



ANOTHER
YEAR...



A YEAR LIKE
NO OTHER

The Electrical Industries Charity Limited

2020-21 ANNUAL REVIEW
& FINANCIAL STATEMENTS

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MESSAGE FROM THE CEO

In 2019 I gave a speech at our annual powerBall event to mark the 100th anniversary of the event, and the speech focused on why powerBall was created in 1919 – the reason being the 1918 influenza pandemic. Lasting from February 1918 to April 1920, it infected 500 million people – about a third of the world’s population at the time – in four successive waves and was devastating to the power and manufacturing industry in the UK. The industry had lost over 20% of the workforce from 1918 to 1919, and families needed funds to feed their children. Little did I know in a few months after our centennial event the world would change with news of a global pandemic hitting the UK.

I took immediate steps to prepare the Charity for a wave of support that might be required as a result of the COVID-19 virus. The focus was on providing services to the industry that could help as many people as possible without spending large sums of money, as we knew we wouldn’t be receiving any funds from events during this time.

In March 2020 our investments had taken a 20% fall in value and there was a concern this would continue. A decision was made not to withdraw any funds if we could help it, as for every £1 removed from the investment the impact would potentially be £4 lost.

In April I wrote to all managing directors and CEOs in our industry, requesting that they do not ask for refunds for events, in order to manage the cash flow of the Charity. Our focus needed to be on helping people and not refunding companies’ tickets for events that had been cancelled or moved to the following year. The industry was enormously supportive of this strategy, and it is because of that support that the Charity was able to survive the darkest days of this continuing pandemic.

A fund was set up for immediate needs financial grants (food, heating if on meters and anyone with housing issues), case workers shifted their focus to supporting families with strategies for reducing household debts, understanding funding that was available from local councils and government support and leveraging our relationship foodbanks. This was a priority strategy to ensure those furloughed and on reduced salaries were fed, given financial advice on reducing household debt, any support on mortgage holidays given straight away.



The Marketing and Events team’s focus was turned to wellbeing, leading the coordination of the Champions Programme for the industry. The Programme focussed on health and wellbeing presentations delivered monthly to over 4,000 people in the industry. The topics focused on real issues the industry was experiencing during the pandemic.

KEY CHALLENGES DURING THE VARIOUS LOCKDOWNS:

Changes from April to July (lockdown 1): A decision was made to freeze all staff pay in April and to furlough anyone who was deemed as not essential. The Charity had already moved to a remote business model in 2016 following the numerous terrorist attacks in London, so we were able to immediately move people to a working from home situation prior to the government announcing the national lockdown in March. Across the industry we saw people furloughed, financial pressures, crisis interventions and people struggling with home schooling and childcare issues.

Lockdown 2 (regional lockdowns): Following the opening of the UK in the summer, the Charity found an increase in crisis interventions in the manufacturing sector due to numerous regional lockdowns in the North of England.

Lockdown 3 (all locked down over winter): Lockdown fatigue had hit hard in January and we really started to see an increase in mental health access starting to present. In January and February we typically see the highest numbers of divorces come through, but this never happened in 2021. We expect an increase over the summers of 2021 and 2022.

I think one of the key things that I saw over February and March was extreme fatigue of leaders in the industry. So many of them not having any breaks for over a year, working with a reduced workforce, increased stress, financial pressures and the fine balancing act of juggling family and work-life balance.

The long-term effects of COVID on our industry are unknown at this stage, but I think we as an industry will all be much more focused on employee wellbeing, mental health and creating positive environments for our people to thrive.

What a challenging year, but I have to say the support from all of the industry has been amazing. We would not be here without them.



Tessa Ogle, CEO



MESSAGE FROM THE CHAIRMAN

Dear Electrical Industry Charity Stakeholder,

As I write this, our industry members around the UK have been coping with an unprecedented global crisis. It is at these times that our resilience as individuals, as an industry, and as an industry's charity is tested like never before.

Upon reflection of my second year, it is an honour to be serving as President of our great Charity. Like many of you, I have faced challenges in adjusting to restrictions and the new 'normal'. However, I have taken immense pride in being part of an industry that has continued to support its Charity to ensure all services remained available to all industry members in need.

Throughout the year, the Charity has adapted its support in response to the crisis, with one in two cases encompassing mental health. Not only has our industry been confronted by the ever-present need for wellbeing support, but the United Kingdom now has mental health and wellbeing at its forefront. With the demand for mental health and wellbeing increasing tenfold, the Charity moved its already popular and insightful mental health training programme to live Zoom sessions, not only for our industry but for anyone wanting tools and a comprehensive understanding of how to manage their own mental health and to support someone with mental health. Through the mental health training sessions, the Charity has trained 25 companies, over 7,500 people and raised just under £150,000, which is an achievement to be proud of in such an unpredictable year.

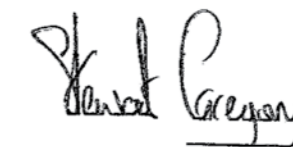
Unfortunately, the Charity's usual full and much-anticipated events calendar had most of its events postponed to 2021/2022 due to the current climate. However, the Charity was able to safely and successfully run Western Golf Day, Midlands' Golf Day and National Golf in spring/summer 2020. With one of our main fundraising streams, events, unattainable we had to strategically rethink how as a Charity we could continue to support our industry and stay viable. Tessa and her head office team saw the vast increase in demand on our charitable services and moved to sustain revenue in an uncertain marketplace. The Charity implemented digital resources such as COVID-19 support updates which highlighted relief, mental health, career, and legal options for those affected by the pandemic. CV support

for those who found themselves in the job market and online fundraising activities like the 12 days of Christmas. This agile and flexible approach to the Charity's mission proved invaluable with 1,394 financial grants given and revenue in excess of £1m.

I would like to thank the Board of Trustees for their dedication in guiding the Charity through their skills and experience to ensure our compliance and governance. I also thank the Emerging Board for championing campaigns and the synergy between the industry and Charity. Thanks also to the Regional Committees who volunteer to provide quality industry events which raise vital funds to help those who need it most, and our working groups in both the finance and the welfare audit groups. Although they were not able to fulfil the usual busy social calendar, they have worked tirelessly to ensure the calendar is full for the coming year. Finally, thank you to the companies/associations and various organisations who recognise the value the Charity brings to the industry, and who are prepared to provide both financial and resource support. We could not have got through this extraordinary year without each and every one of you.

Over our 100 years we have continually developed to remain relevant and accessible to the industry, and 2020/2021 was no different. The Charity adapted to the challenges faced by the industry with understanding and determination for a better tomorrow. While much of our focus will remain on mental health and wellbeing in our industry, we will continue to grow our workplace lottery and champions programme partnerships, both of which are key to enhancing our support for the upcoming year. Our connection to the industry is our underlying fundamental, and we look forward to connecting with you all in person at our training and industry events.

Yours faithfully,



Stewart Gregory
Chairman of the
Electrical Industries Charity

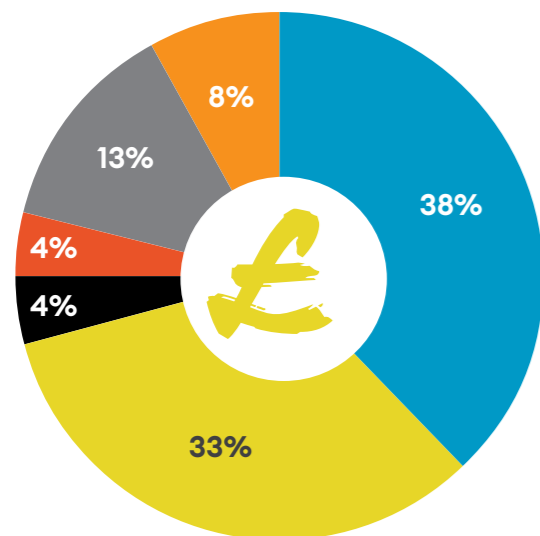


CANCELLED

2020-2021 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 2020-21

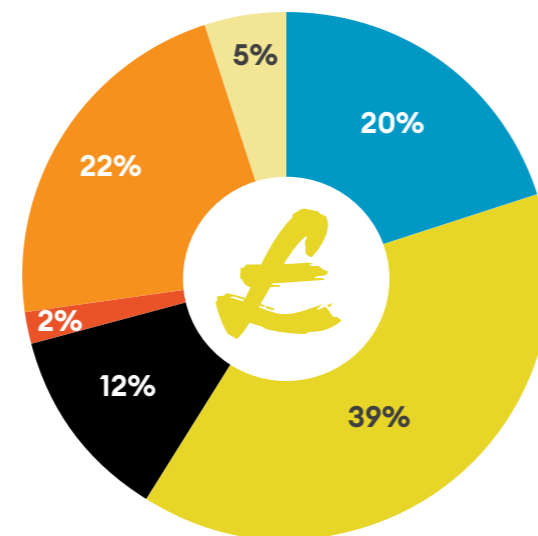
WHERE THE MONEY CAME FROM



Donations & Legacies	£416,284
Lottery proceeds	£366,544
Regional committees events	£41,648
powerBall	£47,232
Fundraising at HO	£145,474
Realised investment income	£92,282
Other fundraising	£12,581

TOTAL £1,122,081

HOW WE SPENT THE MONEY



Direct financial assistance	£217,401
Support, helpline, advice & information	£428,545
Lottery prizes & administration	£136,635
Regional committees events	£24,899
Other fundraising	£243,945
Governance and management	£56,491
PowerBall	£3,966

TOTAL £1,111,881

32,410

INTERVENTIONS

- remained at the same level of the previous year despite funding shortages.

1.3 MILLION

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

£645,955

GIVEN BACK TO THE INDUSTRY

£149,000

of training delivered in Mental Health Awareness and First Aid

72

VIRTUAL WELLBEING

presentations delivered on 12 topics to 4,234 people

Mental health training sessions delivered to **25** companies,

training over **7,500** people and generating revenues of just under £150,000

457,874

media mentions, social and website visits

QUARTER 1

We launched the **EIC Wellbeing Programme** – a Virtual Wellbeing Programme for Industry.

The programme was designed to support the industry with mental fatigue and stress.

QUARTER 2

We were able to hold four sporting events to fundraise money for the Charity **raising over £60k**.

We launched the **Virtual Mental Health First Aid training** generating revenues of just under £150,000

QUARTER 3

We launched the **12 days of Christmas Campaign** raising just over £36,000.

QUARTER 4

We focused on getting in as many corporate donations as possible.

4. STRATEGIC OVERVIEW

4.1 OUR MISSION

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

4.2 OUR VISION

We will be the leading provider offering preventative and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. This vision will serve the industry for the next 100 years.

4.3 OUR VALUES

PEOPLE FOCUS

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

SMART

Solutions which transform 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.

4.4 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

1. Strengthening our leadership position on industry-wide issues.
2. Utilising technology platforms to deliver services regionally and nationally consistently.
3. Using training to support the industry with education in relevant health topics important to our industry.
4. Working to address our assistance as early as possible in the cycle of distress to crisis.
5. Continuing to advocate for a framework that supports early assistance and ameliorates risk to referring employers.

TACTICS

- EARLY INTERVENTION - HEALTH AND WELLBEING

1. Providing clarity on the statistics that underpin specific issues within the industry.
2. The introduction of virtual awareness training 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 TO STAY IN THE INDUSTRY

- 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.
- Delivering mental health awareness training to every apprentice in the UK.



SUPPORTING THE WORKFORCE AND BUSINESSES THROUGH WELLBEING PROGRAMMES

- Improving their wellbeing at work and at home with practical programmes designed for small and large workforces.
- Working collaboratively with business and trade organisations in reaching as many people as possible so they know where to turn in times of need.
- Becoming the key provider of support services to people in our industries.
- Promoting mental health awareness across businesses in our sector.



HELPING THOSE IN RETIREMENT

- Increasing their independence and improving their wellbeing.
- Supporting those providing full-time care.
- Being there for those who have worked in our industries when they need us.



SECURING SUPPORT FOR OUR WORK

- Sustaining and growing financial and products support.
- Building a strong and vibrant regional fundraising 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 deliver mental health training.
- Drive Commercial Participation Agreements to support alternative income stream in the manufacturing and wholesale sectors.
- Secure model for funding with Associations such as an option for 10% membership fee to go to the Charity.



5. OUR YEAR IN NUMBERS

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.

157

STAFF NUMBERS

The Charity has maintained FTE numbers of 9 for the 2020/21 financial period.



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.

£92K

FINANCIAL ASSISTANCE

£217,401 given out in financial assistance, reductions due to the loss of income from events and fundraising activities.



NUMBER OF GRANTS GIVEN

Number of grants is 1394, down from 3,200 in 2019-20.

56%
DOWN

NET ASSETS

Net assets amounted to £4,638m as of 31st March 2021 from £3.848m as of 31 March 2020, which is up on last year due to government intervention and economic stimulation.

4,638
MILLION

ACHIEVEMENTS DURING 2020-21

REMOTE WORKING

Just like many other workplaces across the world, the Charity moved to remote working in March 2020 as a safety precaution in response to the global crisis. The Charity was already a forward-thinking, flexible workplace with all employees previously set up for remote working, due to the nature of events and casework. Moving to full-time remote working, the Charity identified three areas to focus on: employee wellbeing, engagement, and culture.

Employee wellbeing has always been a focus for the Charity, but with the isolation and restrictions of 2020 it became a focal point. We were determined to implant a strategy that kept our employees connected, engaged, and motivated with a strong work-life balance. Through investment in technology, our employees were able to keep in touch virtually with each other, stakeholders, cases, and regional volunteers. This saw an increase in FaceTime, Zooms and Teams with cases, regional volunteers, and stakeholders due to the decrease in travel requirements. This allowed us to more effectively maintain the personal touch and rapport we pride ourselves on as an industry's charity, set up for the members and by the members.

The first national lockdown saw employee engagement fluctuate due to household and workspace changes. To combat disengagement and household/family commitments, we adapted working hours to suit individuals. We placed four employees on the furlough scheme and championed a more fluid work time approach. Employees were and continue to be encouraged to take regular breaks, get outside for fresh air, and virtually socialised with each other on a personal basis.

This year we implemented our first wellbeing benefit which

assisted employees financially to take notice of their health and wellbeing physically and mentally. We have employed regular virtual catch-ups, such as Monday around the grounds, Tuesday lunches and Friday drinks, to ensure that social interaction and our inclusive culture is maintained. To further inspire a healthy work-life balance, we created two employee challenges: the most steps/workouts completed by an individual in nine weeks and EIC Race Across Europe. EIC Race Across Europe had employees split into teams to see which team could cover the 1,606 miles the quickest over eight weeks.

Overall, remote working has seen productivity levels remain equal to or exceed in-office levels. It has assisted in identifying inefficiencies, which we have then been able to rectify through small changes. Although our employees and the Charity have had to adapt frequently to the changing work environment and duties, we have seen an increase of 8% for promoters in our annual employee survey. Moving forward, we will continue with a remote and in-office split for working with bimonthly full-team face-to-face meetings. This will ensure our culture continues to go from strength to strength and we remain a desirable employer.

TRAINING AS A NEW INCOME STREAM

Since 2018, Mental Health Training has been a priority for the Charity with the launch of the Mental Health First Aider and Mental Health Awareness trainings. With one in two cases encompassing mental health, our sector suicide rate is 2.7 x higher than the national average with men three times more likely to complete suicide than women. Our predominantly male sector continues to need tools and a comprehensive understanding of mental health to combat these statistics.

As mental health was brought to the forefront for the nation this past year, the Charity embarked on expanding its audience and focus areas for trainings. We now have four

training programmes which cover a diverse look into mental health. The Mental Health First Aider Training covers topics including but not limited to depression, suicide, addiction and anxiety, and gives participants the tools to help someone who is showing signs of these mental illnesses. Participants who complete this course become a certified Mental Health First Aider. Mental Health Awareness Training for Managers is a two-hour introductory course aimed at raising mental health awareness with managers through challenging the corporate stigma, work-life culture, and strategies for spotting, approaching, and supporting mental illness in the workplace. Mental Health Awareness Training for Employees is a one-hour introductory course aimed at raising mental health awareness with employees. It does this by highlighting and explaining common mental health illnesses and supplying the tools to identify and support mental health. Mental Health Awareness Training for Apprentices is a one-hour free introductory course sponsored by Aico. It provides a basic understanding of common mental health issues, tools to support someone with mental health, and how to confront the stigma surrounding mental health.

We introduced four one-hour wellbeing courses to raise awareness of the most prevalent issues within our industry. Anxiety and Depression Training offers a breakdown of commonalities and differences between anxiety and depression. It provides tools to better engage with the subjects of anxiety and depression and support strategies for self and others in need. Stress Training approaches the subject of stress – what it is and how we experience it. It delves into stress management and coping strategies. Relationship Breakdown and Repair Training discusses what relationship breakdown is and how we can repair it, how our relationships are tested, and support strategies we can use to help ourselves and others in need. SOS (Save our Sanity!) Parenting 101 with the EIC training covers how to support your family, or a colleague/employee's family, through difficult times. It offers an overview of general challenges faced with different child developmental stages. It also gives you tools to support your child/teenager who may be dealing with issues including the effects of COVID and best way to support a child going through a parental relationship breakdown.

With the development of our mental health trainings from two to four offerings, the inclusion of four wellbeing courses, the advancement of virtual deliveries and expansion to include anyone wanting to challenge the stigma around mental health, we have been able to train over 2,000 people to date and raise just under £150,000. In a year of financial uncertainty this has been a much-needed lifeline for the Charity to continue to help our industry members in need. For the coming year we will continue to deliver our trainings virtually and in person with the aim of growing our course range and in turn our income stream.

CORPORATE DONATIONS

With restrictions limiting our usual income streams, and as a Charity focused on continuing to make a huge difference to our sector through our Employee Assistance Programmes, 2020 saw us call on the sector and our corporate partners like never before.

Through an extraordinary year of challenges, our corporate partners went above and beyond to financially support the Charity in any way they could. We had 2 companies sign up to our workplace lottery, totalling a monthly donation of £286. 3 businesses and 89 employees signed on to our Charity Stand Down Hour where they donated the monetary equivalent of one hour of their salary to EIC, resulting in a £6579 donation. Our Champions Programme saw 11 companies become champions for the Charity, focused on supporting and promoting the services we provide. We look to develop our Champions Programme further this coming year to grow our network base, gain further in-depth industry knowledge, and tailor our support offerings.

The Electrical Industries Charity relies on corporate donations to support our industry members in need. The need for that support grew with over 3200 people contacting the Charity in the last year. For 2020/2021 we saw an increase in donations resulting in £416,285. This invaluable support allowed us to continue to offer our full range of charitable services including crisis-related additions with no restrictions for those in our sector who needed it most.


 NO EVENTS

Our full and well-anticipated annual event calendar only managed to run three events safely and successfully: Western golf day, Midlands golf day and National golf in spring/summer 2020. Our main revenue stream of over £1.155m in 2019-20 brought in £72K for the year. With this enormous deficit, the marketing and events team turned their focus to how they could create a revenue stream during a global pandemic.

Quickly the team introduced three campaigns: EIC Day £100k, Grand EIC Day raffle and 12 Days of Christmas. EIC Day £100k launched at the start of the first lockdown with a target of raising £100k by 10th September 2020, the day the Charity was created over 100 years ago. The campaign asked industry members to pledge £10 each, just like our 10 electrical industry colleagues who founded the Charity, with the goal of supporting industry members when they need it the most. Just like our founders, the industry stepped up to ensure that the Charity could continue to help or target of over over 10,000 industry people per year who need assistance. With support from our charity champions and regional volunteers, this campaign was well received by the industry with over £6,754 being raised. With restrictions still a reality on EIC Day 2020, the Charity launched the Grand EIC Day Raffle to celebrate being a pillar in the sector for over a century, and to continue to close the income shortfall we had from the constant postponement or cancellation of events. For just £10 a ticket, the raffle included three mystery prizes valued at £500, £250 and £100. Over £2,500 was collected to ensure we were able to help those in our sector suffering from mental health issues. The 12 Days of Christmas raffle offered participants 12 days of chances to win luxury prizes for just £12 a ticket. The industry got into the festive spirit with all prizes being donated by EDA, NICEIC / Certsure, Schneider Electric, Glen Dimplex Heating and Ventilation, EDF Energy Generation, Armah Switchgear, Heat Mat, Marshall Tufflex, Park Electrical Distributors, EDF Energy NNB, Edmundson Electrical Wolverhampton, Skanwear, CEF, CED and Aico. Not only were all prizes donated, but almost £36,000 was raised to ensure no industry member would fall on hard times over the holiday season.

