industry who need assistance most. A phenomenal figure from a show-stopping afternoon.

South West (former Gloucester) Regional Committee

Steve Vaslet (Chairman) – EDF Energy
 Dave Chalk (Secretary)
 Dave Miller (Treasurer) – EDF Energy
 Roy Christie (Vice Chairman)
 Tony Mills (Golf Chairman) - EDF Energy
 Paul Meddings (golf)
 Tony Vearncombe (golf)

South West Region Annual Ball 2019

In November we danced the night away in style at the De Vere Tortworth Estate with industry colleagues and friends to celebrate the beginning of the festive season at the South West Region Annual Ball. Fun was had by all who attended with an incredible magician and toe-tappingly good band which wowed everyone.

There was phenomenal support from the industry for the South West Ball and we raised over £12,000 for those in our industry who need support most. We cannot wait to do it all again in 2021, at the De Vere Tortworth.

London Regional Committee

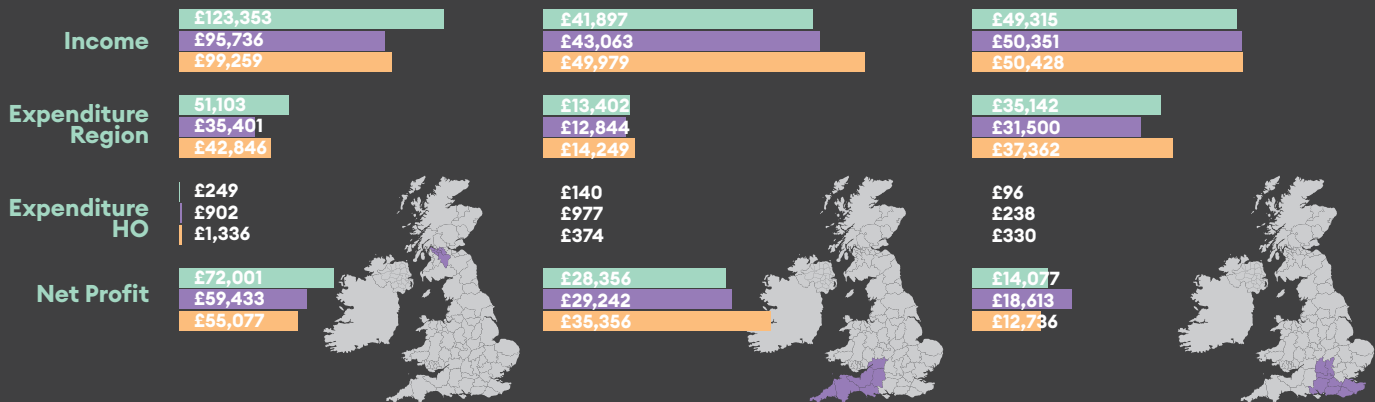
David Fielder – Edmundson Electrical
 Tina Hemmings – Edmundson Electrical
 Ian Young – Edmundson Electrical

London Valentine's Ball 2020

Attendees dressed in their finest black tie enjoyed another romantic evening at the Intercontinental, on London's iconic Park Lane. An evening of networking and delicious 5-star, three-course dining was followed by an evening of dancing and fun, provided by surprise salsa dancers and excellent live band 'Sink the Beat'.

A big thank you to Legrand for being the headline sponsor on the evening! As well as Bells Power Solutions for putting smiles on faces with elegant ladies' gifts to take home! Congratulations to all the winners of the evening's live auction and raffle, and a huge thank you to all the companies who donated a prize, it is truly appreciated!

A great effort on the evening raised just over £9,000 for your industry charity, supporting those going through tough times.



Western Regional Committee

Gary Hutchins, CEF - Chairman
 Steve Mace, Vice Chair
 Mick Brown, Kew Electrical

Western Equinox Ball 2019

The change in season was celebrated in style at the Western Equinox Ball 2019! Attendees enjoyed another fabulous evening of fine dining, excellent entertainment and good company surrounded by industry friends and partners! Our MC Ian Roberts made us chuckle and Candy Apple Blue got us up on our feet dancing the evening away! A huge thank you extends to Wiska, the headline sponsor, as well as Glen Dimplex, the entertainment sponsor, and Rexel, the drinks sponsor.

A tremendous fundraising effort for the Electrical Industries Charity at almost £8,500!

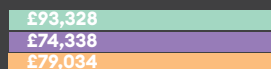
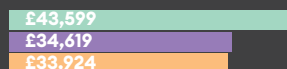
Midlands Regional Committee

Stewart Gregory (President) - Schneider Electric
 Butch Rai (Chairman) - IDS Electrical
 Belinda Colwell - Bell Lighting
 John Fellows - Edmundson Electrical
 Rachel Hitchcocks - Zumtobel Group
 Paul McHale - ARH Group
 Mike Burnard - Edmundson Electrical
 Nicola Surman - Hager
 Robin Weaving - Edmundson Electrical
 Lee Austin - Legrand
 Tracey Hazlewood - Hager
 Eddie Featherstone - Edmundson Electrical
 Adrian Parry - Scolmore
 Jon Chamberlain - Marshall Tufflex
 Matthew Coulson - Schneider Electric
 Andy Guy - Rexel

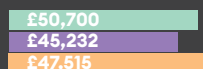
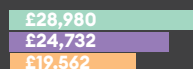
Midlands Christmas Gala Ball

The star-studded Midlands Christmas Gala Ball returned to the ICC Birmingham for another beautiful evening to ring in the festive season across the Midlands region. This year, we had a record turn-out for the yuletide dinner dance, which saw the tables adorned with Christmas wreaths and towering trees surrounded by stacks of presents. Pure Genius, a new band for 2019, kept the crowd entertained with funky

remixes of some of our favourite songs. A DJ kept the party going until 1am and the event raised over £30,000 for the Electrical Industries Charity. We would like to extend a special thank you to our raffle prize sponsors, donators and gold sponsors Schneider Electric.



Income



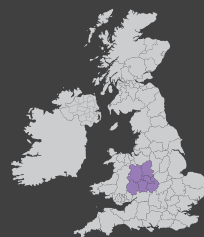
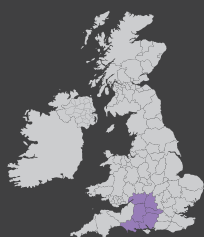
Expenditure Region



Expenditure HO



Net Profit



10.1 KEY FUNDRAISING ACTIVITIES

The Electrical Industries Charity is fortunate to have close ties with many industry organisations who generously provide a platform at their events to raise money and awareness of the Charity. Events and donations in 2019/20 included:

Electrical Contractors' Association (ECA)

ECA Awards

This summer the ECA Awards returned, and with the elegance and glitz of the black-tie event it is not hard to see why each year the event is so popular. While the nominees were receiving the accolades, the attendees raised a staggering £3,795 for the Electrical Industries Charity.