SLEEPSTATION

As an industry charity it is more important than ever to not only help support those in the industry in terms of their physical and financial wellbeing, but also their emotional wellbeing. Sleep is the foundation of good health. It is vital to survival – just like food, air, and water – but many people are missing out on the benefits that good sleep can bring. When we sleep well, everything feels better. Last year, to help our industry members get the best sleep possible, we partnered with Sleepstation to provide free access to a clinically proven sleep improvement programme. We launched this programme as a free service to our industry members as 40% of people suffer from sleep issues. These were heightened during the multiple national/regional lockdowns and contribute to poor mental health. Sleep problems can be complex and different for everyone. The programme combines core sleep improvement principles with personalised recommendations from dedicated sleep coaches, medical doctors, and sleep experts. Over 200 industry members have viewed the programme with many reporting huge improvements to their sleep and emotional wellbeing.

CV SUPPORT

With the UK unemployment rate increasing and 56,000 fewer people in payrolled employment, the Charity took the early initiative to partner with PurpleCV to support our industry colleagues who found themselves in the job market after job losses or redundancies. A total of 273 industry members have used this service to date which provides a dedicated professional CV writer. This CV writer will produce a CV that showcases the individual's skills, experience, and achievements in the best possible way to put them at the top of the recruiting list for their next role. The Charity is proud to grow our available services and be able to offer this free non-means-tested service to the industry. As we continue to understand the ramifications on the workforce and industry due to COVID-19, we aim to maintain and grow our support services to ensure they remain relevant and accessible to those who need them most.

7. CHARITABLE ACTIVITIES & PROGRAMMES

7.1 CHARITABLE ACTIVITIES SUMMARY

Our services are available to anyone who works or has worked in the energy and electrical industries.

7.2 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.

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:

7.2.1 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 four to six 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 case worker to help get you back on your feet.

7.2.2 Means tested:

- Legal support 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.

7.3 WELFARE SERVICES PARTNERSHIPS

7.3.1 Helping you to sleep better with EIC and Sleepstation

Evidence shows that poor sleep can have a negative impact on almost every aspect of our lives. Conversely, when we sleep well everything feels better. The ongoing pandemic has disrupted routine and increased levels of anxiety on a global scale, causing more people to look for help to address sleep problems. That is why we have partnered with Sleepstation to offer our industry members free and open access to their online sleep support programme.

Sleepstation combines psychology and sleep science with dedicated support and guidance to help people get great sleep. Their clinically validated service is delivered entirely online and overseen by a dedicated team of sleep coaches, medical doctors, and sleep experts. They will take the time to listen to you and learn about your sleep. They will help you pinpoint the causes of your sleep problem and will advise you on the best approaches to overcome it.

They will give you more than just the theory; they will also be there, every step of the way, to support and guide you on your journey to better sleep. Sleepstation is available to those in need and who meet our charity eligibility criteria.

7.3.2 Counselling support through Mynurva

It goes without saying that the current coronavirus pandemic is unprecedented and is impacting on society and the world in lots of different ways. Everything from our health services to our supermarkets, to the way we live our lives every day, has been affected. On top of this, with social distancing and self-isolation measures in place, it's not surprising that it's having an effect on many people's mental health.

That's why now more than ever, being able to access online mental health therapy is so important. Also, the fact that lots of people are now unwilling or unable to access face-to-face therapy, due to their health and ongoing government restrictions, means that online support is currently the preferred route for many during this time. We had already wanted to establish a partnership with a GP-led therapy support service, and this was achieved through Mynurva. The Charity now has complete access to a full suite of mental health support interventions that can be accessed from any location and cross-referred through to the NHS support services.

7.4 HEALTH AND WELLBEING PRESENTATIONS TO THE INDUSTRY

It is important to take care of yourself and get the most from life. We are working to support our industry in becoming more pro-active in understanding what mental health is and how we can all maintain or improve our well-being. We tend to prioritise time to ensure our physical health is maintained, but we rarely find time to look after our mental health, which is just as important. Our health calendar is a great tool to provide you with information, stats, and guidance on the services we can provide to you, a family member, colleague, or employee.

Health issues can put significant pressure on an individual and their family, therefore, having a larger support network is crucial to help them overcome these struggles and have a brighter future ahead. Mental health issues can occur due to many factors including work- or family-related stress, financial problems such as debts, caring for a loved one, starting a new family or having a family breakdown. In our sector, stress and depression are some of the most common matters to deal with, but 95% of people in the industry never discuss feeling depressed with a significant other.

It could be anyone around you who is currently suffering from the effects of health problems and who needs support to help them get back on their feet. The Electrical Industries Charity is here to help because if you work or have worked in our industry, you will never be alone.



7.4.1 Topics from Health Calendar

<p><i>Jan</i></p> <p>Understanding stress</p>	<p><i>Feb</i></p> <p>Lone working</p>	<p><i>Mar</i></p> <p>The impact of social media on mental health</p>
<p><i>April</i></p> <p>Caring for elderly parents</p>	<p><i>May</i></p> <p>Mental Health Month</p>	<p><i>June</i></p> <p>It's OK to be you</p>
<p><i>July</i></p> <p>Financial Wellbeing</p>	<p><i>August</i></p> <p>Relationships</p>	<p><i>September</i></p> <p>Healthy heart, happy body</p>
<p><i>October</i></p> <p>Women's Month</p>	<p><i>November</i></p> <p>Men's Month</p>	<p><i>December</i></p> <p>Your Retirement</p>

7.5 INDUSTRY INSIGHTS



38,000 redundancies were initiated over the industry

Average reemployment time was 7 weeks

The number one reason for support this year was unemployment (this includes financial assistance, mental health issues caused by this, support applying for benefits, interview prep and CV writing support).



Over the last year, 1 in 2 of cases we have dealt with has encompassed mental health issues.

Typically we see the highest number of relationship breakdowns in January following a strained Christmas and New Year period. This year was completely different; we saw the lowest number of divorces and relationship breakdowns that we have ever recorded.



Diagnosed childhood mental health issues was the number one reason apprentices reach out for help changing from 5 years of homeless issues previously.

In 42% of our mental health cases financial difficulties are present, dropping from 87% the previous year.



Self-harming was up 78% and eating disorders were exacerbated by long periods of lockdown.

If you are working in our industry you are 2.7 x more likely to complete suicide than the national average. The worst affected age group was the under-30s in our industry with 14 suicides by apprentices, the highest number since recording our industry statistics.



This year we have dealt with 43 deaths by suicide down on the previous year by 1.

287 people reported attempting to take their life down from 564 the previous year. We believe this is significantly under-identified as we have seen an increasing amount of people not discussing issues as a result of them feeling it's too minor in comparison to what's going on with the pandemic.



5,746 people contacted the Charity at crisis point, up from 3,943. The worst affected sector was manufacturing and it was more financially related than mental health for the first time.

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



Only 13% of cases utilising the EIC mental health services reported telling their employer, decreasing even further from 17% the previous year.

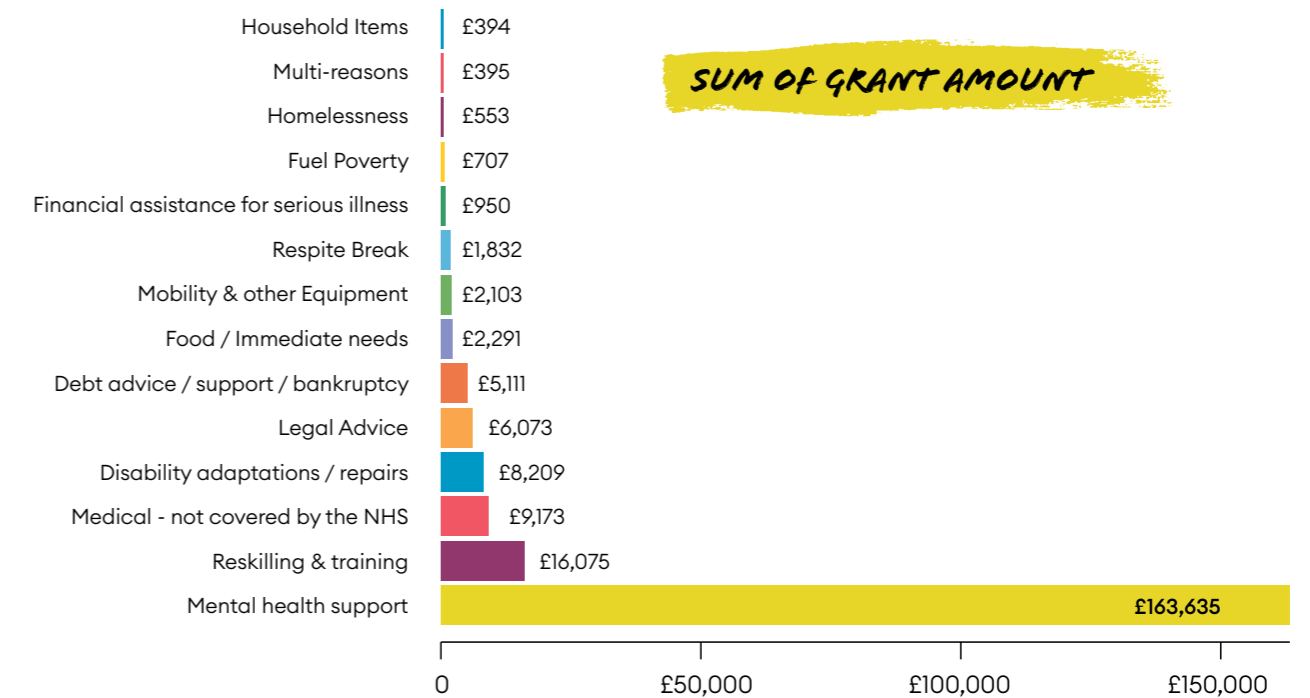
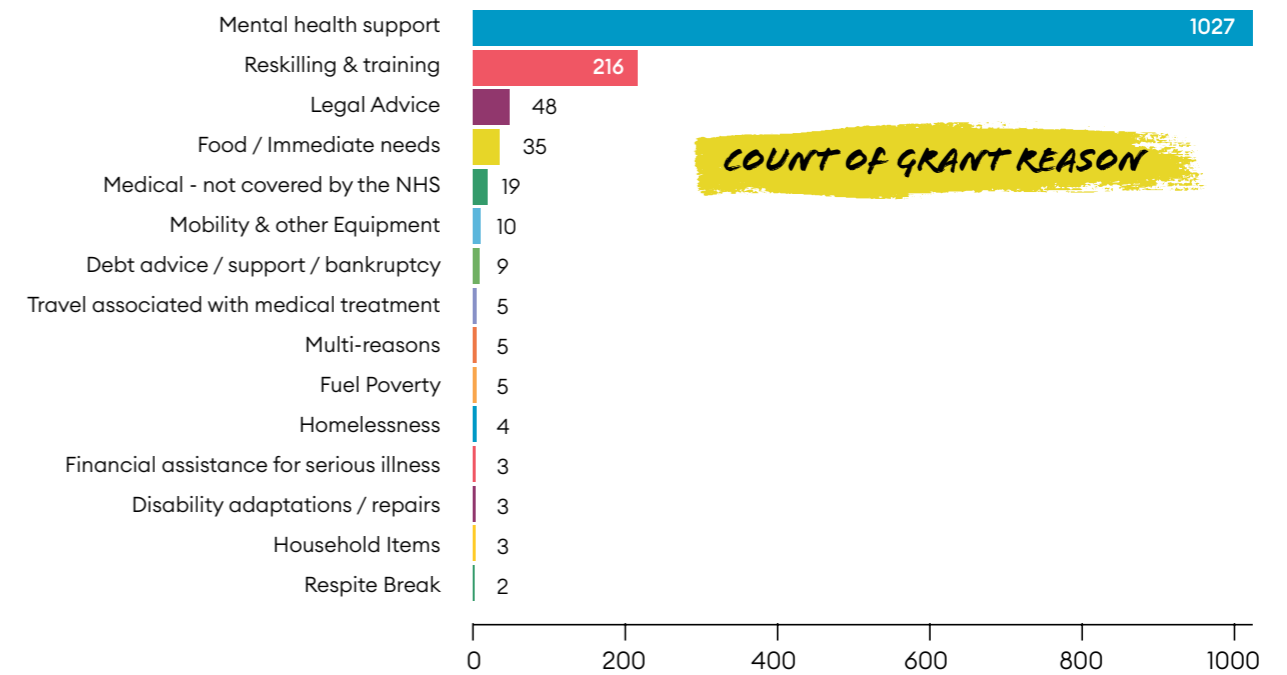
There was a 217% increase in addiction cases with powdered cocaine being the number one drug of choice in the industry.



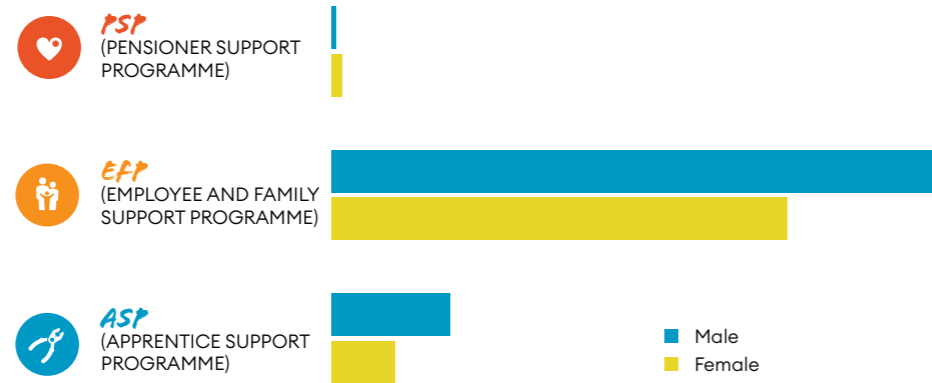
The amount of alcohol consumed increased in almost all cases that we assessed, from an average of 8 units a week to 11 units a week.

34% of our Psychiatric Assessments were diagnosed with complex mental health issues compared with only 7% the previous year.