ECA Maidstone East and Kent Branch support EIC

The ECA Maidstone East and Kent Branch are consistent supporters of the Charity and always do their best to be fundraising heroes for the Charity in so many of their events and raffles. Over the year 2019 the branch fundraised an incredible total of £2,618 for the Charity from their branch dinner dance and branch meetings throughout the year. Thank you to everyone at the ECA for their continued support.

ECA West Midlands dance donation to EIC

The West Midlands Dinner Dance returned this July and the guests enjoyed plenty of fine wine, cuisine and dancing and raised a fantastic £1,000 for those in our industry who need it most.

Overseas ECA trip really helps to 'tide' over EIC

Members of the Electrical Contractors' Association (ECA) headed overseas this summer for their annual overseas trip to enjoy networking, sunshine and the seaside with industry colleagues, friends and new faces. Their trip wasn't only a resounding success for members of ECA – it also helped the EIC to assist those who need aid the most. A huge thank you to our friends in ECA and we hope the tans and memories from your trip haven't faded yet!

Electrical Distributors' Association (EDA)

IET Dinner

The IET Dinner returned this year to the lavish Grosvenor House in central London. This dinner champions the work of young engineers and helps them to continue their education within the engineering and technology sector. The incredible dinner raised a brilliant total of £1,557.85 for the Electrical Industries Charity on the night! A massive thank you to everyone at IET for their amazing fundraising – a fabulous night was had by all.

EW Awards

On 9th May the Electrical Industries Charity (EIC) were delighted to present two accolades at the Electrical Wholesale Awards night at the Guoman Hotel. This year,

the EIC presented both Best Energy Saving Product and Best Wholesaler: Sole Branch to National Ventilation's Monsoon IntelliSystem Heat Recovery Unit and Amble Electrical Distributors, respectively. Both were very worthy winners although there was some stiff competition from the other nominees. The Electrical Wholesale Awards was a fantastic night full of recognition for those who make the electrical industry as bright as it can be and encourage all of us within the electrical sector to spark up our own

ideas and initiatives. An incredible £735 was raised on the evening for the Charity.

EDA Annual Awards Dinner raises vital funds for the EIC

EDA hosted their annual Awards Dinner in London last month which saw glitz and glamour fill the room, with over £7,600 raised for those in our industry who need it most.



SELECT

Toolbox Talks return to Scotland with the EIC in tow

We were lucky enough to join SELECT and many of their members at one of their Toolbox Talks again. These talks are a great opportunity to chat about pressing issues or hot topics in our industry. It was an honour to be invited to speak to SELECT members about how the Charity can help them, and our sector, improve. Not only was there lots of discussion, but there were plenty of brand-new products, ideas and innovations being showcased, all of which aim to support and improve our industry – just like us! Attending events like this is a great way to promote all the different kinds of assistance EIC offers and also gives us the opportunity to meet more and more of you who want to help us.

SELECT celebrate late president and raise funds for the EIC with their picturesque walk

Not only did SELECT host some incredible Toolbox Talks this year, but they also organised a president's walk. The walk followed the five-mile Green Bridge Trail through the picturesque Chatelherault Park, Hamilton, and was in memory of Jim McArthur, the late president of SELECT. This stunning ramble through the Scottish countryside helped to raise awareness and funds for the Electrical Industries Charity, to help those who need support most in our sector.

JTL host five-a-side and hit the back of the net

JTL went for a world-cup winner with their five-a-side football match in aid of the Electrical Industries Charity.

Teams went head to head to battle it out for the victory and the match was full of screamers. The total they raised for the EIC was also a screamer: the match hit the total of £634.77, an incredible total to support the over 10,000 people the EIC assist.



Highway Electrical Association Awards raises huge total for EIC

Every year the Highway Electrical Association raises an incredible sum for EIC and all the work we do to support the sector, and 2019 was no different. The awards returned to the Celtic Manor hotel and golf resort for Halloween, and guests were wined and dined while celebrating pioneering products and people within the highway electrical sector. They raised a whopping £4,649.19 for the Charity and they're doing it all again in 2020. Thank you to all the attendees and congratulations to all the winners from everyone at the EIC.

OUR PR & MEDIA PARTNERS

Building services

Commercial
BSEE
Building Engineer
CIBSE Journal

Energy in Buildings &
Industry (EiBI)
Modern Building
Services

The Energyst
Smart Buildings
Building Services News,
Ireland

Electrical

Large contractors
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SELECT)
ECA Today

Electrical (Ireland)
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News
Electrical Engineering

Electrical Review
Electrical Trade
Magazine
Voltimum

Small contractors

Electrical Times
Professional Electrician

Apprentices

Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical

News
Innovative Electrical
Retailing
reNEWS
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ECA Today
Process Engineering
Trimble
NAPIT Magazine
NIC EIC

Lighting

LEDs Magazine
RIBA Journal
Lighting
Lighting Industry
Association
Architecture Today

Lux Magazine
ARC (Lighting in
Architecture)
AI Lighting
The Architectural
Review
Architects Journal

Icon
Dezeen
Architect's Choice

The Electrical Industries Charity Limited is a company limited by guarantee, registered in England and Wales (No 2726030), and a charity registered with the Charity Commission for England and Wales (No. 1012131) and the Office of the Scottish Regulator (No SCO38811).

Patron

Her Majesty the Queen

Council

The Electrical Industries Charity is governed by a Council which meets a minimum of four times during the year. The President is the Chair of Council, which consists of up to 10 Members including the President.