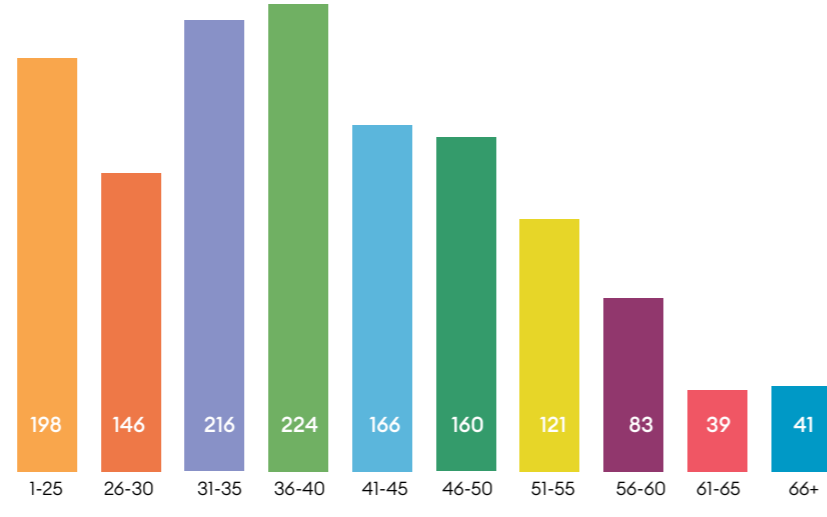
7.6 DEMOGRAPHICS



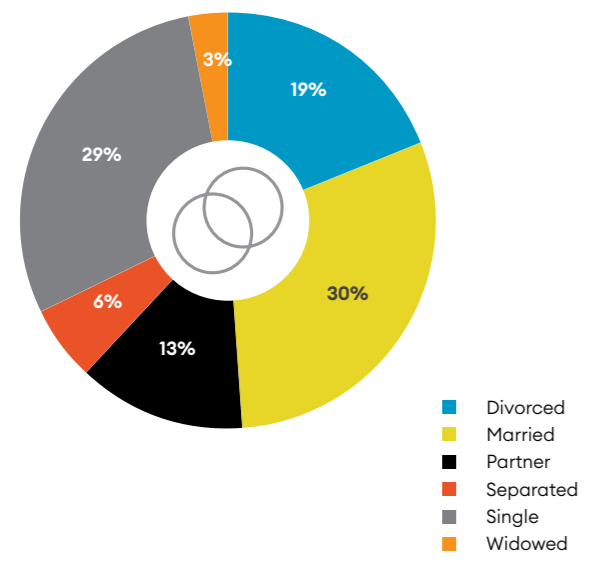
GENDER BY PROGRAMME



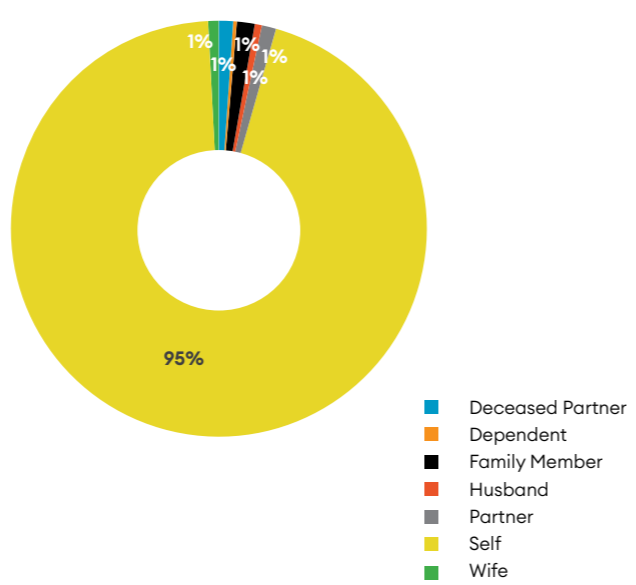
AGE DEMOGRAPHIC



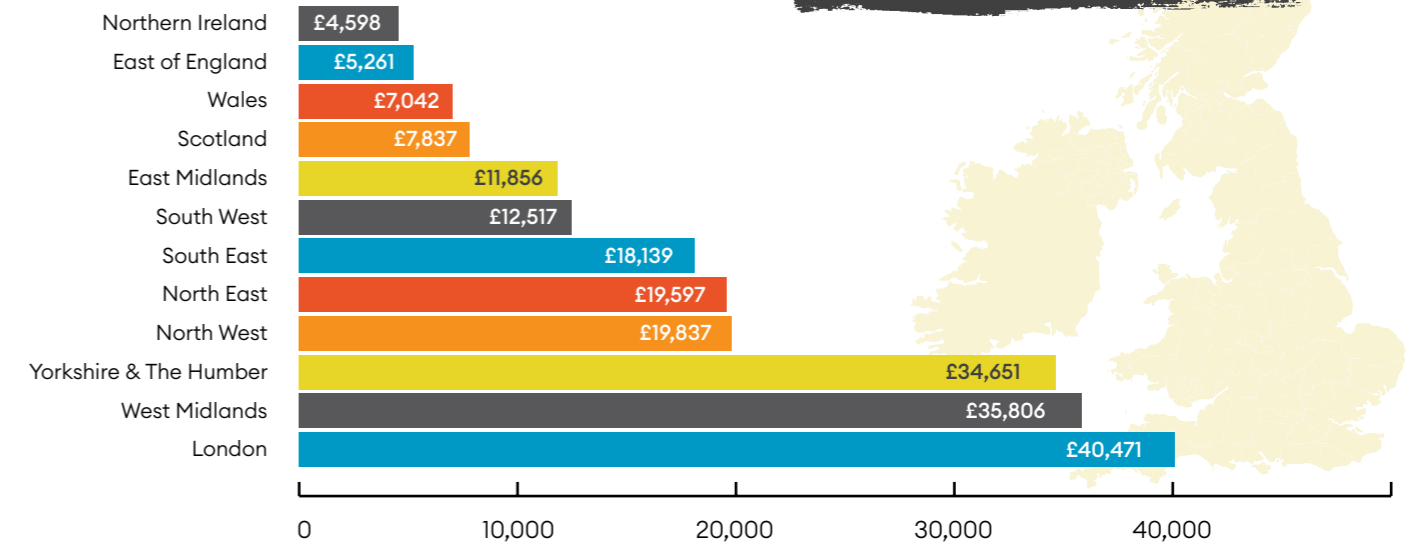
MARITAL STATUS



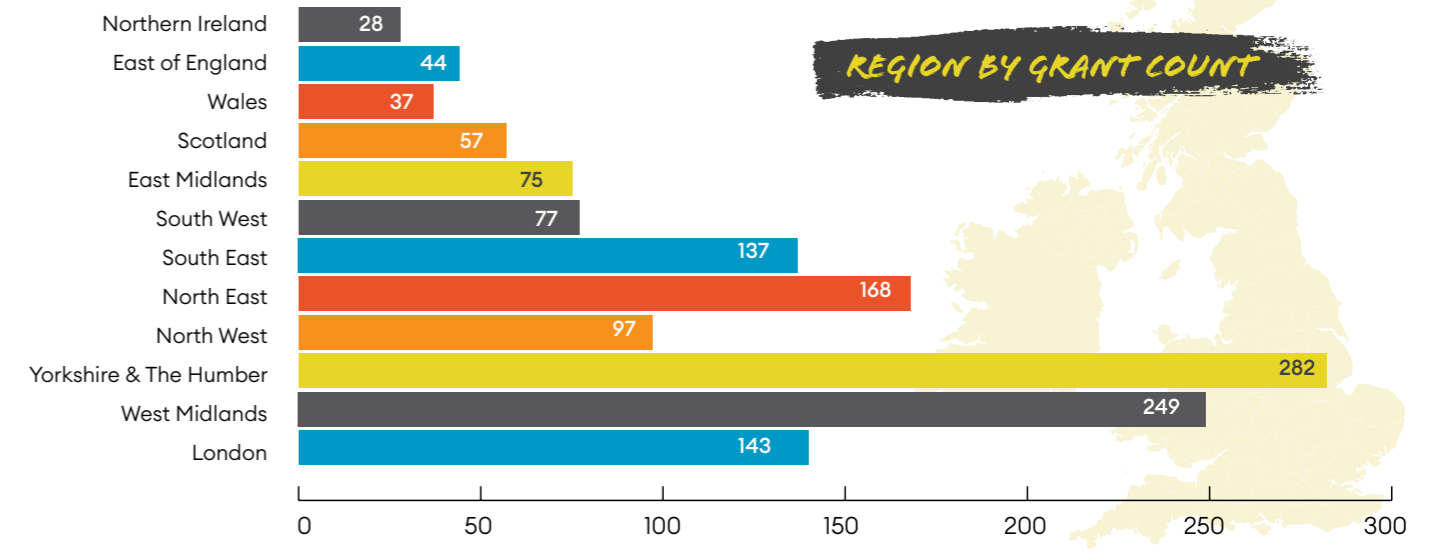
ELIGIBILITY



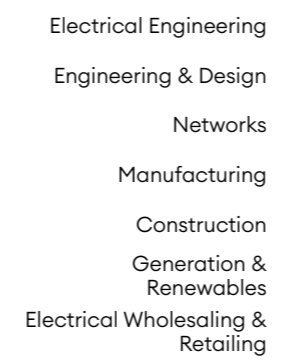
REGION BY GRANT VALUE



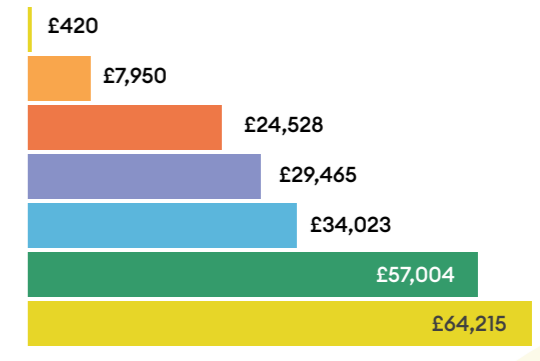
REGION BY GRANT COUNT



SECTOR BY GRANT COUNT



SECTOR BY GRANT VALUES



2020 EIC SURVEY REVIEW AND STATISTICS

A small sample survey of 50 charity service users was conducted to establish the ramifications of COVID-19 on individual and industry welfare. Although the compiled statistics cannot be reliably correlated to the 1.3 million industry population, useful findings are transferable to industry experience.

DEMOGRAPHICS

Respondents were 52% male and 48% female providing a balanced gendered response.

Age groups with the highest distribution were between (26-35), (36-50) at 30% respectively and 26% of respondents were aged between (51-65). Leaving the lowest respondent rates between the ages (16-25) at 12% and 66+ at 2%.

Collectively, 30% of respondents had a partner/spouse, 26% had partner/spouse and children. 16% lived with parents or family, 14% of respondents lived alone, 8% lived with children only and 6% in a house-share.

have been receiving between £10,000-20,000 per year (20%) since March.

Interestingly, participants earning above £75,000 have seemingly not received deductions to their pay as a result of Covid-19, however the group's average earnings have declined on the whole.

A larger sample size would provide a more reliable indication of this, as too few participants reported to have earned above £75,000 to begin with.

Participants reported that since lockdown, their earnings per year were within the following intervals: Up to £10,000 (20%), £10,000-20,000 (25%), £21,000-30,000 (18%), £31,000-40,000 (16%), £41,000-50,000 (12%), £51,000-60,000 (2%), £61,000-75,000 (2%), £75,000-£100,000 (2%) and £100,000 + (2%).



Before March 2020 when Covid-19 resulted in a national lockdown, 76% of participants reported that they worked full-time, 12% worked part-time, 2% were self-employed and working, 2% were retired and 8% were unemployed. In comparison, since the first lockdown began in March, there was a great decline in the number of participants still working full-time to just 45%. 10% reported working part-time, while 29% of the industry was furloughed when completing the survey. Employment rates rose to 12% and 4% had retired.

Participants selected their appropriate yearly earnings bracket before March 2020 from the following options:

Up to £10,000 (16%), £10,000-20,000 (20%), £21,000-30,000 (16%), £31,000-40,000 (25%), £41,000-50,000 (12%), £51,000-60,000 (0%), £61,000-75,000 (6%), £75,000-£100,000 (2%) and £100,000+ (2%).

Prior to March 2020, a majority of participants reported to have earned between £31,000 - 40,000 per year (25%). However, this average dropped when participants stated their earnings during lockdown, most reporting to

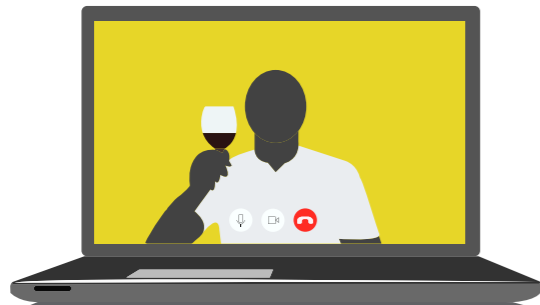


At the time of completing the survey, 66% of participants stated that they were not in receipt of any State Benefits (including a State Pension).

The remaining 34% of participants reported to be receiving one or more of the following benefits: Carer's Allowance (2%) Child Benefit (21%), Council Tax Reduction (2%), Disability Living Allowance (2%), Free School Meals (4%), Housing Benefit (2%), Personal Independence Payment (4%), State Pension (2%), Tax Credits (6%), Universal Credit (9%), Working Tax Credit (2%) and Other benefit not listed (2%).

FINDINGS

Anxiety and depression remain the highest diagnoses of mental illness in our industry at respectively 59% and 55%. 47% of respondents are currently taking medication to help with their mental health. 20% of individuals contacted the charity for support because of work-related stress. 14% for relationship breakdown, 12% for bereavement, 12% for family issues and trauma and financial distress at 6% respectively.



71% of respondents relayed COVID had not increased their drinking habits. It is important to acknowledge that this behaviour might have changed since the collection of survey responses. These compiled statistics are not dissimilar in breakdown to that of the 2019 statistics.

50% of respondents relayed that COVID-19 had worsened their mental health. 49% of respondents felt they lacked daily motivation, this is likely to increase with the extended lockdown rules and regulations curbing individual freedoms and interpersonal

connection. 54% felt fatigued despite the reduction in travel and working from home has created new challenges, such as home schooling, domestic issues, and proximity (environmental closeness).

50% engaged in negative self-talk and 47% struggled with sleep deprivation. This experience informs the increase in feelings of helplessness at 35% and feeling on-edge at 42%. Overall, anxiety pertaining to feeling nervous, uncontrollable worry, restlessness and fear were the leading causes of distress among respondents.

The key outcomes of COVID-19 on individual well-being have been an increase in fear/ uncertainty (69% increase resulting from financial distress and difficulties home schooling), confinement (55% of respondents agreed that lockdown caused them to feel isolated and they had struggled to cope with this experience), and loneliness (67% experienced a disconnection with friends, family, and their social environment).

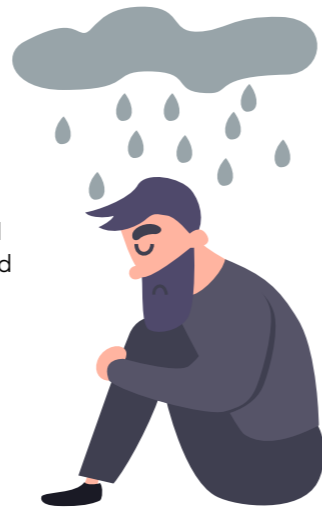
Positively, in comparison to the 2019 survey 56% of relationships were unaffected by the lockdown. Comparatively, in the 2019 survey divorce rates were at 69.8% and resulted from excess travel followed by infidelity. 2020 statistics suggest lockdown had a positive affect on relationships however, a follow-up is required to confirm reliability.

SUICIDE

The description of suicide used in the survey asked whether the person had engaged in suicidal thoughts or considered harming themselves. 65% of respondents reported they engaged in suicidal thought and considered self-harm. Concerningly, 27% relayed that they had acted on these thoughts.

This suggests the prevalence of suicidal thought and correlated risk remains high in our industry. 18% contacted the charity at

crisis point, 65% did not contact the charity for support. The latter statistic is concerning as it suggests 65% of individuals suffered in silence or sourced alternate supports.



SUPPORT PROVISION

80% respondents contacting the charity for support received counselling. 41% of them received the cognitive behavioural therapy modality. Interestingly, 82% contacted the charity for mental health support as opposed to only 8% contacting their GP and 4% through their Employee Assistance Programme (EAP).

This confirms issues in support provisions provided by GP and workplace EAPs for example, waiting periods, confidentiality, limited support provision, not meeting 'thresholds' for support.



ALCOHOL CONSUMPTION

Prior to the pandemic, 35% of participants reported to drink 0 units of alcohol per week which remained the same throughout lockdown. It may or may not have been the same individuals who continued to abstain from alcohol, but it's interesting that the percentage remained exactly the same.

Interestingly, those who admitted to drinking more alcohol prior to the pandemic seemed to increase their consumption during lockdown; those consuming 1-3 units per week decreased from 16% to 12% and those consuming 4-8 units also decreased from 16% to 10%. Individuals who reported consuming 9-15 units

increased from 14% to 20%, while 16-20 units decreased from 14% to 12%; this decreases likely due to these respondents increasing their alcohol consumption to the 21+ units' category, which accounted for just 4% of participants prior to lockdown and an increase to 10% during lockdown.

In summary, 29% of participants reported that their consumption had increased, but only by participants who reported to consume one or more units of alcohol per week prior to the pandemic and 10% of these stated concerns about their consumption.

EMPLOYER SUPPORT

Of those who sought mental health support from the EIC, 68% of participants stated that they had informed their employer of their struggles.

The positive feedback clients made about their employers included:

"Good communication."

"Provided with PPE."

"He calls me daily to check on my well-being and listens and guides me."

"My employer is always supportive."

"My manager has done everything he can to ensure my safety and comfort in the workplace, psychologically which has been crucial to my recovery."

"They have been really good with me because of it (my mental health struggle) and they understand it as well unlike my parents."

"She has taken steps to support me."

"I feel I can freely challenge my employer if I feel precautions are not being followed correctly."

Negative feedback regarding employers included:

“Could do better.”

“I need ongoing support.”

“It’s difficult to open up to people so it’s hard to open up to my manager, he’s not very approachable”

“Not enough safety precautions in place for Covid-19.”

“Unpleasant workplace ethos, blame culture and unprofessional comments which I feel unable to challenge.”

“All departments are returning to work in different ways, so it feels disorganised.”

“My employer could try to understand my condition better.”

“I would rather not go back to work than challenge my employer if I felt something was wrong.”

“I wish my manager would listen more and be more empathetic”

“I didn’t hear from my manager for weeks while I was furloughed.”

“I’d like more 1:1 communication.”

EIC SUPPORT

Of survey participants who have all received EIC support, 89% stated the support was ‘Excellent’ and 11% said it was ‘Good’ and 100% would recommend us to a friend or colleague.

Some of the clients’ feedback about the support received from the EIC included:

“Quick effective support, excellent communication.”

“Access to an excellent therapist, offered online psychiatric assessment.”

“Case worker absolutely amazing. She has gone above and beyond with providing me with help, she’s an angel.”

“Very understanding to the situation, felt very reassured, been a great help.”

“Had a good experience and wouldn’t change a thing, from right at the start I received above and beyond support.”

“They were in constant contact to see how I was getting on, they found me a therapist who I trust, I had someone I could talk to and I felt understood – sympathetic to how I felt.”

“Constant check-ups”

“Super support”

“My case worker worked very quickly to get me professional support which I was able to extend, cannot fault any aspect of the support.”

“Personal contact.”

“Having an incredible support team around me is probably why I am still alive today.”

“The care and compassion, regular contact, a willingness to help, I could not thank them enough.”

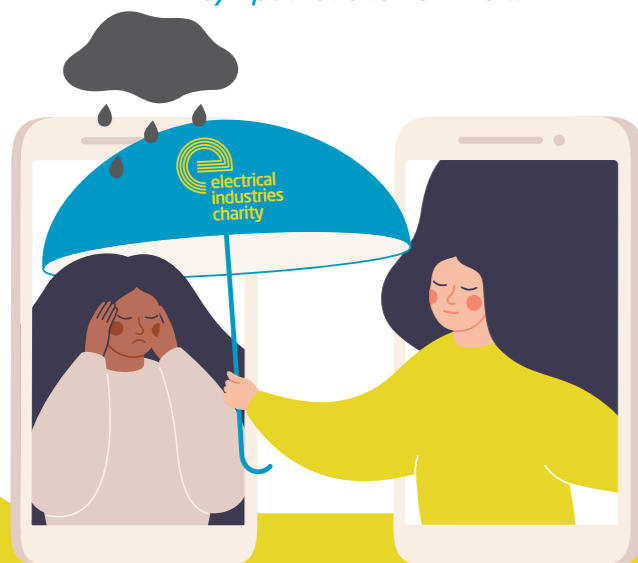
“Caring, very sympathetic, actually listening to my problems and helping me and my family a lot which I am very grateful for.”

“I had a quick response to my initial email and the person I spoke to was very understanding and easy to talk to. They regularly checked up on me and made the whole process less daunting.”

“Having the counselling needed has been an amazing support and help to longer term try and improve our circumstances but changing the way of thinking of years of damage and all lock down it’s been a hard job. The supports not felt rushed or dismissive like the NHS.”

For more information on The Electrical Industries Charity and the support they provide please contact support@electricalcharity.org or **0800 652 1618**

www.electricalcharity.org



“
WE CAN MISTAKENLY
THINK THAT MENTAL
HEALTH IS ABOUT TREATING
MENTAL ILLNESS, BUT THIS
IS ONLY HALF-BAKED.

Mental health is also about building good mental and emotional health, it’s about practicing mental health self-care and enhancing well-being.

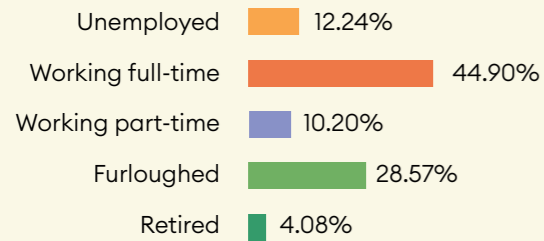
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2020 EIC SURVEY STATISTICS

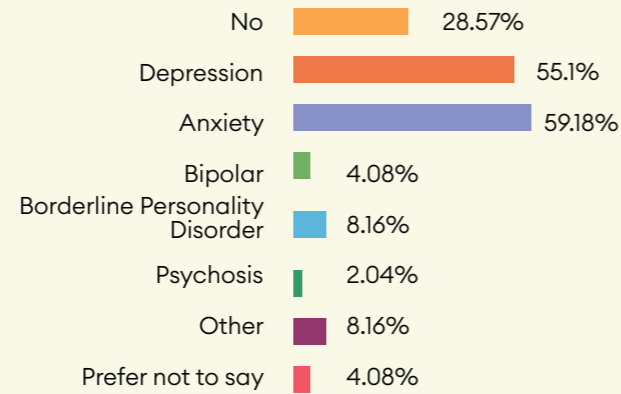
A small sample survey of 50 charity service users was conducted to establish the ramifications of COVID-19 on individual and industry welfare. Although the compiled statistics cannot be reliably correlated to the 1.3 million industry population, useful findings are transferable to industry experience.

Visit www.electricalcharity.org for more info

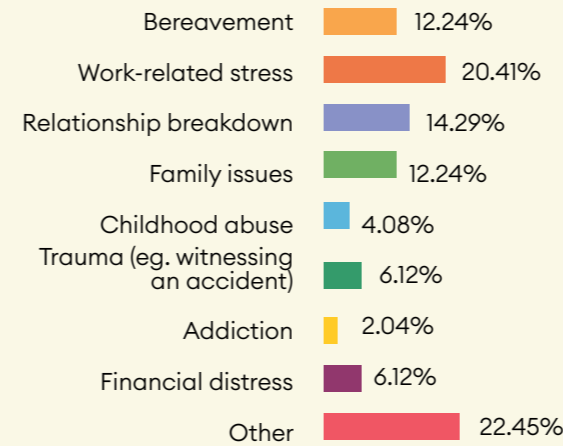
What has been your employment status during COVID-19?



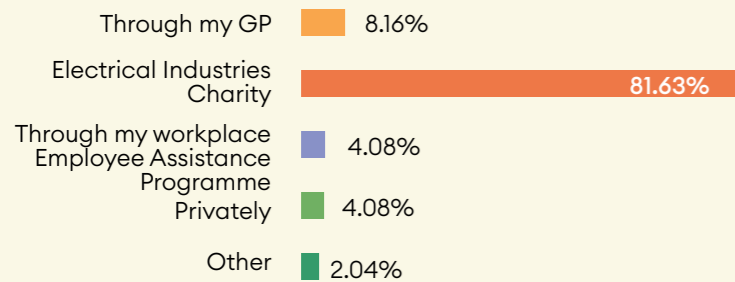
Do you have any existing mental health conditions diagnosed?



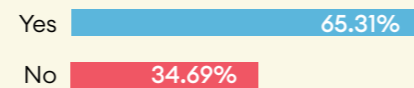
What was your reason for seeking support?



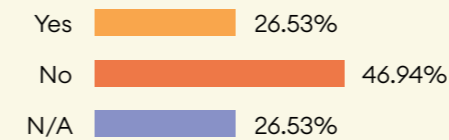
Where did you seek the most recent therapeutic support received?



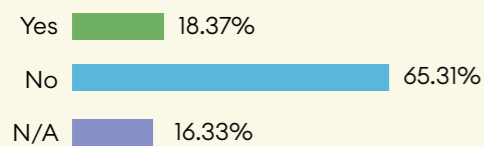
Have you ever experienced suicidal thoughts, or considered harming yourself?



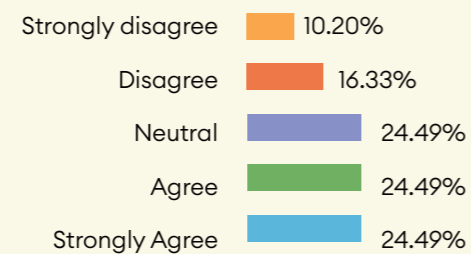
If so, have you ever acted on these thoughts?