Members of Council

Council comprises the following Members, who are Trustees and Directors, and who held office during the period:

Mrs P Cooke

Ms M Fitzsimons (resigned November 2019)

Mr D Gardiner

Mr S Gregory (President)

Mr T Foreman

Mr S Phillips

Mr S Stark

Mr P Elliott

Mr I Lawson

Mr S Mackenzie (Past President)

Mr N Hooper

Mr S Bratt (resigned November 2019)

Managing Director & Company Secretary

Tessa Ogle

Registered office

Rotherwick House, 3 Thomas More St, London, E1W 1YZ

Bankers

National Westminster Bank plc
Commercial Banking Centre
2nd Floor, County Gate 2, Stacey's Street
Maidstone, Kent ME14 1ST

Finance

ExcluServ
1 Fore Street Avenue
London EC2Y 9DT

Investment Managers

UBS
5 Broadgate Cir
London EC2M 2QS

Statutory Auditors

Haines Watts
Old Station House, Station Approach
Newport Street
Swindon, Wiltshire SN1 3DU

Solicitors

MacRoberts LLP
Capella, 60 York Street
Glasgow G2 8JX

12.1 THE ROLE OF COUNCIL

Council leads and controls the Electrical Industries Charity via the Managing Director to deliver the organisation's aims and objectives and to set strategic direction and policy so as to uphold its mission, vision and values.

12.1.1 Council responsibilities

In directing the affairs of the Electrical Industries Charity, ensuring it is solvent, well run and delivering the outcomes for which it was founded, Council's strategic and leadership responsibilities (which cannot be delegated) are to:

- ensure compliance with the objects, purposes and values of the Electrical Industries Charity and with its governing instrument (Memorandum and Articles of Association);
- approve policies, plans and budgets to achieve those objectives and to monitor performance against them;
- ensure the solvency, financial strength and good performance of the organisation;
- ensure the Electrical Industries Charity complies with all relevant laws, regulations and requirements of its regulators (taking appropriate advice);
- set and maintain a framework of delegation and internal control;
- agree or ratify all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise;
- approve financial statements for each financial year which give a true and fair view of the position.

12.1.2 Council Members and their statutory responsibilities

The Council Members are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Operations Accepted Accounting Practice).

Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members 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;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Council Members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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 Council Members are aware:

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

12.1.3 Appointment to Council

All appointments to Council are subject to approval by Council. Names are put forward either to fill a vacancy on Council which arises during the year; as part of the Electrical Industries Charity's retirement processes (as set out in the Articles of Association); or to fill a skills gap on Council.

Council considers those individuals whose skills and experience meet the needs of the organisation in the following (broad) areas:

- governance
- welfare
- fundraising, marketing, business and relationship development
- finance, asset management, investments
- IT systems
- stakeholders and branches
- staff HR, health and safety.

A President may be appointed by Council for a period of two years or more. The President's role is to chair Council meetings, to provide leadership and focus on the Electrical Industries Charity's activities, and to be the principal point of contact between Council and the Managing Director.

The President may be assisted by Vice President(s) in furtherance of the President's role externally, but not necessarily on Council.

12.1.4 Council Members' training

Induction – a full pack of information relating to roles and responsibilities, strategic issues and reports on activities is given to new Council Members, together with one-to-one training and advice (usually by the Managing Director) as required.

Training can also be provided by:

- formal sessions at Council as required
- attending training sessions provided by third parties
- informal advice and circulation of papers and reports.

12.2 SUBGROUPS OF COUNCIL

President's Group – To discuss and review proposals presented by the Managing Director and review and make recommendations to Council on specific issues.

The President's Group comprises the President, Vice Presidents, Immediate Past President, up to two Council Members and the Managing Director when required.

Welfare Audit Group – This subgroup provides independent

assessment of the quality and effectiveness of the Electrical Industries Charity's welfare care programmes. The Welfare Audit Group met four times in 2019/20. Welfare Audit Group members during 2018/19: J Ong (Chair), J. Leggot, A. Boldero, B. Venables, R. Radford, B. Whitfield, S Moffat and M. Dore.

Working Groups were set up during the year to provide specialist advice and support to the Managing Director and reports to the Council.

Finance, Business Planning, Investment and IT – The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities including financial risk management. Its role includes Budgeting and Financial Performance, Internal Financial Control and Financial Risk Management, Financial Reporting and External Audit, Reserves and Investments, and IT Strategy. Members during 2018-2019 Mr D. Gardiner, Mr T. Lambeth & Mr T. Foreman .

12.3 MANAGEMENT AND STAFF

The Managing Director is the senior member of staff who reports to and is accountable to Council. The Managing Director is responsible for all operational aspects of the Charity's activities and also has a leading role in devising the strategy and taking recommendations to Council for review and approval.

There are departmental functions for charitable (welfare) services, fundraising and marketing, employing nine staff. Financial processing and IT support are outsourced under

contract with ExcluServ and TechQuarters. The Electrical Industries Charity has a Finance and Office Administrator who acts as the liaison with ExcluServ and supports the Managing Director and manages other aspects of office administration.

12.4 ACCOMMODATION AND FACILITIES

The Head Office is based in London in Rotherwick House, 3 Thomas More St, London, E1W 1YZ. The building is with other industry trade associations.

12.5 VOLUNTEERS

The benefit from a volunteer base with dedicated input into the Electrical Industries Charity's activities is incalculable. All Council Members and subgroup Members are volunteers and devote considerable time and effort.

The Regional Committees covering England, Scotland and Northern Ireland boast over 100 volunteer members who actively raise funds and awareness for the Charity.

12.6 FUNDRAISING

Fundraising approach

We rely on a number of different fundraising approaches in order to raise funds cost-effectively from a range of sources, raising awareness of our work and allowing supporters to contribute in ways that are most appropriate for them. This includes fundraising face to face at industry events, emails, online and press advertising, legacies, and corporate partners. Most individual fundraising is done through online platforms such as Virgin Money Giving and Just Giving.

Fundraising standards

We are members of the Institute of Fundraising (IOF) and the Fundraising Regulator, and as such abide by the Code of Fundraising Practice as well as the rulebooks for event fundraising. We abide by the Fundraising Regulator's Fundraising Promise, and strive to ensure our fundraising is open, honest, legal and respectful. We have moved to an 'opt-in' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity or trading-company-run events.

Fundraising on our behalf

As an industry charity we engage with our members to carry out fundraising on our behalf. This is done on a volunteer basis. They engage our industry in our industry events by discussing ways in which they can support us, appropriately and proportionately.

Every year, we work with ten regional committees across the country to fulfil this objective. At any event run by the trading subsidiary or the Charity our in-house fundraising team will be present, and both the staff and regional committee members will speak to potential supporters in this way.

As a result of these conversations, many are inspired to start individual challenge fundraising, generating significant income that we direct to supporting people in crisis in our industry. We require any regional committee working on our behalf to adhere to our fundraising standards. All regional committees are issued regional income and expenditure reports every quarter to ensure transparency with our members. We don't engage any professional fundraising organisations and don't intend to in the future.