Did you contact the EIC at crisis point (when you felt that you were going to act on your suicidal thoughts)?



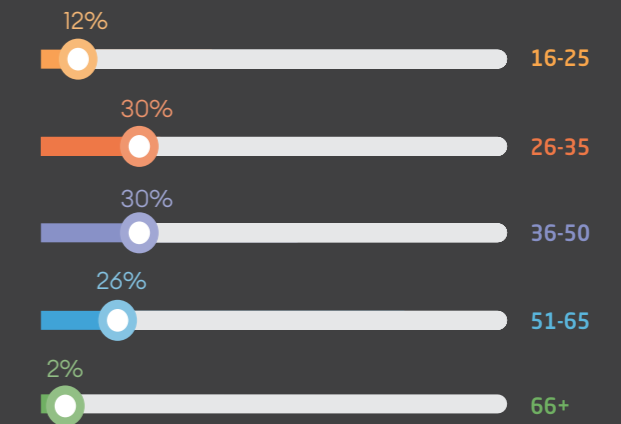
Please select your most appropriate response to the following statement: 'COVID-19 and being in lockdown has caused my mental health condition to worsen.'



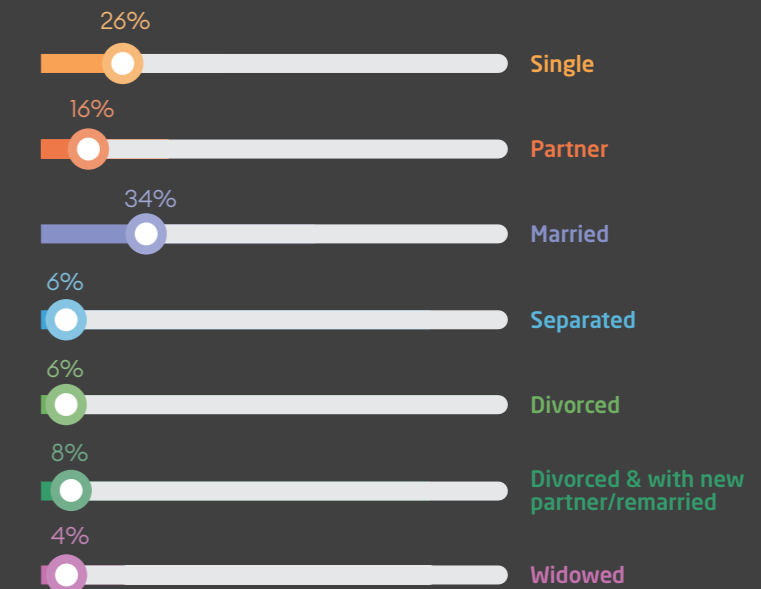
How would you rate the support you received from the EIC?



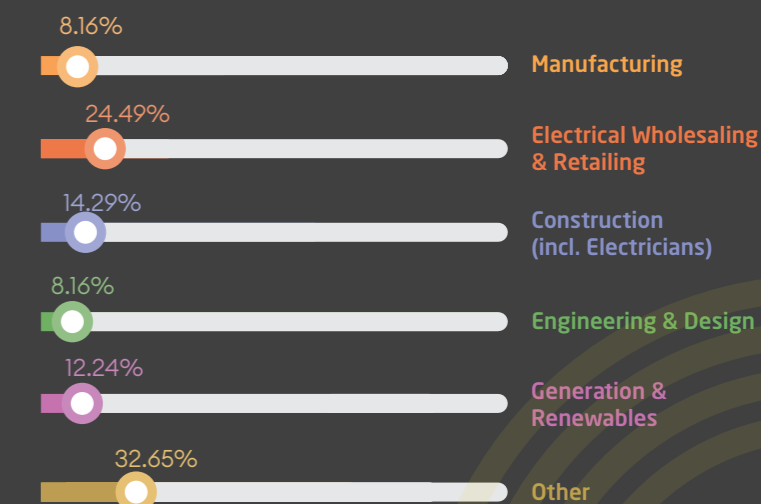
Which age bracket do you fit into?



Which best describes your current marital status?



Which employment sector do you work in?

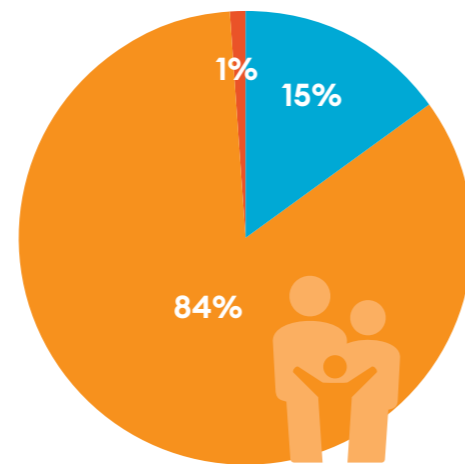


8. WORKPLACE PROGRAMMES

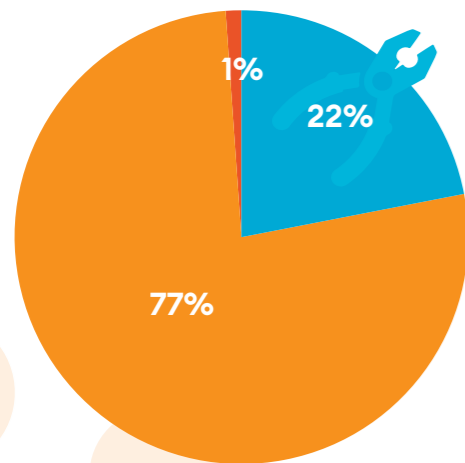
The Electrical Industries Charity is proud to be a full-service support provider to our stakeholders. To extend our outreach to the working population we have packaged our free and confidential services in a suite of programmes. These are designed to comprehensively serve our market demographic, clearly outline the benefits for users, and be easily understood and adopted within the workplace.

-  **ASP** (APPRENTICE SUPPORT PROGRAMME)
-  **EFP** (EMPLOYEE AND FAMILY SUPPORT PROGRAMME)
-  **PSP** (PENSIONER SUPPORT PROGRAMME)

% OF COUNT OF GRANTS

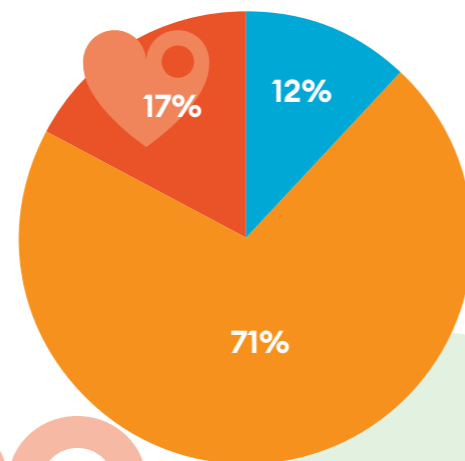


% SUM OF GRANT AMOUNT



COUNT OF INTERVENTIONS

32,140



8.1 EFP, ASP, PSP & PPP



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.

Staff productivity is an important factor for any organisation but equally as important is recognising that the personal life of employees is central to their wellbeing. When things go wrong with a range of services which address issues such as family or relationship problems through to debt advice, ill health and disability.



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.



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 psychology spectrum.



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.



8.2 CASE STUDIES

SUPPORTING IN EVERY CAPACITY WITH EIC

Within the UK 850,000 people live with dementia and by 2025 it is predicted 1 million people will be living with dementia within the UK. The older you are, the more likely you are to develop dementia. The risk of developing dementia when over 65 years old is 1 in 14 while over 80 it increases to 1 in 6 people. There are lots of different types of dementia including Alzheimer's, Huntington's disease and vascular dementia. Christine approached the charity when her mother, aged 83, began to display signs of dementia.

Christine had worked for a major wholesaler for over a decade when she was forced to retire early at the age of 62 to care for her mother Marie. As Marie was Christine's dependant, both Marie and Christine were eligible for support through the Pensioner Support Programme facilitated through the Charity's Employee Assistance Programme. Marie has been living with Christine for more than three years, but her health had begun to decline.

Marie's behaviour had become erratic and her personality was changing day to day. She was verbally and physically abusive to Christine, and she suffered several falls within their home. Christine contacted the Electrical Industries Charity who, using their Pensioner Support Programme, signposted her to local social services for practical support. Social services recommended and facilitated a move into permanent residential care for Marie, which alleviated some of the stress from Christine.

While living within residential care Marie's behaviour remained challenging, and she would often insult care staff. She began to refuse to eat, drink and take medication. Marie would physically challenge staff who came to care for her. Meanwhile, Christine was still struggling to get a formal diagnosis for her mother and was pushed from pillar to post within the health system. Marie was asked to leave the home, and she had to move back in with Christine.

Struggling with the stress of her mother's behaviour at home and mounting frustration with the lack of diagnosis, Christine's mental state began to deteriorate. Christine contacted the Electrical Industries Charity again for emotional support. The Electrical Industries Charity provided some virtual talking therapy which took place over video chat so Christine could still manage her mother's care. The Charity can provide support to any former or current employee of the electrical and energy sector using the four branches of the Charity's Employee Assistance Programme (EAP). Utilising the EAP, the Electrical Industries Charity also funded a private consultation with a senior consultant geriatrician. The geriatrician diagnosed Marie with an acute form of frontotemporal dementia which explained Marie's change in personality and ever-changing behaviour.

Equipped with a formal diagnosis and better understanding of Marie's needs, Christine was able to find a more suitable residential home and Marie's needs, although increasing, are well catered for.

The Electrical Industries Charity also supported Christine with legal advice and helped her to put Enduring Power of Attorney in place if Marie's mental state continues to decline.

Christine is now in a much better frame of mind and is comfortable knowing her mother is being supported as best as possible in a specialist home. The Electrical Industries Charity were able to support Christine in achieving the peace of mind she needed to safeguard her and her mother's wellbeing. Christine has now found new freedom to pursue a part-time role within the industry and is moving in with a long-term partner.

The Electrical Industries Charity can help you gain peace of mind in trying times. If you need assistance, please contact the Electrical Industries Charity welfare team on **0800 652 1618** or support@electricalcharity.org

AN ENVIRONMENT FOR RECOVERY

According to the World Health Organisation (WHO), nearly two-thirds of people with a known mental disorder do not seek help from a health professional. Stigma, discrimination, and neglect prevent care and treatment from reaching people with mental disorders. Mental health is one of the many areas in which the Electrical Industries Charity (EIC) can provide support through its Employee Assistance Programmes (EAP). Financial assistance and grants, counselling and providing medical support are just some of the ways the Charity can help a person going through a difficult period in their life.

Maintaining a feeling of independence was something that was very important to Howard Field, who was referred to EIC by Macmillan Cancer Support after serious health problems and extremely unpleasant living conditions made his life incredibly stressful.

In 2014 Howard developed cancer of the throat and mouth, resulting in the removal of his teeth and the partial removal of his jaw and tongue, which means he can only eat puréed food. Things got worse for Howard after he developed gout following his chemotherapy and radiotherapy treatment. A year later the cancer returned, and Howard underwent a further operation to remove more of his jaw. He has since been having MRI scans every six months in order to keep the cancer at bay.

When a person is suffering with a serious illness a comfortable home environment can play a big part in helping them feel more at ease with their circumstances. Unfortunately, Howard's privately rented flat became infested with scabies mites in 2017, adding to his woes. His landlord paid for fumigation and a professional clean, but the infestation meant that Howard had to get rid of all items that the scabies may have infested, including his bed, sofa, armchair, towels, clothes, carpets and rugs. Howard was left with just a wooden table and chair and an airbed to sleep on, while the rest of his belongings were taken away in a skip – a heart-breaking experience.

Replacing all of his furniture, along with purchasing his recommended food to maintain good nutrition was financially challenging for Howard, but he was determined to maintain some independence and therefore preferred to continue buying his own specially prepared meals, which cost £5 each, with his sister's support. However, he could only afford one per day and had to make up the rest of his diet with soup, which affected his nutritional intake.

Howard had applied for Personal Independence Payment (PIP) but was advised that it would take months. The Charity provided an initial grant of £1,000 for the purchase of a sofa, armchair, rugs for his lounge and bedroom, and a few towels and clothes. EIC also partners with other charities, including Florence Nightingale Aid in Sickness Trust (FNAIST), which pledged £500 for a new bed, and Independence at Home (IAH), which donated £200 towards bed linen. Howard is still struggling to secure his PIP income, and EIC continues to support him with his application completion and provides £35 towards his specially delivered meals.

The Charity is now working with Howard to help him return to work in an adjusted capacity, potentially as a driver for an electrical wholesaler or tutoring with JTL. He is excited by both prospects.

Howard's case is an example of how the Charity works to identify the most appropriate ways to offer support through its various EAPs and help people in the electrical sector who have fallen on hard times enjoy a bit more stability in their lives and give them some hope for the future. Find out how you can donate to the Charity or get involved in your own fundraising challenge by contacting Jess Vailima: jess.vailima@electricalcharity.org

850,000
people live with dementia in the UK

OVERCOMING ADDICTION WITH EIC

Developing alcohol addiction is not a character flaw or a sign of weakness, but it takes more than willpower to overcome the problem. Abusing alcohol intake can significantly damage not only physical health, but it can also lead to serious mental health problems such as anxiety, depression, and suicide.

A recent report produced by Drinkaware stated that in 2014, there were 6,592 alcohol-related deaths, and 194,706 prescriptions for drugs to treat alcohol dependency were prescribed in England. Additionally, reports published by the Journal of the American Medical Association reveal that roughly 50% of individuals with severe mental disorders are affected by substance abuse, and 37% of alcohol abusers have at least one serious mental illness.

The Electrical Industries Charity (EIC) recently launched the Employee Assistance Programme (EAP), which is solely funded by powerLottery, to help people within the electrical and energy-related sectors who are struggling to beat their alcohol or drug addiction by offering them a wide range of support services. Through EAP, the Charity provides support services, including financial and legal assistance, telephone and face-to-face counselling, cognitive behaviour therapy and rehabilitation support.

Recently, EIC offered their support to an electrician, Daniel, who was referred to EIC by his concerned HR Manager following an alcohol addiction which resulted in poor health and a deterioration in his mental health. Daniel had become more and more erratic, with bouts of anger and severe depression, and was drinking excessively. He was having time off with alcohol-related illnesses and was admitted to hospital having had an alcohol-induced fit which put him into coma. Daniel was estranged from his family and had gone into a further downward spiral following the death of his mum about 18 months earlier.

Daniel recognised that his alcohol dependency was worsening and that he needed help. EIC supported him with full alcohol detox and rehabilitation in order to help him turn his life around. Daniel's alcohol dependency and history of fitting meant it could be too dangerous for him to go without 24-hour

medical care. He therefore underwent a hospital detox before entering a full rehabilitation unit where, if successful, he could then move to supported housing and back to a full and productive life.

Daniel's initial progress was good, and he was enormously grateful for the Charity's help as without the intervention of detox he could have died because his liver was in such a poor state. However, he started to find it difficult to really open up to the counsellors and support workers on site at the rehabilitation unit, and his old anger issues resurfaced. He was angry at himself that he hadn't stopped and looked for help earlier, that he had let his family down and that he had not addressed his alcohol problem when his mother was alive. He was also unable to address the real reasons he had started drinking originally, his grief over his mum's death, and he could not continue on the rehab programme. Since then, he has been able to maintain sobriety but is finding it very difficult alone.

Overcoming addiction can be one of the most difficult tasks for anyone who is suffering from alcohol dependency, but recovery is never out of reach, no matter how hopeless someone's situation seems or how many times they have tried and failed before. With the right treatment and support, change is possible. By showing your support to EIC you can help those who are struggling to battle their addiction to embark on their road to recovery and lead a better quality of life.

So why not show your support by signing up to become a partner of EAP or by taking part in powerLottery today and help someone like Daniel to beat their alcohol addiction?

If you or someone you know has been experiencing any form of addiction and requires assistance, please contact the EIC support team: support@electricalcharity.org or **0800 652 1618**.

For further information, to take part or if you would like to know more about how your contribution can make a difference, please contact Jess Vailima: jess.vailima@electricalcharity.org

CARING FOR YOURSELF WHILE CARING FOR SOMEONE ELSE WITH EIC

It's a fact of life that many of us will have to care for our parents in some capacity at some point. We often feel it is our duty to care for them in their twilight years as they took such care for us in our formative years. While caring for a parent may seem part and parcel of life it can still be challenging, stressful and tiring to care for someone who may be increasingly frail and dependent on you. 72% of carers report to struggle with ill mental health and 61% have reported physical illness as a result of caring. Caring for elderly parents can be a huge source of strain on the individual and familial and/or romantic relationships. Annie began to struggle caring for her mother after a deterioration in her mother's health.

Annie's mother had been living with her and her partner Mike for almost a decade after the sudden loss of Annie's father. Annie's mother lived in a self-contained annex and despite having some health difficulties including a heart murmur, Annie's mother lived independently with little help from Annie or Mike. Both Annie and Mike noticed changes in Annie's mother's behaviour; she experienced episodes of confusion, appeared disorientated and became prone to falling. With signs of worsening health, Annie and Mike chose to move Annie's mother into their home and support her more closely.

Unfortunately, Annie's mother's health continued to decline, and her behaviour became more challenging. She would regularly wander out of the property and on several occasions police were called to help locate Annie's mother. Annie's mother would awake in the night and, disorientated, she would shout at Annie and Mike when they came to comfort or check on her. Mike worked long hours managing a team for an electrical distributor so had respite during work, and he found he was finding excuses to not return home. Concerned about the impact Annie's mother's behaviour was having on both him and Annie, he encouraged Annie to contact the Electrical Industries Charity for support using their Employee and Family Programme.

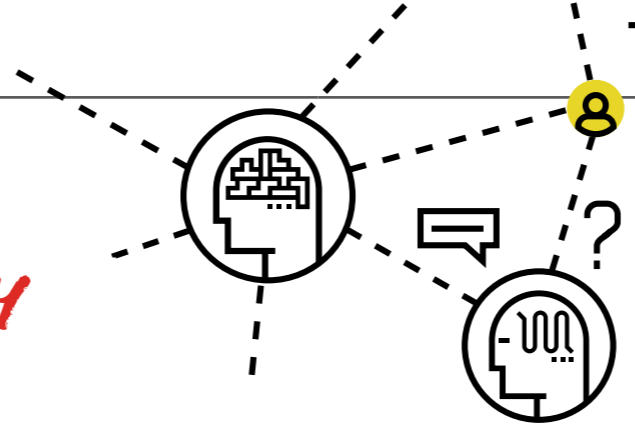
Annie contacted the Electrical Industries Charity welfare team and spoke of how she was becoming depressed and anxious. Annie was on edge worrying about her mother and when her next episode will be. The Charity welfare team referred Annie for telephone counselling support to offer her an impartial party to confide in and vent to. Annie found speaking to an outside party extremely beneficial and found her weekly sessions a huge relief.

The Electrical Industries Charity also signposted Annie to the relevant social services who can help support her with caring for her mother. Involving social services also meant Annie knew of the additional support services available to both her and her mother should they need them.

Annie's mother continued to live with Annie and Mike for another year. Unfortunately, Annie's mother's health continued to decline, and she moved into a permanent residential care. Since moving into residential care Annie's mother's health has stabilised and Annie visits her mother regularly. Annie's mother enjoys life within the care home and has established good friendships with fellow residents, and she has rekindled her love for bridge and crochet. Annie is in a much better place and her feelings of depression and anxiety have dissipated since telephone therapy. She has much more peace of mind with her mother receiving around-the-clock care, and she feels well supported by the care team within the home.

The Electrical Industries Charity have since closed Annie's case, but Annie understands should she require any additional assistance the welfare team are available 365 days a year to support our industry. If you require support, a guiding hand or a listening ear, the Electrical Industries Charity welfare team can assist you. Contact them for free and confidential support on support@electricalcharity.org or **0800 652 1618**.

9. MENTAL HEALTH TRAINING COURSES ACROSS THE INDUSTRY



The EIC offers an exciting range of training programmes delivered by accredited trainers. Our courses are available to anyone and provide training on mental health with diverse focus areas. This is the full range of courses available to our industry.

MENTAL HEALTH FIRST AIDER TRAINING

Our two-day course qualifies you as a Mental Health First Aider.

Focus on health as much as you focus on safety within your business and qualify your staff as Mental Health First Aiders. The Mental Health First Aider Training covers topics including but not limited to depression, suicide, addiction, anxiety and gives you the tools to help someone who is showing signs of these mental illnesses.

Our Mental Health First Aider Training can also be delivered virtually over four days and provides the same benefits as the standard training.

Mental Health First Aiders have:

- An in-depth understanding of mental health and the factors that can affect wellbeing.
- Practical skills to spot the triggers and signs of mental health issues.
- Confidence to step in, reassure and support a person in distress.
- Enhanced interpersonal skills such as non-judgemental listening.
- Knowledge to help someone recover their health by guiding them to further support – whether that's self-help resources, through their employer, the Electrical Industries Charity, the NHS, or a mix.

What to expect:

Through a mix of group activities, presentations and discussions, each session is built around a Mental Health First Aid action plan.

The virtual course is delivered through the MHFA England Online Learning Hub. Learning takes place through four live training sessions, spread across a week, with self-learning activities in between.

Everyone who completes the course gets:

- An MHFA manual to keep and refer to whenever they need it.
- An MHFA workbook including a helpful toolkit to support their own mental health.
- A link to EIC Workplace items – posters, postcards and wallet cards.
- EIC guide to our support tools & services leaflet.
- An official MHFA certificate to say they are a Mental Health First Aider.



MENTAL HEALTH AWARENESS TRAINING FOR MANAGERS

This two-hour session is an introductory course to raise awareness of mental health with managers. This course can be delivered virtually or at a location of your choice.

It is designed to give:

- Highlights and explains some of the common mental illnesses and disorders.
- How to spot the signs of mental ill health in employees/colleagues/friends/family.
- Which steps to take if you spot the signs of somebody with mental health issues.
- How to approach the conversation with an employee with mental health issues.
- Strategies a manager can use to support an employee with mental health issues.
- What to do if somebody is self-harming/ suicidal.

What to expect:

- Opportunity for complex case discussion.
- Challenging work-life cultures – interactive discussion and group tasks.
- How to challenge corporate stigma within your organisation.

Everyone who completes the course gets:

- An electronic copy of the training presentation to refer to whenever they need it.
- A link to EIC Workplace items – posters, postcards and wallet cards.
- EIC guide to our support tools and services leaflet.

MENTAL HEALTH AWARENESS TRAINING FOR EMPLOYEES

This one-hour session is an introductory course to raise awareness of mental health for employees. This course can be delivered virtually or at a location of your choice.

It is designed to give:

- Highlights and explains some of the common mental illnesses and disorders.
- How to spot the signs of mental ill health in colleagues/friends/family.
- Which steps to take if you spot the signs of somebody with mental health issues.
- What to do if somebody is self-harming/ suicidal.

What to expect:

Learning takes place through a mix of presentations, group discussions and workshop activities. We limit numbers to 25 people per course so that the instructor can keep people safe and supported while they learn.

Everyone who completes the course gets:

- An electronic copy of the training presentation to refer to whenever they need it.
- A link to EIC Workplace items – posters, postcards and wallet cards.
- EIC guide to our support tools and services leaflet.

MENTAL HEALTH AWARENESS TRAINING FOR APPRENTICES

The Electrical Industries Charity are passionate about championing apprentices coming into the electrical and energy sector.

To champion apprentices starting their industry career, Aico have partnered with EIC to provide ALL apprentices coming into the sector FREE Mental Health Awareness Training to arm them with the tools they need to head into their future. This community initiative would not have been possible without the ongoing support of our industry hero – Aico. The one-hour Mental Health Awareness Training Course will cover the following topics

and is specifically tailored to apprentices:

- An understanding of what mental health is, how to challenge the stigma and a basic knowledge of some common mental health issues.
- Confidence to support someone in distress or who may be experiencing a mental health issue.
- Access to support services and advice through the Charity.



WELLBEING COURSES

Our four wellbeing courses are one-hour virtual sessions to raise awareness of the most prevalent issues within our industry.

Anxiety and Depression-Focused Virtual Training Session:

- Learn to better engage with the subjects of anxiety and depression.
- We break down the diagnosis commonalities and differences and develop interactive discussions on anxiety and depression.
- Case study and support solution discussions.
- We delve into support strategies for self and others in need.

Stress-Focused Virtual Training Session:

- Approach the subject of stress – what it is and how we experience it.
- We discuss stress-management coping strategies.
- How to protect yourself from both physical and psychological stress-related issues.
- We discuss the help options that are available.

Relationship Breakdown and Repair-Focused Virtual Training Session:

- What is relationship breakdown and how do we repair it?
- How are our relationships tested?

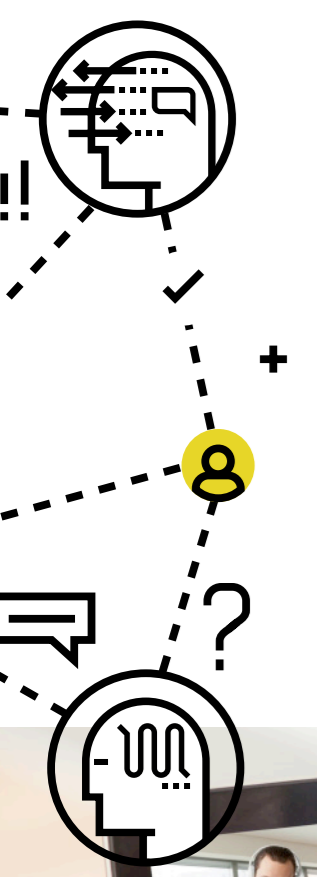
- We discuss the relationships we have with ourselves and how to improve on them.
- We look at support strategies we can use to help ourselves and others in need.

SOS (Save Our Sanity!) Parenting 101 with the EIC, Virtual Training Session:

- How to support your family, or a colleague/employee's family, through difficult times.
- We tackle some of the general challenges you may encounter with your child at different developmental stages (eg. infants/children/teenagers)
- We help you to support your child/teenager who may be dealing with issues.
- We highlight some of the difficulties facing children if parents go through a relationship breakdown and how best to support them.

What to expect:

- Download Microsoft Teams and/or Zoom and join an online session with our trainer.
- Download Kahoot! for our team quiz – winner gets a prize.
- Access to PowerPoints, video and interactive communication types.
- Safe and open interaction with trainer and attendees.
- Maximum of 6 participants.



SCHNEIDER ELECTRIC'S TOMORROW RISING FUND



Project: Mental Health Support During COVID-19 Period

The money donated for the mental health support initiative during the COVID-19 outbreak has been hugely beneficial.

The grant has allowed the Charity to support a further 43 people with 6 sessions of psychological therapy during a very difficult time.

The Tomorrow Rising Fund has donated the following sums:

- 6/8/2020 –£4,421.57
- 14/10/2020 £2,883.71

Total £7,305.28

Staff fundraising that happened during the period:

Schneider's UK staff engaged in a virtual fundraising activity where they walked 'Around the World in 80 days' so 50 million steps.

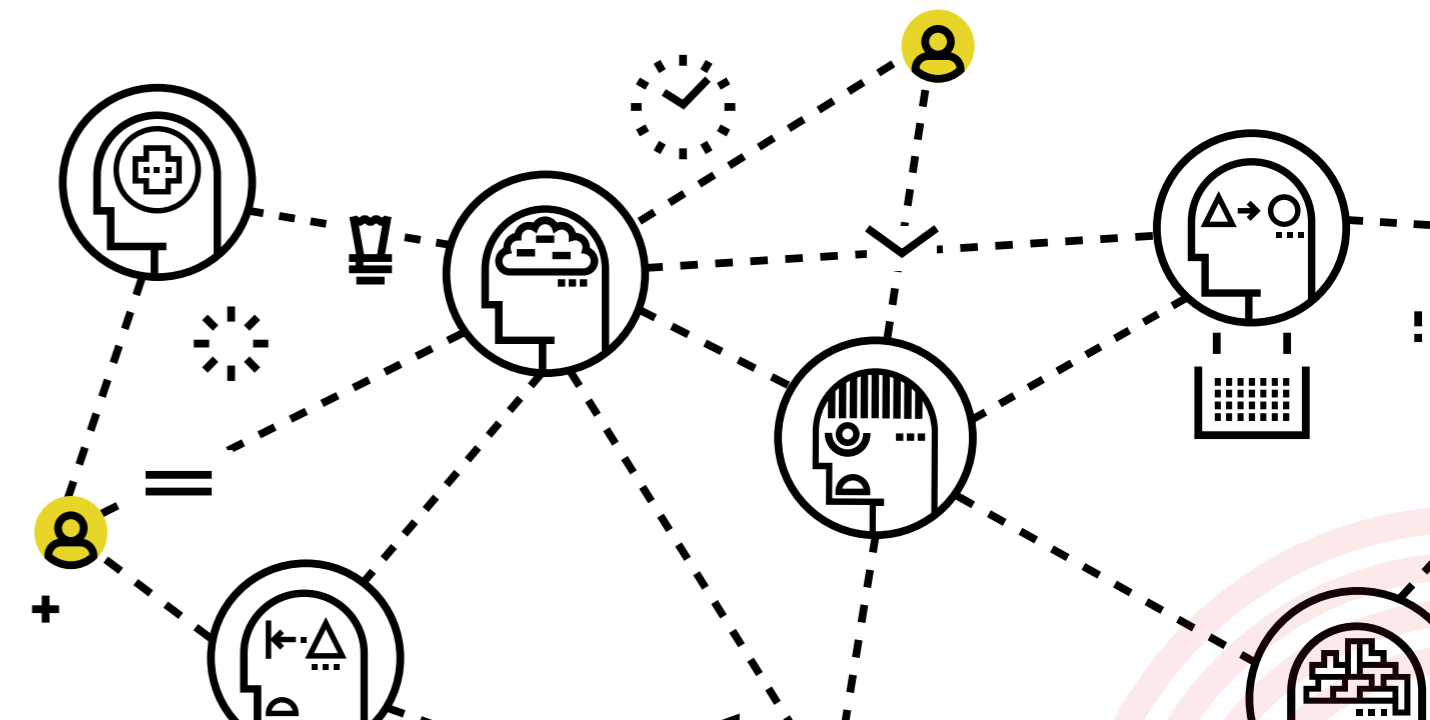
- Schneider Electric's Power Products Team – **Total raised £1,880.**
 - Schneider Electric's Home & Distribution Team – **Total raised £3,245.**
 - Schneider Electric's Finance Team – **Total raised £210.**
- Total raised £5,335.**

This has allowed the Charity to provide 17 additional Psychiatric Assessments.

5 Ferry Cycle Challenge was organised by John Patton and had Schneider staff doing a 130km cycle across the West Coast of Scotland using 5 ferries. The team included John Patton, Barry Grier, Tony Garnett, Trevor Catley, Andy Ryan, Neil Hopkins, Harry Smith, Chris Wheeler, Andy Goodwin, Glen Irving, and Mark Wilson.

- Schneider Electric 5 Ferries Cycle – **total raised £4,648.**
 - Schneider UK matched the fundraising **total of £4,648.**
- Total raised £9,296.**

This has allowed the Charity to provide 332 additional psychological therapy sessions.



GRAHAM has spent 20 years working as an electrical contractor. He came to the Charity in April 2020, at the height of the pandemic. His son had unexpectedly passed away in his sleep at 25 years old just the month prior, and he was later diagnosed with COVID-19, having displayed no symptoms. This understandably left Graham and his wife feeling incredibly distressed, shocked, and confused. The EIC sourced and funded a block of bereavement therapy sessions for both Graham and his wife. Due to the ongoing pandemic, therapy was delivered virtually to Graham and his wife. In the most difficult period of his life Graham found solace in the Electrical Industries Charity and said the therapists the Charity provided were exactly what he and his wife needed. Both Graham and his wife have completed their Charity-funded sessions and are continuing to self-fund their therapy as their support has been ‘invaluable’.

Looking after our mental health is just as important as our physical health.

NEIL works for a large electrical wholesale company and sought mental health support for his wife Kate who had been suffering from worsening panic attacks since May. Neil assumed Kate’s panic attacks had been triggered by the passing of her mum in February. The Charity contacted Kate and spoke of her previous mental health, and Kate mentioned that she had taken her grandma’s death badly as a child. Upon further conversation Kate’s charity case worker referred her to a CBT therapist who helped Kate via online video sessions. Kate’s health is now much improved and her panic attacks much reduced. Despite initially doubting the tips the therapist had given Kate, she found they worked really well and really helped her to combat her panic attacks.

I was very sceptical about therapy, but what it has done for me I cannot recommend enough.

MELANIE was referred to the Electrical Industries Charity by the occupational health department of a large power station where she worked. Melanie had been off work for several weeks with severe anxiety and panic attacks triggered by the uncertainties surrounding COVID-19 and ongoing lockdown measures. After speaking with the Charity her welfare caseworker referred Melanie for online CBT therapy which she found hugely beneficial. After six sessions she was able to return to work and manage her day-to-day work stresses more effectively. Melanie could not praise her therapist enough and thanks the Charity for giving her exactly what she needed at this time.

Do not suffer in silence; with the support from the Charity I am back at work feeling like I'm making a difference.

SCOTT works for an electrical wholesale company and contacted the EIC in May. His daughter’s boyfriend tragically passed away at Christmas last year, and this sudden loss impacted their family tremendously. The extent of the grief had only truly surfaced since lockdown began. Scott felt helpless, unsure of where to turn. In the first instance Scott spoke to his GP, but the wait for an NHS bereavement counsellor was 8 months and his family’s sessions would be very limited. The stress of supporting his family through the loss had taken its toll, and combined with lockdown, Scott was reaching breaking point. It was then that Scott contacted the Charity. The EIC sourced a specialist bereavement counsellor for Scott who he was able to speak to weekly via Zoom. These sessions really helped to reduce Scott’s anxiety and allowed him the time to process what had happened in his own space, where he could let out the emotion he had been bottling up. As Scott is on a low income, he was able to apply to the EIC for funding to cover additional sessions beyond his initial block of six sessions.

Reaching out for help made all the difference with dealing with my grief and my ability to help my family.

PETER works for a lighting manufacturer and sought support from the Charity for his wife Jane. Jane needed a formal diagnosis for severe SAD (Seasonal Affective Disorder) and wanted to explore therapy options. SAD was affecting every part of her life from late July through to February every year. This made her working life and personal life incredibly difficult. The Electrical Industries Charity referred her for a psychiatric assessment with a SAD specialist. The specialist confirmed a SAD diagnosis and recommended CBT therapy. The Charity have sourced a local CBT therapist who has provided socially distanced sessions to help Jane. Jane is finding her sessions challenging at present but is very pleased that we have been able to support her in managing her condition.

I finally feel like I have support. I'm only at the start of my journey, but that has already made a difference.

KATE works for a small electrical contractor and was struggling with severe anxiety, leaving her feeling constantly tired and demotivated. The charity sourced a therapist for Kate, and she is currently receiving therapy support. As a result of COVID-19, her working hours have become irregular and although she would have preferred face-to-face therapy, telephone therapy using Zoom was better suited to support her erratic working schedule. Since commencing therapy, she has developed an understanding of her anxiety and is developing coping strategies to manage her symptoms. Kate had struggled with anxiety since childhood and is so thankful for the Charity’s support.

The coping strategies my CBT therapist advised me to use helped me to manage my daily struggle with anxiety.

JOHN contacted the Charity during lockdown after experiencing extreme stress which resulted in panic attacks. John and his wife are both frontline key workers, and his wife, a carer for the elderly, became very ill with suspected COVID-19. With the shortage of testing both John and his wife had to self-isolate for two weeks. They isolated in separate rooms of the home and understandably this caused a lot of stress. John was later furloughed but soon returned to work as a driver. He found the return to work very difficult and started to experience panic attacks on the job. He described feeling out of his body when caught in panic, feeling very alone and frightened. John felt more comfortable engaging with telephone counselling; since his initial contact, he has completed his block of telephone counselling sessions and has reported feeling much better. John has since returned to work without a problem.

‘With therapy support I took control of my panic attacks’

EMILY was referred to the charity by her father who works for a large power generation company. Emily is a student and found the loss of routine and structure due to the COVID-19 lockdown difficult to manage. Emily had experienced a past bereavement that had affected her deeply and caused her ongoing emotional distress. The protracted period of isolation exacerbated her distress, and she attempted to take her life on two occasions. The Charity referred Emily for an online video psychiatric assessment. Emily was diagnosed as suffering from mild depression and anxiety and her medication was adjusted. Subsequent to her assessment Emily has been referred for therapy support through the Charity. Emily’s diagnosis has meant she now has a greater certainty of how she can manage her psychological and emotional distress, and she is now feeling happier. Emily has returned to college and is enjoying having her routine and structure reinstated.

‘Having the Charity there to support my daughter when I didn't know where to turn has made all the difference’

10. EIC CHAMPION BUSINESSES

To keep our free and confidential services available to the industry we rely on organisations to help promote our fundraising initiatives across the sector, by becoming an EIC Champion Business. As an EIC Champion Business they receive monthly health presentations from EIC discussing our health calendar and have access to a wealth of materials online, as well as the same support our whole industry is entitled to. To become an EIC Champion Business we ask them to implement three fundraising initiatives into their organisation to support our industry and our industries charity.

The three fundraising initiatives are the **Charity Stand Down Hour**, which works on the premise of each member of staff donating just one hour of their salary to EIC. It is facilitated completely through the company payroll and will be automatically deducted as a one-off donation annually.

EIC Day is a fundraising day which can be implemented across the business with the aim of each employee fundraising or donating just

£10 to EIC. EIC Day can happen in the form of a trivia night, a dress-down day, a bake sale, or a fancy-dress day.

Our industry has a lottery that funds the health and wellbeing services of the electrical industry. To implement the **workplace lottery**, staff are given access to a portal to register and a payroll contact is delivered a deduction report for the monthly payroll. For as little as £1 per month staff could win up to £1,000 a month with 40 cash prizes plus a mega prize draw of £10,000 to be won twice a year in June and December.

We launched our **Champions campaign** last year and it has been well received by the industry. Eleven companies have become business champions and generated funds to support our growing range and demand on services. For the coming year we will be focused on growing our business champions to ensure we remain visible to the industry and maintain the new revenue stream for our support services.



11. FUNDRAISING AND PUBLICITY

11.1 KEY FUNDRAISING ACTIVITIES

11.1.1 PowerLottery

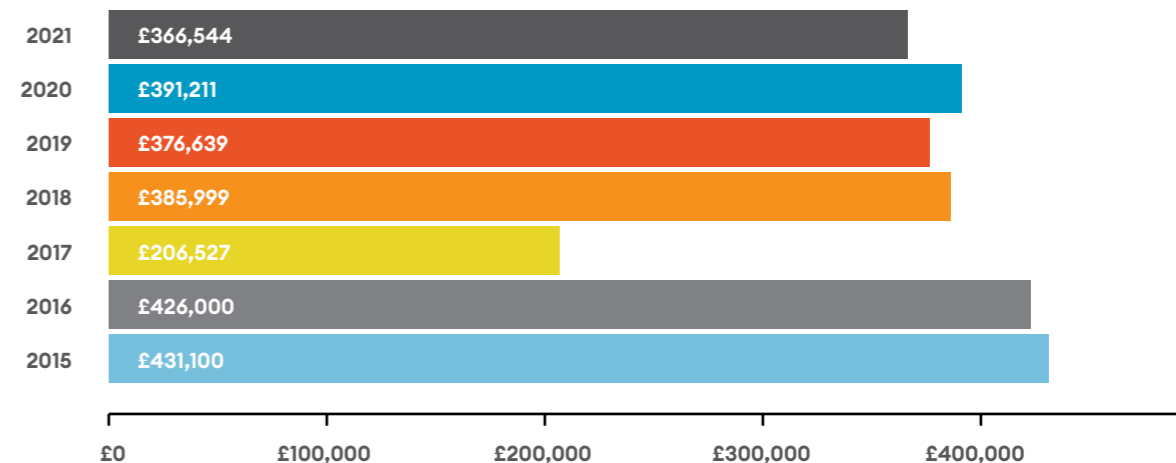
Company lottery schemes and the Electrical Industries Charity's powerLottery generated gross proceeds of £366,544. powerLottery is EIC's number one fundraising stream, and it helps us provide support to apprentices, pensioners, employers, and their families at the toughest times of their lives.

In addition to powerLottery we have in place a workplace lottery. 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.