We work with a number of strategic corporate partners who support our work through financial and non-financial donations, as well as employee and customer fundraising.

We also receive one-off support from companies, particularly as part of challenge-for-a-cause appeals. Our corporate partnerships are subject to our ethical policy.

Monitoring of fundraising activities and protecting people in vulnerable circumstances

We have policies in place, endorsed by our board of trustees, which govern our fundraising activities, whether they are carried out internally or through our regional committees. We have regional reports in place to monitor our in-house teams and regional committee fundraisers, as well as the conversations they have on our behalf with both supporters and members of the industry.

This includes thorough monitoring, regular interfacing with our fundraising staff and a policy for complaints and remedial actions. Our aim is to ensure that potential supporters feel informed, genuinely thanked and inspired by their conversation, regardless of its outcome.

We are committed to ensuring that we treat the industry sensitively and respectfully at all times, taking special care to protect people who may find themselves in vulnerable circumstances. Our fundraisers trained in-house are aware of the signs of potential vulnerability in anyone they speak to on our behalf, as well as the steps we expect them to take on the rare occasions when they do have concerns.

This approach has been developed in consultation with our specialist welfare staff, and is in line with the requirements of the Charities (Protection and Social Investment) Act 2016 and the Mental Capacity Act 2005, as well as with the Institute of Fundraising's Treating Donors Fairly guidance.

Complaints

We have a robust and well-established complaints procedure. In 2019/20 we received no complaints from members of the industry about our fundraising activities.

We have nothing to report in respect of failures and/or breaches, which we have taken to include complaints or breaches referred to, and upheld by, either the ICO or the Fundraising Regulator.

Challenge 2025 outlines an ambitious but achievable plan to become the leading charity offering preventative and high-impact solutions that genuinely meet the wellbeing needs of the electrical and energy industries. Challenge 2025 is the roadmap for the future of our Charity and our commitment to serve our industry by continuing the ethos that has underpinned who we are and what we do for the last 100 years.

Our plans for the future are designed to be simple and meaningful. We will focus on becoming a leading provider offering preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries.

From four wellbeing programmes and our Access Assistance service in 2016/17 we are now looking at greatly expanded service offerings and income-generating activities and partnerships.

The most acute learnings that embody our future plans are as follows:

Future thinking

Every large case that we take on contains a multitude of quite separate problems. But when approached as complicated rather than complex, we can successfully address the parts of the whole in best helping our clients. The future EIC is quite unique in its ability to do this. We will capture and grow this capacity by taking a leading-edge position on pragmatic caregiving.

Future funding model

Large cases will now be funded under the Challenge for a Cause model, giving donors a direct and tangible role in the outcomes that are possible.

And membership of powerLottery will be tied to the provision of extensive counselling options.

New frontiers: advocacy and altruism

We are expanding on two fronts – altruism and advocacy. The EIC is moving into new territory with its advocacy on issues of major significance. So, outwardly, it will provide advocacy on issues of mental health, anchored by a growing internal focus on the giving aspect of altruism.

This will be decoupled from the ‘theoretical’ aspect of giving through the expansion of powerLottery as a unique identifier for industry members to define their own values and contribution.

Partnership

Our emphasis on partnering is a key feature of our future plans. Our internal partners – electrical firms, fundraising groups and committees – will be the high-density fabric of the EIC. They will increasingly be seen as the conduit to our industry, and increased emphasis on their role will see new and stronger communities emerge.

Externally our partners will continue to grow year on year, providing umbrella coverage across both issues and communities.

Greater than>

Growth in our profile will be accelerated by and for the programmes. We will grow based on our leadership position in providing a ‘greater than’ return to our industry.

Embracing the digital movement through:

- > Finding new ways to fundraise
- > Offering support through online services
- > Meeting the needs of non-digital users
- > Developing training platforms to enhance remote workforce learning.

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

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Registered with Charity Commission Number: 1012131
Registered as a Charity in Scotland Number: SC038811
Registered Company Number: 2726030

TRUSTEES' FINANCIAL REVIEW

FINANCIAL POSITION

The financial statements incorporate the results of the trading subsidiary, the Electrical Industries Trading Company Limited. The subsidiary administered powerBall and all regional industry events.

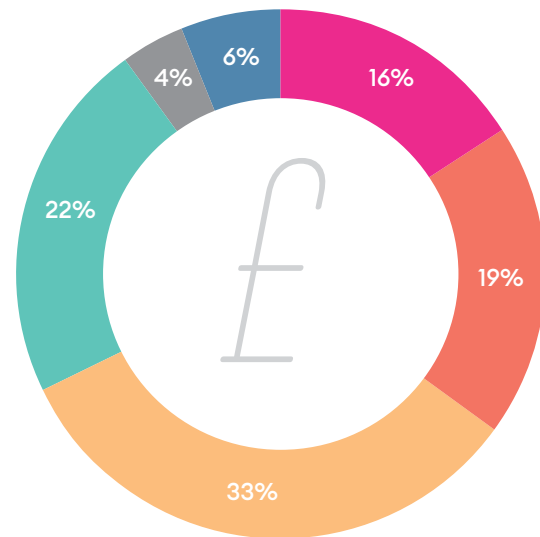
Total income increased from £1.997m in 2018/19 to £2.094m in 2019/20. This is largely attributed to an increase in funding from regional events and powerBall. The merger of the lotteries helped the profit margin to improve from £136k in 2018/19 to £254k in 2019/20 – a rise in profit of 86%. Donations and legacies remained the same as 2018/19. Given that was the highest it had been in over 10 years, the Charity was pleased to see we retained that support.

Total costs increased slightly from £2.839m in 2018/19 to £2.869m in 2019/20.

The cost increases were a direct result of losses from the investment portfolio of £285k due to COVID-19 investment shocks experienced in March. There is a decrease in spending in financial grants (specifically the big build purchase of £196k of 2018/19) but a doubling of spending in mental health support.

The resources expended have been allocated to cost headings in accordance with the SORP. The basis of allocation is disclosed in accounting policies note (e) on pages 101 to 109. Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year. COVID-19 has had a significant impact on the Charity's ability to generate funds. It is estimated that next financial year the Charity will be down £1.4m in income due to COVID-19 closures.