The PowerLottery provided the Charity's only source of annuity funding during the pandemic. We aim to continue to encourage large industry companies to implement the workplace lottery, allowing them to expand the free-of-charge services available to their employees, through the Charity's services.

Society lottery all draws



WHEN LOVE BECOMES A DRUG

Marriage is a clear life goal for many people and often leads to a time of settling down and having children. The initial bond between spouses is invariably very strong and when this relationship begins to break down, it can turn to bitterness, resentment and anger, especially where addictions are involved.

If we were asked to think of an addiction, we would probably think of substance addictions such as alcohol or drugs. When specifying behavioural addictions, we may consider gambling or shopping, but what do we know of love and sex addiction and how can this lead to deterioration of mental health?

Alcohol addiction is very common and therefore widely understood, but a sex and love addiction is very different. Currently, in the UK up to 1 in 25 people are suffering from sex and love addiction of which 80% are men. Whilst still an addiction, it is not measured or diagnosed in quantity but instead by the negative impact and consequences associated with the behaviour, on the individual and others. It is characterised by obsessive feelings and behaviours which the individual feels compelled to repeat regardless of the consequences. These behaviours and thoughts get progressively worse, ultimately resulting in the breakdown of personal relationships.

Every year, thanks to powerLottery, which funds the Electrical Industries Charity's (EIC) Employee Assistance Programme (EAP), the Charity is able to offer support to hundreds of employees and their families who are struggling to cope with life challenges that are standing in the way of a happy family life.

Recently, EIC helped Sean, father of a seven-year-old son and husband

to Sarah. Sean was working for a large electrical contractor and was suffering from an alcohol and sex and love addiction which resulted in a family breakdown.

Sean's employer contacted the Charity for help after becoming concerned about their employee's wellbeing, following behavioural changes at work. EIC immediately got in touch with Sean, and after spending time talking to him, the Charity concluded that he may have an alcohol and a sex and love addiction. As a result of this, EIC funded 12 weeks in a private rehabilitation facility for Sean and during this time Sean was diagnosed with both an alcohol and a sex and love addiction.

Sean responded well to the treatment he received from a specialist therapist, and at the end of the 12 weeks, he felt like a changed person. However, one of the conclusions which Sean had reached during this period was that he needed to devote all of his time and energy into making himself stronger in order to overcome his addictions. As a result, he decided that he couldn't become the person he wanted and needed to be while still being married to Sarah.

Sarah had continued to support Sean throughout his rehabilitation and initially was very positive that the treatment was going well. But these thoughts soon turned to a feeling of immense shame for Sarah when Sean decided to end their marriage.

Sarah was very committed to her relationship with Sean and like most people wanted to have a fulfilling relationship with her husband. She struggled to cope with his decision to end the marriage, and the feeling of immense shame began to manifest itself in feelings of anger and hate towards him.

In a short period, Sarah became so consumed by this hate that she was unable to apply sensible logic to her everyday life which began to affect the whole family. Sarah constantly found herself reinforcing negative comments about her husband's behaviour to her son, which created a divide between him and his parents.

Once again, the Charity was there for the family and provided support, but this time for their son, to help in coping with what had sadly become a very toxic and highly challenging environment in his family home. With the Charity's support, Sean's relationship with his son has now improved, and they are working together as father and son to mend their relationship.

Unfortunately, Sarah and Sean's relationship has now completely reached the end, but despite this, they have agreed that their son should be their priority and the anger which they feel towards each other should not have a detrimental effect on their son. In addition, their son continues to receive counselling, which is being funded by EIC, to ensure that he is able to deal with the breakdown of his family unit.

Dealing with a relationship breakdown is one of the toughest experiences that anyone can have. The tremendous feelings of devastation and loss are often worsened by hurtful behaviours that occur before, during, or after the relationship breakdown and can dramatically impact the mental health and wellbeing of the whole family. By signing up to the Electrical Industries Charity's powerLottery for as little as £1 per month, you can ensure that employees and their family members like Sean and Sarah can access the vital support services needed to overcome difficulties that are standing in the way of a happier and healthier future.

11.1.2 PowerBall

It was with a heavy heart that we announced powerBall, 'A French Affaire' had been postponed to Friday the 12th November 2021. With ongoing governmental restrictions and no clear indication of when large-scale indoor events can go ahead, the Charity felt we could not deliver the phenomenal event that you know and love.

At the 100th anniversary we spoke of how powerBall was founded. The powerBall fundraising event was originally created to support families in the industry who had lost loved ones in the 1918/19 flu pandemic. 2020 was the first year since World War II that powerBall has been postponed. Back then it was because the Grosvenor Hotel was bombed during the Blitz.

While we were upset that we were not be able to whisk you to the streets of Paris for an unforgettable evening inspired by the Moulin Rouge, the postponement of powerBall was necessary to ensure the safety of guests, staff and suppliers.

powerBall, 'A French Affaire' will return this year on Friday 12th November 2021 to transport you to the magic of Paris. We can't wait to celebrate with you then and deliver a night of decadence. As with any cancellation of events there is a cost to the Charity. We cancelled all events across the UK, and this had a financial impact on the Charity of £1.4 million. We would like to extend a huge thank you to those who have agreed to donate their table to the charity during a tough period.



11.1.3 Challenge for a cause – Three Peaks

THREE PEAKS SCALED FOR EIC

This August a group of 15 electrical explorers took on the National Three Peaks Challenge for EIC to raise vital funds for our industry colleagues.

The team took shape with Lee McGrandles from Rexel alongside David McAteer, Ollie Bishop from Stearn, Andie Morris – Eastern Committee Chairman and Glen Dimplex frontrunner – Sam Jones and Matt Sturgeon from Bexhill Electrical, Dave Emerton, Ian Strugnell plus Sam Stuart and Ben Smith who completed the dream team. They were also

joined by CEO and challenger extraordinaire, Tessa Ogle. The explorers tackled Ben Nevis, Scafell Pike and Mount Snowdon all in 24 hours to generate much-needed funds and really put the word 'challenge' into Challenge for a Cause!

The team started in Fort William with a steep and challenging climb up Ben Nevis ahead of them. Nevis sits 1,345m in the sky and the group had five hours to scale and descend the famous mountain before heading on to the Lake District. Scafell Pike was the next to be defeated, and once the group had finished a dangerous and unusual night climb to the top, they then did it all again at Mount Snowdon where they watched the sun rise from the summit.

A huge congratulations to all of our challengers on completing the National Three Peaks and raising an incredible total of £15,775 for their industry charity – we can't thank you enough.



11.2 OUR INDUSTRY SUPPORT.



QUARTER 1

11.2.1 Quarter 1

Low Electrical Distributors donate to EIC

Low Electrical Distributors have always been keen supporters of EIC and their constant support has been vital throughout the pandemic to keep our assistance going to our industry colleagues. Low Electrical Distributors donated a brilliant £788 to EIC to help fund our services. We would like to say a massive thank you to everyone at Low Electrical Distributors.



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 by 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.



BASEC support EIC

BASEC donated £500 to EIC to support charity assistance throughout the pandemic. £500 can provide five families with food for the week. Since the start of the pandemic the charity has seen a ten-fold increase in demand for emergency financial assistance for things like food and hygiene products. 22% of our industry lives week to week and £500 can help to purchase essentials for families who have been struggling to make ends meet. A huge thank you to everyone at BASEC for their generous donation.



Regional committees back fundraising video

To launch our £10 to £100K campaign we asked our regional committee volunteers to come together and make a video with a special message to all of our industry members. Volunteers from all our regional committees up and down the UK recorded a message from their homes to remind all our eventgoers that we will be back soon and encourage them to donate just £10 to EIC. We would like to say thank you to all of those who participated in our video message.

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 have not 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.



QUARTER 2

11.2.2 Quarter 2

Thank you to Schneider Electric, our industry heroes!

Schneider are true industry heroes and have been ongoing supporters of the charity throughout the year, proving their superhero status.

Recently, the Electrical Industries Charity have been lucky enough to be supported by Schneider's 'Tomorrow Rising' fund, a fund specifically set up to support community projects and charitable causes which share Schneider's ethos. Schneider Electric's support to EIC is invaluable, and their commitment to cultivating a working environment that really cares for its employees is fantastic. The Tomorrow Rising fund have agreed to match whatever the Schneider Electric UK's 'Around the World' fundraiser collects to EIC to support mental health services to our industry, an amazing donation from an incredible foundation.

The team have already reached over £15,000, which will go a long way towards assisting the whole of our sector. It can be used for 37 psychiatric assessments to help diagnose those who may be suffering with a mental health condition, it can fund 375 counselling sessions for the vulnerable within our sector, or it can support our entire caseload for almost a month, 1 in 3 of which are utilising EIC support for mental health reasons. It is because of incredible donations like Schneider's that we can continue to support our sector.

A huge thank you to everyone at Schneider and the Tomorrow Rising fund for your ongoing support.



THANKS

Thank you to Edmundson Electrical, our industry heroes!

Following the postponement of powerBall 2020, 'A French Affaire' and the huge puncture this is going to put into EIC fundraising for the year, industry heroes Edmundson Electrical have donated £10,000 to our sector.

This huge amount will help the charity to support those within our sector who are seeking mental health support, bereavement counselling, financial assistance, food grants, heating support and a listening ear.

During this trying time EIC have received more calls than ever and continue to support existing cases as well as new. £10,000 can support 25 psychiatric assessments, 25 emergency financial assistance grants, 134 food vouchers, and it can even support our entire caseload for two weeks.

We can't thank Edmundson Electrical enough for their donation and continuing support of EIC and our sector. You are industry heroes!



Our golfers head to Aston Wood Midlands Golf Day to support EIC

We were finally able to get out and see some of our charity supporters in the Midlands region at the always-super Aston Wood Midlands Golf Day, which returned to the outskirts of Birmingham this August.

A brilliant day was had by all and it was great to see so many faces on the course enjoying the best of the summer weather in aid of EIC. The Aston Wood Midlands Golf Day was our first event post-lockdown and to have so many still eager to support the charity was great to see! While social distancing measures were abided by, meaning some aspects of our day were a little different, it was brilliant to understand how our golfing events can work in the future. The day raised over £8,733 for the Electrical Industries Charity, and we had



some great attempts at longest drive and nearest the pin. We were also joined by ACE golf pro Ady who entertained all participants with some nifty trick shots from the top of whiskey bottles, balanced on yoga balls and swung a ball backwards off a stepladder.

Attendees enjoyed a fresh taste of summer after the golf day with a delectable BBQ selection, which really hit the spot after a long day on the course. We would like to say a massive thank you to all of those who attended, headline sponsors V-Tac, Schneider for their assistance with goody bags and the running of the day, and Aston Wood Golf Course for having us – we can't wait to do it all again next year!

QUARTER 3

11.2.3 Quarter 3

Edmundson Electrical Doncaster swing for success with golf day

In August 2020, a team from Edmundson Electrical Doncaster took to the fairways to fundraise for the Electrical Industries Charity. They had a great day on the course and took a chance on longest drive, nearest the pin and a hole in one. Edmundson Electrical Doncaster managed to raise £500 for the Charity and our industry, and we can't thank them enough!



NICEIC and ELECSA Contractors raise fantastic total for our sector

The NICEIC and ELECSA Contractors have recently completed the 'Your Voice Matters' Customer Insight Survey and asked those partaking to donate to the Electrical Industries Charity. Together, they raised £1,083 for those in our sector who need a helping hand in the New Year. Thank you to both the NICEIC and ELECSA and their members for this donation.



A huge thank you to Legrand Electric Ltd and Elle

The team at both Legrand Electric and Elle have clubbed together to raise an astonishing £5,000 for our industries charity. £5,000 will go a long way in supporting our industry colleagues who need assistance most and can help to fund 12 psychiatric assessments, 50 family shops, 84 nights of emergency housing and 72 CV revamps. We would like to say a huge thank you to everyone at both Legrand and Elle.



Mark from AWEBB runs his way to a winning total for EIC

Mark from AWEBB challenged himself to run a marathon a week for a month to raise funds for our industry colleagues as AWEBB's normal AGM was cancelled due to the pandemic. Mark successfully managed to complete his marathon a week and raised an incredible £11,250 for the EIC! A phenomenal total from a great organization. We would like to say thank you to Mark for taking on this huge challenge and all his supporters for helping him reach this amazing amount.



Thank you to Voltimum and their Advent calendar supporters

Over the Christmas period, the Electrical Industries launched the 12 Days of Christmas Raffle, and to coincide with this raffle launch, Voltimum, industry supporters, helped to back this fundraiser with their own annual Advent calendar. With the support of Brother, Electrium, Ideal, the Electrical Distributors' Association, Ansell, Greenbrook Electrical, ABB, Legrand, JTL, Ovia Lighting, C.K. Home Appliances, Schneider Electric, ECA, Keystone, Megger, Click Energy, Pro Certs, BEW, Knipex, Knightsbridge, B.E.G., Prysmian, Wiha, Signify and SimPRO, Voltimum have managed to raise £15,000 for the Electrical Industries Charity! This is an incredible total which will go such a long way in supporting our sector in the New Year.



Thank you to EJ Parker Technical Services for their donation

Thank you to everyone at EJ Parker Technical Services for their donation of £2,000 to support the electrical and energy sector this New Year. £2,000 will go a long way in supporting those struggling with mental health as we transition into the New Year.



Bonus ball gives EIC an added bonus over Christmas

A huge thank you to Darren Wetherill who after the cancellation of Southern Christmas Lunch 2020 celebrated Christmas by hosting a bonus ball competition in the Southern region. Geoff involved some of the Christmas lunch regulars including Geoff Kerly from Kew Electrical, Daren Pool from Triple Star Fire, Simon Millard – Phase Electrical, Andy and Adrian – Tunbridge Wells ECA, Andy Prager – Paine Manwaring, Dayna and Jess – Tungsten Training and Luke Crossley – AJ Taylor. Together they raised over £7,100 for the Electrical Industries Charity which will go a long way in supporting our industry over the Christmas period.

A huge thank you to the ECA North East Region

In 2019 the Electrical Industries Charity received a brilliant Christmas present from the ECA North East Region. The North East region kindly donated £2,000 to the charity this year to support vital services to our sector. The South Durham and North Yorkshire branch treasurer and secretary Barry Osborne and Mike Meynell donated their honoraria to the charity totalling £450 and the West Riding of Yorkshire division have donated £250. A huge thank you to the ECA and their branches for their ongoing support of the Charity and our sector.



Professional Engineering Services donate to EIC

Professional Engineering Services have helped to support our sector into the start of the New Year with a donation of £1,000 to assist industry colleagues who need a hand up. This will help to support ten families needing a food voucher, 18 nights of emergency housing or 35 counselling sessions.



The season of giving from Legrand Electric

In the spirit of Christmas, 11 generous staff members from Legrand Electric have donated their Christmas bonus to support our sector colleagues who may need a hand up this holiday season. Together they have donated £550 to the Electrical Industries Charity, which could support four families in getting their Christmas shop or assist 15 people with an emergency heating grant. Thanks so much to all of them!

Certsure staff ‘walk’ to New York for New Year’s Day

On Monday 23rd November 2020, Certsure staff took on a five-week challenge to boost their physical and mental wellbeing and raise much-needed funds for EIC. There are 3,439 miles from their office in Luton to New York which equates to 6,878,000 steps. Staff were walking, running, cycling, swimming, doing yoga and many other activities and exceeded their target on 1st January 2021 by 2,822,386 steps, leaving plenty of steps left over for ‘sightseeing’. In support of our industry Certsure donated £1 for every mile their staff completed between Luton and New York, totalling £3,439, which will go a long way in supporting people in our industry. Well done to all and a huge thank you for supporting EIC!



Holland House Electrical help EIC

Thank you to everyone at Holland House Electrical who helped to spread festive cheer over the holiday season with a £500 donation to our sector charity. Thank you so much for your ongoing support and for helping us to assist our industry colleagues who need it.



Thank you to The Twelve Electric Club

The Twelve Electric Club have again been supporting the Electrical Industries Charity and have donated £500 to support the Charity’s work within the sector. A huge thank you to all members of the Twelve Electric Club for their ongoing support. We couldn’t do it without you!



A massive challenge for a massive cause

Ben Swift from Luceco completed a huge 4 x 4 x 48 challenge for the Electrical Industries Charity and has raised over £1,080 for our sector colleagues in need. The challenge saw Ben run 4 miles, every 4 hours for 48 hours, an incredible feat. Ben kept his feet going and helped his industry charity to support our sector. A huge thanks to Ben and his fundraising feet! You’re an industry hero.



A huge thank you to everyone from the ECA for their generous donations throughout the beginning of 2021!

The Electrical Industries Charity would like to extend a huge thank you to everyone at the ECA for their ongoing support throughout the beginning of 2021. Thanks go to the ECA West Riding of Yorkshire branch for a £426 donation, the Newcastle and South Durham Branch for an £830 donation and the North Yorkshire branch too. ECA Grimsby have also supported EIC by donating £682 to the Charity.

The ECA West Regional Branch have also joined in the donating fun and given £500 to EIC to support our ever-growing caseload, plus the ECA Gloucester District Branch who have donated £100. The ECA Bath and Bristol Branch have also matched the £100 donation. A ginormous thank you to ECA North East Region who donated £6,000 to the charity to support vital assistance to our sector. We would like to say thank you to all ECA branches and their members for their generosity.



QUARTER 4

11.1.7 Quarter 4

A gift in memory

A legacy gift can help to make a difference to the future of families and individuals within our industry. Deepest thanks go to the late Mr Butler, who left a gift of £100,000 to the Electrical Industries Charity to support sector colleagues. This gift will make a huge difference to those who need a hand up during these difficult times and will help to support the ever-growing caseload who seek assistance from EIC.



Thank you to SELECT

SELECT have been consistent supporters of the Electrical Industries Charity and our ongoing work within the sector. To help the Charity continue to assist those most in need throughout these difficult times, SELECT have made a donation of £1,000 to EIC. £1,000 can help to assist those needing mental health support, bereavement counselling, financial grants, disability adaptations, emergency housing and emergency heating grants. With more and more sector colleagues needing support and immediate assistance, sector donations have helped to meet their needs.



RWE Stand Down to Raise Funds

Every year RWE colleagues can opt into a Charity Stand Down Hour where employees can choose to donate just one hour of their pay to support industry colleagues. This year is no different. Despite ongoing difficult times and lots of employees working from home, the Charity Stand Down Hour still raised £586 to support the industry. We’d also like to extend thanks to RWE Generation for further donations of £1,175, £1,000 and £850.



THANK YOU TO EDA MEMBER ORGANISATIONS

An incredible total raised of £45K from incredible industry members!

The EDA and the EIC have always been close supporters of one and other. The EIC is the EDA's charity of choice and over the years the Charity has benefitted from raffles, auctions and donation drives hosted by the EDA. Usually, the EDA fundraise for the Charity at their events hosted throughout the year but due to the pandemic, events have been unable to happen, and many association members

have missed the chance to network, socialise and recognise each other's achievements.

With this considered the EDA offered their members a 10% refund on their membership fee and offered each organisation the opportunity to donate their refund to the Electrical Industries Charity.

Some organisations chose to make their donation anonymous.



11.2 OUR SOCIAL MEDIA AWARENESS & CAMPAIGNING

#MENTALHEALTHAWARENESSWEEK

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

With 40 chances a month of winning £50 – £1000 why not sign up today for just £1
#ElectricalCharity #powerLottery

Power Lottery Play powerLottery and have the chance to win up to £1,000 every month!