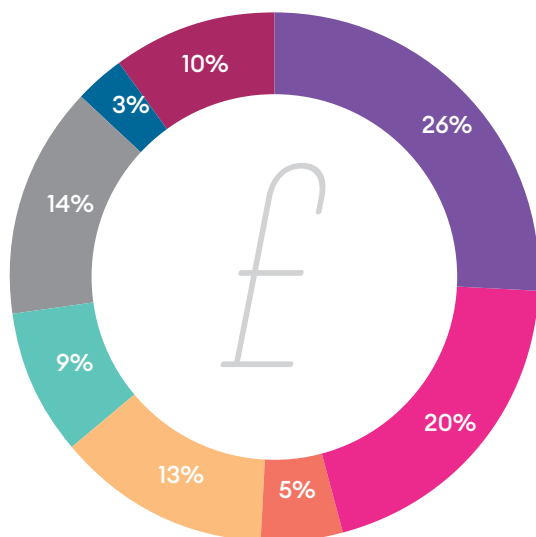
TOTAL £2,094,328



WHERE THE MONEY CAME FROM

- **Donations and legacies £342k**
- **Lottery proceeds £391k**
- **Regional committee events £682k**
- **powerBall £465k**
- **Fundraising at HO £88k**
- **Realised investment income £117k**
- **Unrealised investment gains £0**
- **Other fundraising £8,333**

TOTAL £2,869,480



NET ASSETS

Net assets amounted to £3,848m as at 31 March 2020, which is down on last year due to uncertainty in UK markets and the disruption caused globally by COVID-19. By the end of March the investment was down 13.4%. We expect the portfolio to remain down until after the US elections.

2019/20

£3,848m

2018/19

£4,623m

2017/18

£5,465m

HOW WE SPENT THE MONEY

- Direct financial assistance £733k
- Support, helpline, advice and information £585k
- Lottery prizes and administration £137k
- Regional committee events £379k
- powerBall £257k
- Other fundraising £406k
- Governance and management £88k
- Unrealised investment losses £285k

INVESTMENT STRATEGY

The Electrical Industries Charity is a benevolent charity managed by Trustees, whose purpose is to provide people in the electrical industries a hand-up in their time of need. The financial objectives of the Charity are to grow real value of the investment portfolio while generating a stable and sustainable return; to fund a shortfall of income; and to ensure grant giving remains at 25% or higher of total income.

The inflation measure most relevant to the Charity's expenditure is the Retail Price Index. The Charity has approximately £5m in a balanced investment portfolio with investment manager, UBS. The Charity aims to distribute grants of between £400k and £500k per annum, but this can vary from year to year depending on the number of financial grant applications and investment returns. The operating expenditure has remained relatively consistent over the last three years.

The Trustees of the Charity have delegated decision making on investment matters to the Finance Working Group (Committee) and appointed an Independent Investment Advisor to work with the Committee in undertaking quarterly reviews and biannual reviews with our investment manager.

Investment objectives

- The Charity seeks to produce the best financial return within an acceptable level of risk.
- The investment objective is to generate a return of 5% per annum over the long term, after expenses.
- This should allow the Charity to at least maintain the real value of the assets, while providing funding for annual expenditure and grant making.
- The Charity adopts a total return approach to investment, generating the investment return from income and capital gains or losses. It is expected that if in any one year the total return is insufficient to meet the budgeted shortfall in income, then the Charity will take out cash to fund the shortfall from the investment.
- In the long term the real value of the Charity will still be maintained in accordance with the investment objective above.

RISK

Attitude to risk

The Charity relies on the investment return to fund shortfall in income.

Financial grants have largely been operating at 20% to 27% of income for the last 10 years. The Charity approach to risk is to place risk where it is best placed to be managed, hence the appointment of the Independent Financial Advisor and the retention of UBS to manage our investment with a clear mandate to obtain returns of 5% net per annum.

The Trustees are able to tolerate volatility of the capital value of the Charity, as long as the Charity is able to meet its commitments through either income or liquid capital assets.

Use of leverage

Kubera Wealth have provided cash flow models showing the inclusion of leverage within the portfolio to increase the potential return without increasing the volatility of assets within the portfolio.

In brief, UBS will provide a loan facility secured against the investment portfolio at a rate of 1.8% over the three-month LIBOR* (circa 0.5%) and these funds will be invested to provide income and capital growth.

The portfolio managers will alter the style of the portfolio to ensure cover is in place for interest payments.

* London interbank offered rate, the basic rate of interest used in lending between banks on the London interbank market and also used as a reference for setting the interest rate on other loans.

Here is an example of how it works:

£5,000,000 Original Portfolio at 5% growth = £250,000

£2,500,000 cash from loan at 5% growth = £125,000

£2,500,000 loan at 2.3% interest = £57,500

Net profit from leverage = £317,500 which is an increased net growth of 6.35% over the original 5%.

Assets

The invested assets can be invested widely and should be diversified by asset class, by manager and by security. Asset classes could include cash, bonds, equities, property, hedge funds, structured products, private equity, commodities and any other asset that is deemed suitable for the Charity.

The Finance Working Group supported by the Charity's Independent Investment Advisor will have a role of reviewing the UBS (the Investment Manager) portfolio but will not direct investment decisions. Kubera are charged with agreeing a suitable asset allocation strategy with UBS, which is set so as to achieve the overall investment objective. Annually the Finance Working Group will advise UBS of cash-flow needs. Additionally, Kubera Wealth are to review the performance of UBS against both their own panelled peer group and industry benchmarks.

Currency

- The base currency of the investment portfolio is sterling.
- Investment may be made in non-sterling assets depending on market conditions within the investment portfolio.
- Hedging is permitted.

Liquidity requirements

The Charity aims to distribute financial grants of between £400 and £500k per annum. This can be funded from both income and the investment.

The trustees wish to keep at least 25% of the assets in investments that can be realised within three months. To allow for volatility of capital values, the Trustees wish to maintain at least one year's worth of budgeted grant making in liquid investments. A minimum of 4% of the total investment portfolio should be kept in cash or near cash investments at all times.

Time horizon

The Charity is expected to exist in perpetuity and investments should be managed to meet the investment objective and ensure this sustainability.

The Charity adopts a long-term investment time horizon focused on certainty over the next 10 years.

Staff and trustees

The number of employees during the year, whose gross pay and benefits within the following bands, was:

Banding	Group 2020 No.	Group 2019 No.
£20,001 - £30,000	3	3
£30,001 - £40,000	7	7
£40,001 - £50,000	1	1
£50,001 - £60,000	0	0
£60,001 - £70,000	0	0
£70,001 - £80,000	0	0
£80,001 - £90,000	0	0
£90,001 - £100,000	0	0
£100,001 - £110,000	0	0
£110,001 - £120,000	0	0
£120,001 - £130,000	1	1

a) Remuneration

The pay of all staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the Charity, the Trustees benchmark against pay levels in other benevolent associations and other charities of a similar size and take into account industry experience. The remuneration benchmark is the midpoint of the range paid for similar roles adjusted for a weighting of up to 25% for any additional responsibilities. If recruitment has proven difficult in the recent past, a market addition is also paid with the pay maximum no greater than the highest benchmarked salary for a comparable role. The total compensation paid to Ms Ogle for services provided to the Charity was £129,744.