Are you in it to win it? Play the powerLottery and see how £1 can win you much more.
#ElectricalCharity #powerLottery

#takecareofyou

Call those most important to you today and ask them how they REALLY are. Sometimes an open conversation is all that's needed to make someone's day.
#MentalHealthAwarenessWeek
#KindnessMatters

#takecareofyou

It's time to look in the mirror – are you being kind to yourself? We all have bad days, when everything seems to be falling apart. Make a list of the things you feel grateful for today. It could make all the difference.
#MentalHealthAwarenessWeek
#KindnessMatters

#KINDNESSMATTERS



Even if we can't help, we might know someone who can. It all starts with reaching out.
#HowWeHelp

With 40 chances a month of winning £50 – £1000 why not sign up today for just £1
#ElectricalCharity #powerLottery

Sometimes you need to speak to someone who understands.
#HowWeHelp

Are you in it to win it? Play the powerLottery and see how £1 can win you much more.
#ElectricalCharity #powerLottery

VIRTUAL QUIZ!
#PowertomakeaDifference

We may not be able to see each other face to face, but we can still have fun, be kind and help others. Organise a virtual quiz night and change a life:
#PowertoMakeaDifference
#ElectricalCharity

THE POWER to make a DIFFERENCE

Wear orange for the EIC this working week and help the EIC make a positive change for someone in our industry
#PowertoMakeaDifference
#ElectricalCharity

THE POWER to make a DIFFERENCE

BAKE SALE

Electrical Industries Charity needs your help! Start your fundraising journey today and make a difference to a fellow industry member's life!
#PowertoMakeaDifference
#ElectricalCharity

#ELECTRICALCHARITY



#HEALTHCALENDAR



This month we talk about stress. While we cannot control what happens around us, we can take control of our outlook and understand how to spot, prevent and treat stress in both our personal and work lives. Check out our health calendar for useful tips!

#HealthCalendar
#ElectricalCharity

January Mental Health Calendar
Understanding Stress

DRY JANUARY CHALLENGE

READY TO GO BOOZE FREE FOR EIC IN JANUARY?

With 40 chances a month of winning £50 - £1000 why not sign up today for just £1

#ElectricalCharity #powerLottery

Fundraising IN 15

Are you in it to win it? Play the powerLottery and see how £1 can win you much more.

#ElectricalCharity #powerLottery

OFFICE Olympics

Call those most important to you today and ask them how they REALLY are. Sometimes an open conversation is all that's needed to make someone's day.

#MentalHealthAwarenessWeek
#KindnessMatters

#EICLockdownTips

It's time to look in the mirror - are you being kind to yourself? We all have bad days, when everything seems to be falling apart. Make a list of the things you feel grateful for today. It could make all the difference.

#MentalHealthAwarenessWeek
#KindnessMatters

#KINDNESSMATTERS

#POWERLOTTERY



Sarah's tip of the day: Stay active to take care of your mental and physical health. 30 min in the morning can set you up for a better day. What's your tip for getting through lockdown? Share with us using hashtag

#ElectricalCharity #powerLottery



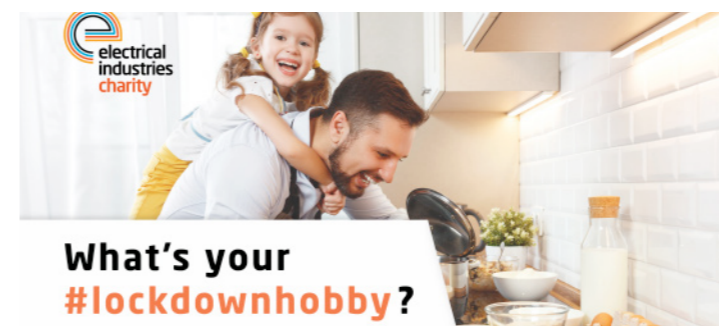
Show us what your working from home looks like!

#workingfromhomelife

Share your pics with us and help inspire others!

Working from home is a new concept for many. We thought it would be fun to show you how our team are getting on with it over the coming weeks. What does your #WorkingFromHomeLife look like? Share your photos and tag @electricalcharity!

#ElectricalCharity #powerLottery



What's your #lockdownhobby?

What's your #lockdownhobby? Share with us and together we can flood this virtual space with positivity. Tag us @electricalcharity and we'll share with the rest of the industry!

#ElectricalCharity



This is where Melaina our clinical case officer spends her days and gets inspiration for her daily #lockdowntips. Have you got a working buddy too? Share your #workingfromhomelife photos and tag @electricalcharity!

#ElectricalCharity



Gill, our senior case manager, has started mindfulness colouring. Will you share your #lockdownhobby with us?

Tag @electricalcharity

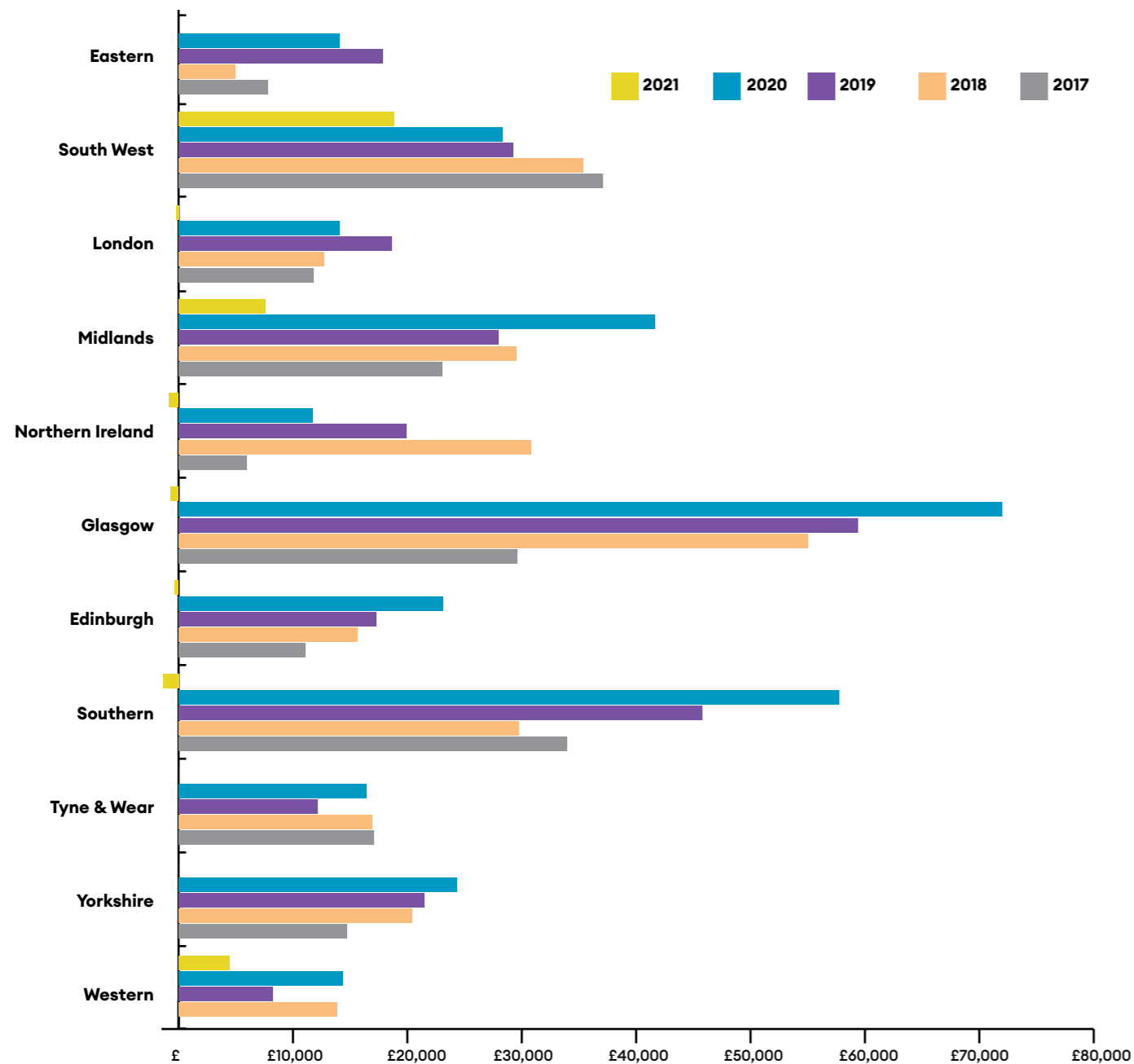
#ElectricalCharity

#ELECTRICALCHARITY

12. REGIONAL COMMITTEE FUNDRAISING EVENTS

Our Regional Committees organise and host many events annually for the Charity which results in an income of £1.4 million. Due to the 2020 pandemic we had to cancel 37 charity events, although we were able to run three regional events safely and successfully, raising £72K.

PROFIT (£) GENERATED BY REGIONAL EVENTS



EASTERN REGIONAL COMMITTEE

Andie Morris (Chairman) - Dimplex
 Martin Cordrey - ECA
 Victoria Foster - JCC Lighting
 Mark Grafflin - Edmundson Electrical
 Nigel Ford - Luceco
 Ken Bird - Allied Services
 Jason Clarke - Stearn
 Ben Wakeman - DPL Group
 Sean Stutely - Lark Technology



Event	Net proceeds
Clay Shoot	Cancelled
Golf Day	Cancelled
Christmas Lunch	Cancelled

SOUTHERN REGIONAL COMMITTEE

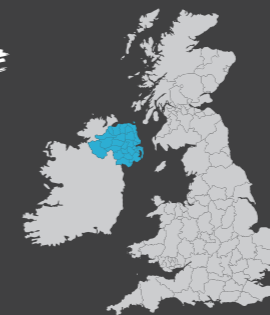
Mark Mitchell (Chairman) - Kew Electrical
 Jo Stimson (Vice Chairperson) - Heat Mat
 Ian Lawson - Zumtobel Group
 Kevin Rolfe - Legrand Electric
 Adrian Coveney - Luceco
 Neil Chapman - Timeguard
 Paul Russell - Schneider Electric
 Chris Tolfrey - LE Installations
 Terri George - Ansell Lighting
 Daren Pool - Triple Star Fire and Security



Event	Net proceeds
Spring Ball	Cancelled
Golf Day	Cancelled
Sportsperson's Dinner	Cancelled
Christmas Lunch	Cancelled

NORTHERN IRELAND REGIONAL COMMITTEE

Karen McAvoy (Chairperson) - Ireland's Electrical Magazine



YORKSHIRE REGIONAL COMMITTEE

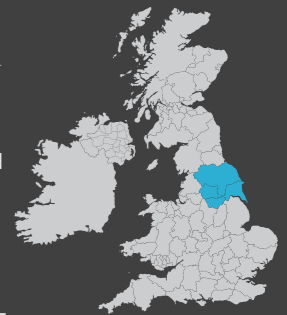
Andy Roach (Chairman) - Morgan Sindall
 Eric Dyer - EWS Limited
 Diane Bywell - Timeguard
 Alwyne Booth - Retired
 Matthew Barnett - Morgan Sindall
 Ian Dennon - Scolmore Group
 Peter Thorpe - National Grid
 Graham Coxon - Edmundson Electrical
 Paul Hodgson - Edmundson Electrical
 Mark Ginn - Hager
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



Event	Net proceeds
Yorkshire powerBall	Cancelled
Christmas Lunch	Cancelled

TYNE & WEAR REGIONAL 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



Event	Net proceeds
Summer Lunch	Cancelled
Christmas Lunch	Cancelled

EDINBURGH REGIONAL COMMITTEE

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



Event	Net proceeds
Christmas Lunch	Cancelled

GLASGOW REGIONAL COMMITTEE

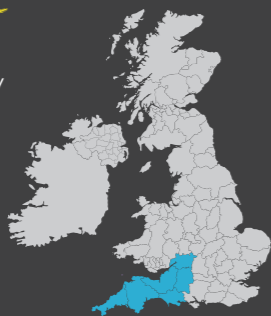
Derick Ramsay (Chairman) – Zumtobel Isabel Smith (Chairperson) – Edmundson Electrical
 Ken McQuaker (Secretary) – Rexel
 Barry McNally – Schneider Electric
 Gerry Young – Siemens
 David MacDonald – MACD Electrical
 Gregor Morrison – Aico



Event	Net proceeds
Sportsperson's Dinner	Cancelled
Christmas Lunch	Cancelled
Valentine's Ball	Cancelled

SOUTH WEST REGIONAL COMMITTEE

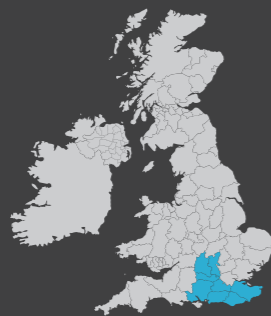
Steve Vaslet (Chairman) – EDF Energy
 Dave Chalk (Secretary)
 Dave Miller (Treasurer) – EDF Energy
 Roy Christie (Vice Chairman)
 Steve Jerram – Schneider Electric
 Andy Waldis (Golf Chairman) – EDF Energy
 Tony Mills (golf)
 Paul Meddings (golf)
 Tony Vearncombe (golf)



Event	Net proceeds
Golf Day	Cancelled: £18,870 from donated teams
Annual Ball	Cancelled

LONDON REGIONAL COMMITTEE

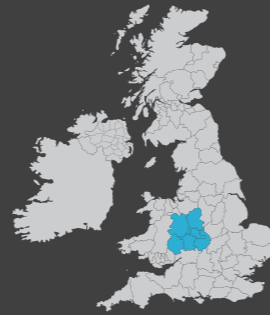
David Fielder (Chairman) – Edmundson Electrical
 Tina Hemmings – Edmundson Electrical
 Ian Young – Edmundson Electrical



Event	Amount raised
Fishing Day	Cancelled
Valentine's Ball	Cancelled

MIDLANDS REGIONAL COMMITTEE

Stewart Gregory (President) – Schneider Electric
 Butch Rai (Chairman) – IDS Electrical
 Belinda Colwell – Bell Lighting
 John Fellows – Edmundson Electrical
 Rachel McMurray - Zumtobel Group
 Paul McHale – Central Electrical Distributors
 Mike Burnard – Nicola Surman – Hager
 Robin Weaving – Edmundson Electrical
 Lee Austin – Legrand
 Tracey Hazlewood – Hager
 Eddie Featherstone – H & S Electrical Wholesalers
 Adrian Parry – Scolmore
 Jon Chamberlain – Marshall Tufflex
 Matthew Coulson – Schneider Electric
 Andy Guy – Rexel
 Andy Procter – City Electrical Factors



Event	Net proceeds
Golf Day at Aston Wood	£7,739
Comedy Night	Cancelled
Golf Day at Stoneleigh Deer Park	Cancelled
Christmas Gala Ball	Cancelled
Christmas Lunch	Cancelled

WESTERN REGIONAL COMMITTEE

Gary Hutchins (Chairman) – City Electrical Factors
 Steve Mace (Vice Chair)
 Mick Brown – Kew Electrical
 Joanna Mee – 3Phase Recruitment
 Neil Crook – Kosnic Lighting



Event	Net proceeds
Golf Day	£4,813
Equinox Ball	Cancelled

13. OUR PR & MEDIA PARTNERS

The Electrical Industries Charity is fortunate to have close ties with many industry organisation's PR and media departments, who generously provide opportunities to raise awareness of the Charity, Charity campaigns and fundraising initiatives. Our PR and media partners for 2020/21 included:

BUILDING SERVICES

- BSEE
- Building Engineer
- CIBSE Journal
- Energy in Buildings & Industry (EiBI)
- Modern Building Services
- The Energyst
- Smart Buildings
- Building Services News, Ireland

ELECTRICAL

- Large contractors
- Cable Talk (Scotland SELECT)
- ECA Today
- Electrical (Ireland)
- Electrical Contracting News
- Electrical Engineering
- Electrical Review
- Electrical Trade Magazine
- Volantium
- ERT Magazine
- JIB Newsletter
- Engineering Update

SMALL CONTRACTORS

- Electrical Times
- Professional Electrician

APPRENTICES

- Sparks
- Electrical Wholesaler
- W&ED
- ERT
- Highways Electrical News
- Innovative Electrical Retailing
- reNEWS
- Volantium
- ECA Today
- 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
- RWE

14. LEGAL & ADMINISTRATIVE INFORMATION

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 11 Members including the President.

MEMBERS OF COUNCIL

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

PRESIDENT AND CHAIRMAN OF THE COUNCIL

Mr S Gregory
Vice President
Mr S Stark (resigned in March 2021)
Mr J Saunders
Mr N Hooper

MEMBERS OF THE COUNCIL

Mr S Mackenzie
Ms P Cooke
Mr A Simms
Mr T Foreman
Mr S Phillips
Mr D Gardiner
Mr I Lawson (Resigned during the year)

MANAGING DIRECTOR/ CEO & 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
WeWork Moorgate
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

15. STRUCTURE, GOVERNANCE & MANAGEMENT

15.1 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.

15.1.1 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.

15.1.2 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 Charity's 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.

15.1.3 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 in 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 three 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.

15.1.4 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.

15.2 SUBGROUPS OF COUNCIL

President's Group – To discuss and review proposals presented by the Managing Director/CEO 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/CEO 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 2020/21. Welfare Audit Group members during 2020/21: J Ong (Chair), M. Sullivan, J. Leggot, A. Boldero, B. Venables, R. Radford, B. Whitfield 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.

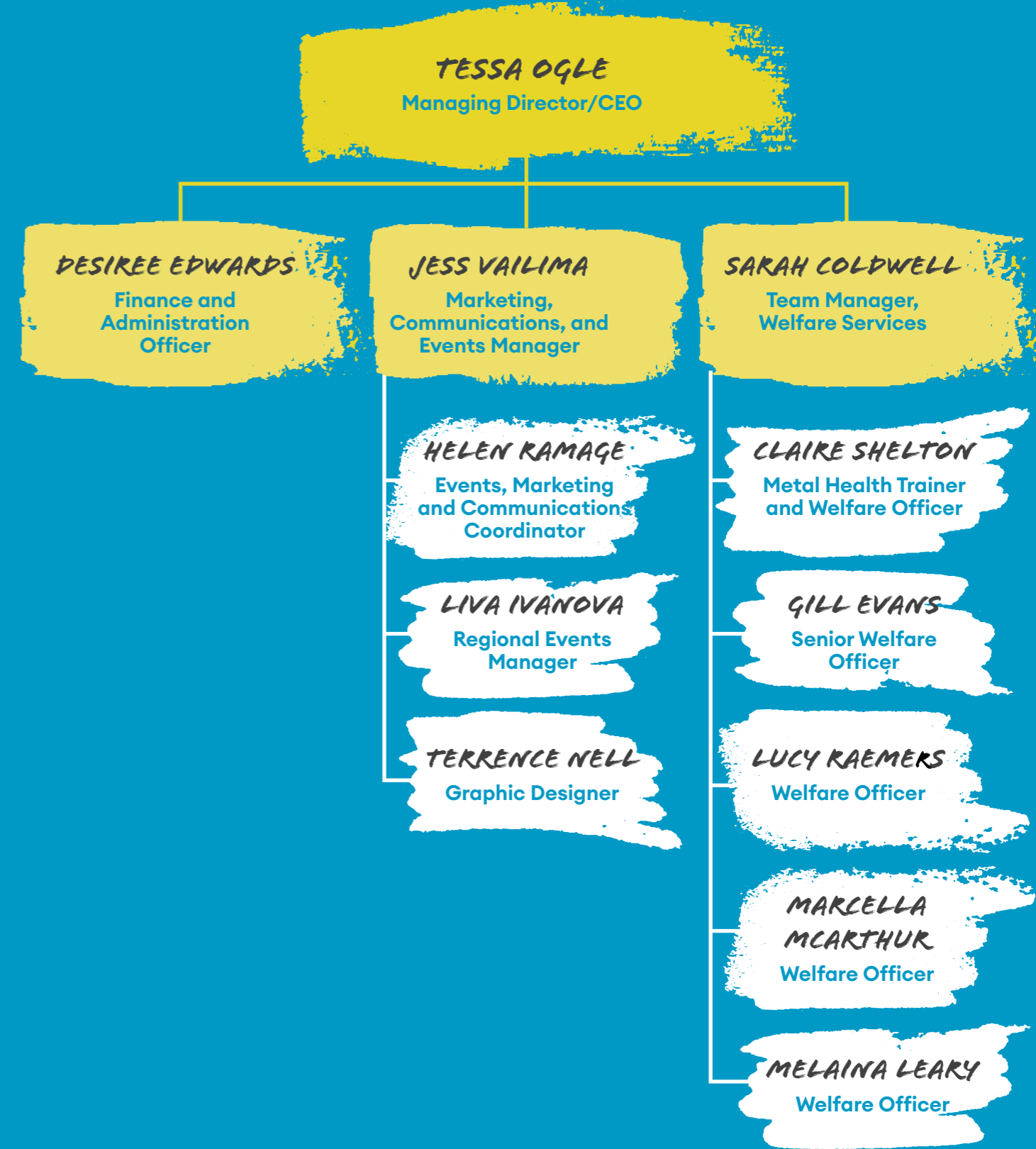
Finance, Business Planning, Investment, and IT – The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities 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 2020-2021 – Mr T Appleton, Mr T. Foreman, Mr D. Gardiner and Mr T Lambeth.