Ms Ogle brings substantial experience and skills in managing large and complex operations to the Electrical Industries Charity, strengths that are reflected in her salary, which is on a level comparable with that of others of like position in the sector. Our market research showed that, in the same year, the median pay of other charity chief executives was £135,700 and the median pay of industry managing directors was £149,800.

b) Trustees

Two Trustees were reimbursed in 2020 a total of £1,813. This represents travel and subsistence incurred in attending meetings and events in their official capacity. As permitted by the Articles of Association, the Trustees have the benefit of a qualifying third-party indemnity provision as defined by Section 234 of the Companies Act 2006. It was in force throughout the last financial year and is currently in force. The Charity purchased and maintained throughout the year Trustees' and Officers' liability insurance in respect of itself and its Trustees.

Financial health

Council is satisfied there are sufficient income streams and reserves to enable the organisation to provide for its current and planned welfare activities without jeopardising the organisation's financial health. The Council has invested time in revising the investment strategy for 2019/20 and appointing an independent financial advisor to provide expert advice and assist with managing UBS.

Principal funding sources

The principal sources of funds are:

- the proceeds of functions and events organised by the organisation and branches (volunteer groups) throughout the country;

- voluntary donations from companies and individuals, collections at various events, and legacies and donations in memoriam;
- structured giving by means of Power Draws and powerLottery, payroll-giving and other workplace schemes;
- income from investments.

Reserves policy

The Council considers the adequate level of unrestricted reserves to be 12 months' worth of overall expenditure. The current level of reserves is in excess of this level, but a clear strategy is in design, to increase the level of activity in the organisation using the current reserves to fund such expansion, leaving the desired level of reserves and turnover ratio within the next five years.

Designated funds

Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally. The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated.

Auditors

In accordance with the Companies Act 2006, it is proposed to reappoint Haines Watts at the forthcoming 2019/20 Annual General Meeting.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ELECTRICAL INDUSTRIES CHARITY LIMITED

OPINION

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2020 which comprise the group Statement of Financial Activities, group and parent charitable company Balance Sheets, group 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2020, and of the group's 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 and the Charities Act 2011.

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 Auditor's responsibilities for the audit of

the financial statements section of our report. We are independent of the group and parent 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funders, suppliers and wider economy. The trustees' view on the impact of COVID-19 is disclosed in the accounting policies note on pages 4, 5 18 & 19 .

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the trustees' report been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate and sufficient accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' 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 prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement (set out on page 81), 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

This report is made solely to the charitable company's members and trustees, 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 and its trustees those matters we are required to state to them in an auditor's 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 and trustees as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Susan Plumb ACA, Senior Statutory Auditor

for and on behalf of

Haines Watts, Statutory Auditor
Old Station House
Station Approach
Newport Street
Swindon
SN1 3DU

Haines Watts is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

GROUP STATEMENT OF FINANCIAL ACTIVITIES

(incorporating the income and expenditure account) FOR THE YEAR ENDED 31 MARCH 2020

			2020	2019	
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000
INCOME					
Income from:					
Donations and legacies	2	347	66	413	396
Trading activities at Branches		239	-	239	220
Trading activities at Head Office	3	309	168	477	423
Trading activities from subsidiary	5	840	-	840	733
Investments	4	98	19	117	146
Other income		8	-	8	35
Total income		1,841	253	2,094	1,953
EXPENDITURE					
Raising funds					
Raising funds at Branches	6	110	-	110	83
Raising funds at Head Office		162	157	319	410
Raising funds by subsidiary		751	-	751	775
Charitable activities					
Support, advice and helpline	6	538	-	538	493
Financial assistance (grants)		570	163	733	952
Other charitable costs	6	46	-	46	41
Other Costs					
Governance and management costs	6	80	7	87	85
Total expenditure		2,257	327	2,584	2,839
Net (losses)/gains on investments		(223)	(62)	(285)	44
NET EXPENDITURE / INCOME		(639)	(136)	(775)	(842)
Transfers between funds		622	(622)	-	-
NET MOVEMENT IN FUNDS		(17)	(758)	(775)	(842)
RECONCILIATION OF FUNDS					
Total funds brought forward		3,865	758	4,623	5,465
TOTAL FUNDS CARRIED FORWARD	17	3,848	-	3,848	4,623

There are no other realised gains and losses other than those shown in the above Statement of Financial Activities.

All incoming resources and resources expended derive from continuing activities.

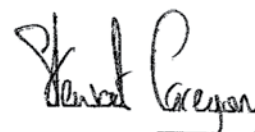
The notes on pages 101 to 109 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET
 AS AT 31 MARCH 2020

Notes	2020		2019	
	£'000	£'000	£'000	£'000
	Group	Charity	Group	Charity
FIXED ASSETS				
Tangible assets	10	13	14	14
Investments	11	3,425	5,123	5,123
Programme related investments	12	100	101	101
		3,538	5,238	5,238
CURRENT ASSETS				
Debtors	13	460	387	256
Cash at bank and in hand		473	534	443
		933	921	699
CREDITORS: Amounts falling due within one year				
	14	(623)	(1,536)	(1,263)
NET CURRENT ASSETS		310	(615)	(564)
NET ASSETS		3,848	4,623	4,674
ELECTRICAL INDUSTRIES CHARITIES' FUNDS				
Restricted	17	-	758	758
Unrestricted	17	3,848	3,865	3,916
TOTAL FUNDS		3,848	4,623	4,674

Company Number: 2726030

Approved and authorised for issue
 by the Members of Council on
 and signed on its behalf by:



Stewart Gregory
 President and Council Member



Steve Stark
 Trustee and Council Member

The notes on pages 101 to 109 form
 part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASHFLOW STATEMENT
 FOR THE YEAR ENDED 31 MARCH 2020

		2020	2019
	Notes	£'000	£'000
Cash flow from operating activities	18	(1,470)	280
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(5)	(3)
Receipts from sale of investments		1,413	40
Receipts from programme related investments		1	5
Net cash flow from investing activities		(61)	322

Cash flow from financing activities			
(Repayment) / receipt from overdraft facility		862	(850)
Interest paid		(4)	(9)
Interest received		-	-
Net cash flow from financing activities		858	(859)
Net increase/ (decrease) in cash and cash equivalents		797	(537)
Cash and cash equivalents at start date 2019		(325)	212
Cash and cash equivalents at end date 2020		472	(325)

Cash and cash equivalents consists of:-			
Cash at bank and in hand		473	534
Overdraft		(1)	(859)
Cash and cash equivalents at end date 2020		472	(325)

CASHFLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES

(a) Basis of accounting

The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 83 of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2001, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funding, suppliers and wider economy. The Trustees' view on the impact of COVID-19 is that, given the measures that could be undertaken to mitigate the current adverse conditions and the current resources available, they can continue to adopt the going concern basis in preparing the financial statements.

Consolidation

The Electrical Industries Charity Trading Limited is a wholly owned subsidiary of the charitable company. Accordingly the results of the subsidiary are consolidated on a line by line basis into these financial statements. The charitable company has taken advantage of section 408 of the Companies Act 2006 to not publish its own Statement of Financial Activities.

(b) Branch Accounting

The financial statements include the assets and accumulated funds, and the income and expenditure of the branches and is accounted for centrally.

(c) Income and expenditure account

An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on page 98.

(d) Income

Income is accounted for on the following basis:

- Subscriptions and donations are accounted for when received.
- Investment income is accounted for on an accruals basis.
- Legacies are accrued if the Charity's legal entitlement can be confirmed and the sum can be quantified.
- Other incoming resources are accounted for when received.
- Restricted income and expenditure is treated as restricted within the terms of the agreement with the funder.

(e) Resources expended

Expended including irrecoverable VAT is charged to the Statement of Financial Activities on an accruals basis.

Charitable Activities

Expenditure on charitable activities comprises those costs directly attributable to the activities including grants, the administration of grants, the promotion of the charity's charitable services and the provision of advice and support. Included within charitable activities expenditure is an appropriate allocation of support costs (see below).

Governance

Governance costs include the costs of complying with the Companies Act, the Charities Act and meeting the information and compliance requirements of the Charity Commission. These costs include the preparation and audit of the annual report and financial statements. Governance costs also include the estimated cost of preparing the information required by the Trustees to manage the charity's affairs.

Support costs

Support costs comprise costs such as administration, finance, IT and general management which are necessary to the delivery of the activities of the charity but are not directly attributable to a given activity. Support costs are allocated to charitable activities cost of generating funds or governance on a consistent basis. Details are given in note 6.

Grants

Grants expenditure includes the payment of monetary grants to beneficiaries and expenditure made in providing beneficiaries with goods and services. Grant expenditure is recognised once the award of a grant has been approved and communicated to the recipient on the basis that the charity is at that point morally obliged to pay the grant.

(f) Tangible assets

Fixed assets are recorded at cost. Depreciation is calculated at rates estimated to write off the cost of assets over their estimated useful lives. The annual rates in use are:

Furniture, vehicles and equipment	– 20%
Computer software	– 33%
Motor vehicles	– 20%

(g) Donated assets

Donated assets are included in fixed assets at an estimate of their value to the charity at the date of receipt.

(h) Investments

Fixed Asset Investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activity

(i) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(j) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. DONATION INCOME

	Restricted Funds	Unrestricted Funds	2020	2019
	£'000	£'000	£'000	£'000
Donations by:				
Companies	-	148	148	190
Individuals	66	104	170	166
Gifts in kind	-	6	6	14
Legacies	-	89	89	26
	66	347	413	396

3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds	Unrestricted Funds	2020	2019
	£'000	£'000	£'000	£'000
Donations by:				
Annual Ball (powerball)	-	19	19	34
Lottery income	168	223	391	377
Legacies	x	67	67	12
	168	309	477	423

Other income relating to the Annual Ball (powerball) is accounted for in the trading subsidiary (see note 5).

4. INVESTMENT INCOME

	Restricted Funds	Unrestricted Funds	2020	2019
	£'000	£'000	£'000	£'000
Donations by:				
Interest on deposits and bank accounts	-	-	-	-
Investment income	19	98	117	146
	19	98	117	146

5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2020	2019
	£'000	£'000
Turnover	840	733
Cost of sales and administration costs	(761)	(783)
Net (loss) / profit	79	(50)
Amount gift aided to the charity	-	(-)
Retained by the subsidiary	79	-
Assets	691	471
Liabilities	(662)	(521)
Net assets / (liabilities)	29	(50)

The wholly owned trading subsidiary The Electrical Industries Trading Company Limited pays all its profits to the charity under the gift aid scheme.

6. EXPENDITURE

	Direct staff costs	Other direct costs	Allocated Support Costs	Total Costs 2020	Total Costs 2019
	£'000	£'000	£'000	£'000	£'000
Fund Raising:					
Fund-raising by Branches	-	96	14	110	83
Fund-raising by Head Office	64	241	14	319	410
Fund-raising by subsidiary	118	633	-	751	775
Charitable activities:					
Support, advice and Help Line Services	368	85	85	538	493
Financial assistance (grants)	-	733	-	733	952
Other charitable costs	-	32	14	46	41
Governance and management costs	-	73	14	87	85
	550	1,893	141	2,584	2,839
				2020	2019
				£'000	£'000
Support costs were as follows:					
Information technology				11	16
Premises and facilities				71	63
Accountancy and finance costs				40	40
Other costs				20	(6)
Consultancy				(1)	2
				141	115
Total expenditure for the year includes:					
Audit fees				10	10
Depreciation				6	5

7. STAFF COSTS AND NUMBERS

	2020	2019
	£'000	£'000
Total remuneration of employees was:		
Salaries	475	462
Social Security costs	48	46
Pension contributions	27	26
	550	534

One employee in 2019/20 received annual remuneration in the band of £100,000 - £109,999. (2018/19 one employee in the band of £100,000 - £109,999).

The average number of employees during the year based on full time equivalents was 12 the same as 2019. They were engaged in the following activities:

	2020	2019
Management	1	1
Support, advice and Helpline services	4	4
Fundraising	4	4
Business Development	1	1
Finance and Administration	1	1
Graphic Designer	1	1
	12	12

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £27k (2019 £26k).

Key Management remuneration

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £129,744 (2019: £131,159).