Fundraising Committee – The purpose of the Fundraising Committee is to derive strategies for maximising Charity presences within the industry, as well as develop, grow and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 2020/2021. Members during 2020-2021 – E. Embleton, S. Gregory, N. Hooper, A. Moseley and J. Saunders.

15.3 MANAGEMENT AND STAFF

The Managing Director/CEO 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.



15.4 ACCOMMODATION & 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.

The ECA and BESA kindly gave the Charity a 6 month rent holiday to support the industry with rising mental health demands.

15.5 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 boasted over 100 volunteer members who actively raise funds and awareness for the Charity.

15.6 FUNDRAISING

15.6.1 Fundraising approach

We rely on several 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.

15.6.2 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-out' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity or trading company-run events.

15.6.3 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 event by discussing ways in which they can support us, appropriately and proportionately. Every year, we work with 10 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.

15.6.4 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 always treat the industry sensitively and respectfully, 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, the Mental Capacity Act 2005, as well as with the Institute of Fundraising's Treating Donors Fairly Guidance.

15.6.5 Complaints

We have a robust and well-established complaints procedure. In 2020-2021 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.

16. FUTURE PLANS

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. 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 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.

Using technology platforms to drive fundraising and capitalise on the COVID technical uptake.

NEW FRONTIERS: ADVOCACY + 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, advocacy on issues of mental health, anchored by a growing internal focus on the giving aspect of altruism. This will be called the EIC Campaigns programme.

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.

COMMERCIAL PARTNERSHIPS CHANGING OUR FUNDING MODEL

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.

17. TRUSTEES' FINANCIAL REVIEW

17.1 FINANCIAL POSITION

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

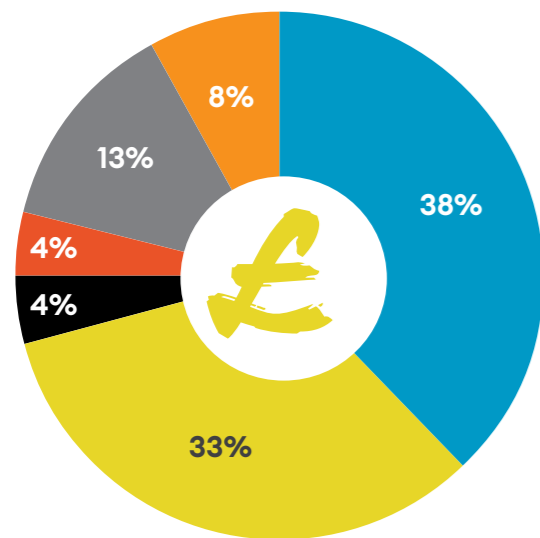
Total income decreased significantly due to covid from £2.094m in 2019/20 to £1.122m in 2020/21. The Charity was supported by the industry with corporate donations and individual fundraising efforts, the online Challenge events pushing up both individual and corporate donations. Total costs

decreased from £2.584m in 2019/20 to £1.111m in 2020/21.

The cost decreases were a direct result of restricting financial grants (due to government funding allocations) and little to no expenditure on events. 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 page 82. Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year.

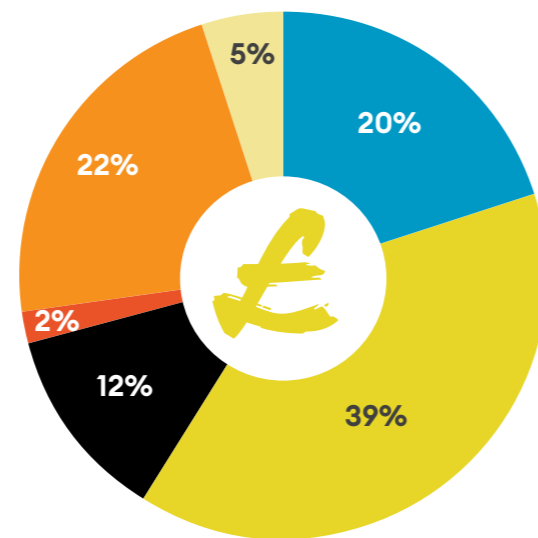
WHERE THE MONEY CAME FROM



■ Donations & Legacies	£416,284
■ Lottery proceeds	£366,544
■ Regional committees events	£41,648
■ powerBall	£47,232
■ Fundraising at HO	£145,474
■ Realised investment income	£92,282
□ Other fundraising	£12,581

TOTAL £1,122,081

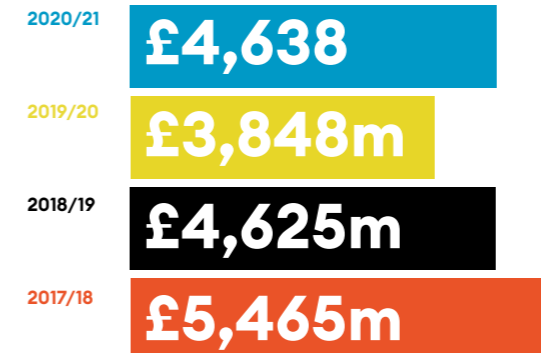
HOW WE SPENT THE MONEY



■ Direct financial assistance	£217,401
■ Support, helpline, advice & information	£428,545
■ Lottery prizes & administration	£136,635
■ Regional committees events	£24,899
■ Other fundraising	£243,945
■ Governance and management	£56,491
□ PowerBall	£3,966

TOTAL £1,111,881

17.1.1 Net Assets



17.2 INVESTMENT STRATEGY

The Electrical Industries Charity is a benevolent charity managed by Trustees, whose purpose is to provide people in the electrical industries with a hand-up in their time of need. The financial objective of the Charity is 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% of total income or higher.

The inflation measure most relevant to the Charity's expenditure is the Retail Price Index. The Charity has approximately £4m 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.

17.2.1 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 3% 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.

17.3 RISK

17.3.1 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 retaining 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.

17.3.2 Use of leverage

An independent investment advisor has 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 3-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.

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 will have the role of reviewing UBS (the Investment Manager) portfolio but will not direct investment decision. UBS are charged with agreeing a suitable asset allocation strategy with the finance working group, which is set to achieve the overall investment objective. Annually the Finance Working Group will advise UBS of cash-flow needs. Additionally, an independent advisor will review the performance of UBS

against both their own panelled peer group and against industry benchmarks.

17.3.3 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.

17.3.4 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 1 years' 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.

17.3.5 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.

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

Trustees were not reimbursed any expenses in 2020/21 (2020 £1,813 was paid to two Council Members for travel and accommodation costs). 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.

17.5.2 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.

All funds held at the year end are unrestricted. Free reserves (unrestricted reserves not tied up in functional fixed) assets are £4.540m against £3.735m in 2020.

17.5.3 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. No funds have been designated at the year end.

17.6 AUDITORS

In accordance with the Companies Act 2006, it is proposed to re-appoint Haines Watts at the 2021 Annual General Meeting.

17.4 STAFF & TRUSTEES

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

Banding	Group. 2021 No.	Group 2020 No.	Group 2019 No.
£20,000 - £30,000	3	3	3
£30,001 - £40,000	4	7	7
£40,001 - £50,000	1	1	1
£50,001 - £60,000	0	0	0
£60,001 - £70,000	0	0	0
£70,001 - £80,000	0	0	0
£80,001 - £90,000	0	0	0
£90,001 - £100,000	0	0	0
£100,001 - £110,000	0	0	0
£110,001 - £120,000	0	0	0
£120,001 - £130,000	1	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 consider industry experience. The remuneration benchmark is the mid-point 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 £130,633.

17.5 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 2020/21 and will seek independent financial advice to assist with managing UBS.

17.5.1 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;
- mental health training;
- structured giving by means of Power Draws and powerLottery, payroll giving and other workplace schemes;
- income from investments.

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 2021 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 2021, 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.

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

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

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

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

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 page 80.

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 in Section 17], 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error

and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charities Act 2011 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

USE OF OUR REPORT

This report is made solely to the charitable company's members 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.

S Plumb

Susan Plumb A.C.A.
(Senior statutory auditor)

for and on behalf of
Haines Watts,
Chartered Accountants
and 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.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED GROUP STATEMENT OF FINANCIAL ACTIVITIES

(incorporating the income and expenditure account)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2021 Total Funds £'000	2020 Total Funds £'000
INCOME					
Income from:					
Donations and legacies	2	416	-	416	413
Trading activities at Branches		25	-	25	239
Trading activities at Head Office	3	393	-	393	477
Trading activities from subsidiary	5	183	-	183	840
Investments	4	92	-	92	117
Other income		13	-	13	8
		-----	-----	-----	-----
Total income		1,122		1,122	2,094
EXPENDITURE					
Raising funds					
Raising funds at Branches	6	14	-	14	110
Raising funds at Head Office		218	-	218	319
Raising funds by subsidiary		178	-	178	751
Charitable activities					
Support, advice and helpline	6	415	-	415	538
Financial assistance (grants)		217	-	217	733
Other charitable costs	6	13	-	13	46
Other Costs					
Governance and management costs	6	56	-	56	87
		-----	-----	-----	-----
Total expenditure		1,111	-	1,111	2,584
Net gains/(losses) on investments		779	-	779	(285)
		-----	-----	-----	-----
NET INCOME / EXPENDITURE		790	-	790	(775)
Transfers between funds					
		-	-	-	-
		-----	-----	-----	-----
NET MOVEMENT IN FUNDS		790	-	790	(775)
RECONCILIATION OF FUNDS					
Total funds brought forward		3,848	-	3,848	4,623
		-----	-----	-----	-----
TOTAL FUNDS CARRIED FORWARD 17		4,638	-	4,638	3,848
		=====	=====	=====	=====

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 82 to 91 form part of these financial statements.

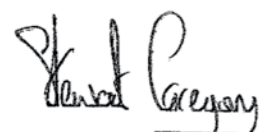
THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET
AS AT 31 MARCH 2021

Company Number: 2726030

	Notes	2021		2020	
		£'000 Group	£'000 Charity	£'000 Group	£'000 Charity
FIXED ASSETS					
Tangible assets	10	7	7	13	13
Investments	11	4,205	4,205	3,425	3,425
Programme related investments	12	91	91	100	100
		-----	-----	-----	-----
		4,303	4,303	3,538	3,538
CURRENT ASSETS					
Debtors	13	451	251	460	238
Cash at bank and in hand		578	256	473	221
		-----	-----	-----	-----
		1,029	507	933	459
CREDITORS: Amounts falling due within one year	14	(694)	(175)	(623)	(178)
		-----	-----	-----	-----
NET CURRENT ASSETS		335	332	310	281
		-----	-----	-----	-----
NET ASSETS		4,638	4,635	3,848	3,819
		=====	=====	=====	=====
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	17	-	-	-	-
Unrestricted	17	4,638	4,635	3,848	3,819
		-----	-----	-----	-----
TOTAL FUNDS		4,638	4,635	3,848	3,819
		=====	=====	=====	=====

Approved and authorised for issue by the Members of Council on

and signed on its behalf by:



Stewart Gregory
President and Council Member



Jeremy Saunders
Vice President and Council Member

The notes on pages 82 to 91 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASHFLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £'000	2020 £'000
Cash flow from operating activities	18	99	(1,470)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(1)	(5)
Receipts from sale of investments		-	1,413
Receipts from programme related investments		9	1
		-----	-----
Net cash flow from investing activities		107	(61)
		-----	-----
Cash flow from financing activities			
(Repayment) / receipt from overdraft facility		(1)	862
Interest paid		-	(4)
Interest received		-	-
		-----	-----
Net cash flow from financing activities		(1)	858
		-----	-----
Net increase in cash and cash equivalents		106	797
Cash and cash equivalents at start date 2020		472	(325)
		-----	-----
Cash and cash equivalents at end date 2021		578	472
		-----	-----
Cash and cash equivalents consists of:-			
Cash at bank and in hand		578	473
Overdraft		-	(1)
		-----	-----
Cash and cash equivalents at end date 2021		578	472
		=====	=====

THE ELECTRICAL INDUSTRIES CHARITY LIMITED NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

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 section 14, Legal & Administrative Information, 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 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 on-going 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.

(b) 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.

(c) Branch Accounting

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

(d) 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 xx.

(e) 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.

(f) Resources expended

Expenditure 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.

(g) 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:

Computer equipment – 25% straight line

(h) Donated assets

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

(i) 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

(j) 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.

(k) 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 £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Donations by:				
Companies	-	231	231	148
Individuals	-	78	78	170
Gifts in kind	-	6	6	6
Legacies	-	101	101	89
	-----	-----	-----	-----
	-	416	416	413
	=====	=====	=====	=====

Of the 2020 income £66k related to restricted funds.

3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Annual Ball (powerball)	-	-	-	19
Lottery income	-	366	366	391
Other functions	-	27	27	67
	-----	-----	-----	-----
	-	393	393	477
	=====	=====	=====	=====

Of the 2020 income £168k related to restricted funds.

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

4. INVESTMENT INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Interest on deposits and bank accounts	-	-	-	-
Investment income	-	92	92	117
	-----	-----	-----	-----
	-	92	92	117
	=====	=====	=====	=====

Of the 2020 income £19k related to restricted funds.

5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2021 £'000	2020 £'000
Turnover	183	840
Cost of sales and administration costs	(181)	(761)
	-----	-----
Net profit / (loss)	2	79
Amount gift aided to the charity	29	-
Retained by the subsidiary	2	79
	=====	=====
Assets	695	691
Liabilities	(693)	(662)
	-----	-----
Net assets / (liabilities)	2	29
	=====	=====

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 £'000	Other direct costs £'000	Allocated Support costs £'000	Total costs 2021 £'000	Total costs 2020 £'000
Fund Raising:					
Fund-raising by Branches	-	3	11	14	110
Fund-raising by Head Office	-	207	11	218	319
Fund-raising by subsidiary	58	120	-	178	751
Charitable activities:					
Support, advice and Help Line Services	339	12	64	415	538
Financial assistance (grants)	-	217	-	217	733
Other charitable costs	-	2	11	13	46
Governance and management costs	-	45	11	56	87
	-----	-----	-----	-----	-----
	397	606	108	1,111	2,584
	=====	=====	=====	=====	=====

	2021 £'000	2020 £'000
Support costs were as follows:		
Information technology	10	11
Premises and facilities	30	71
Accountancy and finance costs	29	40
Other costs	39	20
Consultancy	-	(1)
	-----	-----
	108	141
	=====	=====

Total expenditure for the year includes:

	2021 £'000	2020 £'000
Audit fees	12	10
Depreciation	7	6
	=====	=====

7. STAFF COSTS AND NUMBERS

	2021 £'000	2020 £'000
Total remuneration of employees was:		
Salaries	431	475
Social Security costs	42	48
Pension contributions	25	27
	-----	-----
	498	550
	=====	=====

One employee in 2020/21 received annual remuneration in the band of £100,000 - £109,999. (2019/2020 one employee in the band of £100,000 - £109,999).

Included in salary costs is £5k (2020 £nil) of redundancy payments.

The average number of employees during the year based on full time equivalents was 9 (2020: 12). They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and Helpline services	4	4
Fundraising	2	4
Business Development	0	1
Finance and Administration	1	1
Graphic Designer	1	1
	-----	-----
	9	12
	=====	=====

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £25k (2020 £27k).

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 £130,633 (2020: £129,744).

8. COUNCIL MEMBERS REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. No expenses were claimed in 2021 (2020 £1,813 was paid to two Council Members for travel and accommodation costs).

9. PARENT CHARITABLE COMPANY

The unconsolidated surplus of the parent charitable company for the year was £816k (2020 deficit £854k).

10. TANGIBLE ASSETS

	Computer Equipment £'000	Total £'000
Cost or valuation		
At 1 April 2020	28	28
Additions	1	1
Disposals	-	-
	-----	-----
At 31 March 2021	29	29
	-----	-----
Depreciation		
At 1 April 2020	15	15
Charge for the year	7	7
Disposals	-	-
	-----	-----
At 31 March 2021	22	22
	-----	-----
Net Book Value		
At 31 March 2021	7	7
	=====	=====
At 31 March 2020	13	13
	=====	=====

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS - CHARITY

	2021 £'000	2020 £'000
Investments held		
Market value at 31 March 2020	3,425	5,123
Unrealised investment gains/(loss)	780	(285)
Cash withdrawn	-	(1,413)
	-----	-----
Market value at 31 March 2021	4,205	3,425
	-----	-----
Market value comprises		
Bonds	1,135	1,116
Equities	2,229	1,672
Alternative Assets	463	432
Cash	-	64
Other	378	141
	-----	-----
	4,205	3,425

11. INVESTMENTS - GROUP

	2021 £'000	2020 £'000
Investments - as above	4,205	3,425
Investment in subsidiary	-	-
	-----	-----
	4,205	3,425
	-----	-----

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.

	2021 £'000	2020 £'000
Opening balances at 1 April 2020	100	101
Advanced in year	-	-
Redeemed in year	(9)	(1)
	-----	-----
Closing balance at 31 March 2021	91	100
	=====	=====

Included in loans to beneficiaries are loans of £64,612 on which no interest is charged (2020: £65,572). During the year interest rates in the range of 0.5% to 2.33% (2020: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,401 (2020: £36,380) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

13. DEBTORS

	Group 2021 £'000	Charity 2021 £'000	Group 2020 £'000	Charity 2020 £'000
Amounts falling due within one year				
Other debtors	250	20	273	26
Amount owed from group undertakings – loan	-	100	-	160
Amount owed from group undertakings				
- Intercompany account	-	74	-	-
Prepayments and accrued income	201	58	187	52
	-----	-----	-----	-----
	451	251	460	238
	=====	=====	=====	=====

A working capital loan of £160,000 has been granted to the trading subsidiary in prior years. 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. £60,000 was repaid during the year.

14. CREDITORS

	Group 2021 £'000	Charity 2021 £'000	Group 2020 £'000	Charity 2020 £'000
Amounts falling due within one year				
Overdraft	-	-	1	1
Trade creditors	42	5	18	15
Taxation and social security	38	15	74	14
Amount due to group undertakings	-	-	-	57
Accruals and deferred income	614	155	530	91
	-----	-----	-----	-----
	694	175	623	178
	=====	=====	=====	=====

Included on the above is deferred income at 31 March 2021 of £587,392 (2020 £485,675) for the group and £132,672 (2020 £49,171) for the charity, all of which will be released within the next accounting period.

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

15. FINANCIAL COMMITMENTS – GROUP

	2021 £'000	2020 £'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 £'000	Unrestricted Funds £'000	2021 £'000	2020 £'000
Tangible fixed assets	-	7	7	13
Investments	-	4,205	4,205	3,425
Programme related investments	-	91	91	100
Current assets	-	1,029	1,029	933
Current liabilities	-	(694)	(694)	(623)
	-----	-----	-----	-----
Net assets at 31 March 2021	-	4,638	4,638	3,848

17. FUNDS

	2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	2021 £'000
General funds	3,848	1,901	(1,111)	-	4,638
	-----	-----	-----	-----	-----
	3,848	1,901	(1,111)	-	4,638
	=====	=====	=====	=====	=====

No restricted or designated funds were held during 2021.
Movements on restricted funds during 2020 were as follows:-

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

RWENBS – Following a successful merger with the Charity, RWE Npower Benevolent Society ceased to exist on 23 January 2015. The Trustees 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. The fund was merged with the main charity at 31 March 2020.

Fundraising for a Cause – Electrical Industries Charity had a goal, through its Challenge for a Cause, to raise £250,000 to purchase a house and through its Practical Participation Programme, worked with industry partners to carry out renovation work which was required to safeguard the future of Caz Dickinson and her family. The project was completed at 31 March 2020.

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 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

	2021 £'000	2020 £'000
Net surplus / deficit for year	790	(775)
Depreciation of tangible fixed assets	7	6
(Gains) / losses on investments	(778)	285
Movement in debtors	9	(73)
Movement in creditors	71	(913)
	-----	-----
Net cash flow from operating activities	99	(1,470)
	=====	=====

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 £60,000 was repaid leaving £100,000 outstanding at 31 March 2021.

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



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