8. COUNCIL MEMBERS' REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed, and in 2020 totalled £1813 paid to two Council Members (2019: £839 to three Council Members).

9. PARENT CHARITABLE COMPANY

The unconsolidated deficit of the parent charitable company for the year was £854k (2019 deficit £792k).

10. TANGIBLE ASSETS

	Computer Equipment	Total
	£'000	£'000
Cost or valuation		
At 1 April 2019	34	34
Additions	5	5
Disposals	(11)	(11)
At 31 March 2020	28	28
Depreciation		
At 1 April 2019	20	20
Charge for the year	6	6
Disposals	(11)	(11)
At 31 March 2020	15	15
Net Book Value		
At 31 March 2020	13	13
At 31 March 2019	14	14

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS - CHARITY

	2020	2019
	£'000	£'000
Investments held		
Market value at 31 March 2019	5,123	5,118
Unrealised investment gains / (loss)	(285)	45
Cash withdrawn	(1,413)	(40)
Dividends reinvested	-	-
Market value at 31 March 2020	3,425	5,123
Cost at 31 March 2020	3,666	4,937
Market value comprises		
Bonds	1,116	1,440
Equities	1,672	1,836
Alternative Assets	432	770
Cash	64	222
Other	141	95
RWENBS	-	760
	3,425	5,123

11. INVESTMENTS - GROUP

	2020	2019
	£'000	£'000
Investments - as above	3,425	5,123
Investment in subsidiary	-	-
	3,425	5,123

The charity holds 100% of the issued share capital of The Electrical Industries Trading Limited, a company registered in England and Wales (registration number 09237982). The trading subsidiary administers the annual Powerball Event along with other industry events.

12. PROGRAMME RELATED INVESTMENTS - GROUP

Loans are made to beneficiaries at nil or bank base interest rates when the financial circumstances of the beneficiary and/or the purpose of the expenditure makes a grant inappropriate.

	2020	2019
	£'000	£'000
Opening balances at 1 April 2018	101	106
Advanced in year	-	-
Redeemed in year	(1)	(5)
Closing balance at 31 March 2019	100	101

Included in loans to beneficiaries are loans of £65,572 on which no interest is charged (2019: £67,060). During the year interest rates in the range of 0.5% to 2.33% (2019: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,380 (2019: £36,359) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

13. DEBTORS

	Group 2020	Charity 2020	Group 2019	Charity 2019
	£'000	£'000	£'000	£'000
Amounts falling due within one year				
Branch debtors	-	-	2	2
Other debtors	273	26	199	36
Amount owed from group undertakings	-	160	-	160
Prepayments and accrued income	187	52	186	58
	460	238	387	256

A working capital loan of £160,000 has been granted to the trading subsidiary. Interest is charged annually in arrears at the rate of 1% above the Bank Of England base rate and the loan is secured on the assets of the subsidiary. The loan is repayable on demand.

14. CREDITORS: Amounts falling due within one year

	Group 2020	Charity 2020	Group 2019	Charity 2019
	£'000	£'000	£'000	£'000
Amounts falling due within one year				
Overdraft	1	1	859	859
Trade creditors	18	15	56	29
Taxation and social security	74	14	58	27
Amount due to group undertakings	-	57	-	89
Accruals and deferred income	530	91	563	259
	623	178	1,536	1,263

Included on the above is deferred income at 31 March 2020 of £485,675 (2019 £327,845) for the group and £49,171 (2019 £27,151) for the charity, all of which will be released over the next two accounting periods.

The overdraft facility with UBS is secured by a fixed charge over all assets held with them.

15. FINANCIAL COMMITMENTS – group and charity

	2020	2019
	£'000	£'000
Total future minimum lease payments under operating leases are as follows:		
Not later than one year (land and buildings)	30	30
Later than one and not later than five years (other)	-	-
Later than one and not later than five years (other)	-	-
	30	30

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds	Unrestricted Funds	2020	2019
	£'000	£'000	£'000	£'000
Tangible fixed assets	-	13	13	14
Investments	-	3,425	3,425	5,123
Programme related investments	-	100	100	101
Current assets	-	933	933	921
Current liabilities	-	(751)	(623)	(1,536)
Net assets at 31 March 2019	-	3,848	3,848	4,623

17. RESTRICTED FUNDS

	1 April 2019	Income	Expenditure	Transfers	31 March 2020
	£'000	£'000	£'000	£'000	£'000
RWENBS	758	126	(244)	(640)	-
Fundraising for a Cause	-	-	(18)	18	-
Safe a Life Cancer Appeal	-	66	(66)	-	-
	758	192	(328)	(622)	-

UNRESTRICTED FUNDS

	1 April 2019	Income	Expenditure	Transfers	31 March 2020
	£'000	£'000	£'000	£'000	£'000
General funds	3,865	1,617	(2,256)	622	3,848
	3,865	1,617	(2,256)	622	3,848

Restricted funds comprise the following:-

RWENBS

Following a successful merger with the Charity, RWE Npower Benevolent Society ceased to exist on 23 January 2015. The Trustees have assumed responsibility for investments and cash balances held by the Charity for the purposes of providing practical support and financial assistance to employees and pensioners of RWE Npower.

Fundraising for a Cause

Electrical Industries Charity has a goal, through its Challenge for a Cause, to raise £250,000 to purchase a house and through its Practical Participation Programme, work with industry partners to carry out any renovation work which is required to safeguard the future of Caz Dickinson and her family.

Safe a Life Cancer Appeal

At the 2019 Powerball event the Charity raised money for families dealing with cancer. £1000 per person was donated to light up a life in the industry. The money was to be spent on mental health support, financial assistance and disability adaptations for individuals and families affected by cancer.

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

	2020	2019
	£'000	£'000
Net deficit for year	(775)	(842)
Depreciation and impairment of tangible fixed assets	6	5
(Gains) / losses on investments	285	(44)
Movement in debtors	(73)	64
Movement in creditors	(913)	1,097
Net cash flow from operating activities	(1,470)	280

19. CONTROLLING INTEREST AND RELATED PARTY TRANSACTIONS

The charity was under the control of the trustees throughout this and the previous period.

During 2015 the charity made a working capital loan of £80,000 to its Trading subsidiary The Electrical Industries Trading Company Limited. Interest is charged annually in arrears at the rate of 1% above the Bank of England base rate. The loan is secured by a fixed and floating charge over the assets of the trading subsidiary. An additional £80,000 was loaned in 2018.

During the year recharges were made to and from the Trading subsidiary. All transactions were concluded at normal market conditions.



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