

# ANNUAL REVIEW AND FINANCIAL STATEMENTS

2017 / 2018

Registered with Charity Commission Number: 1012131

Registered as a Charity in Scotland Number: SC038811

Registered Company Number: 2726030





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# Message from the CEO

What a year for the Electrical Industries Charity. We launched our Not Just a Number campaign on mental health support in Belfast, appointed nine incredible individuals to our Emerging Professionals Board, embarked on our Arctic Adventure, designed our very first app (for powerLottery) and supported more people in our industry in a single quarter than we have in the history of the Charity.

People often ask me what the Charity's biggest challenge is, and if you asked me this question a year ago I would have said that people don't know about us, that we are the best-kept secret in the industry. Now my biggest challenge is matching demand with our income levels, which is why we need the support of the whole industry to ensure our unique service remains available to all who need it. Initiatives like the lottery app are critical to ensuring the long-term survival of the Charity, and to ensure the industry has a fund to support people in their most life challenging moments.

This year, since the launch of our mental health awareness programme, demand for our services has increased tenfold. Each week we are receiving an average of two serious mental health cases involving attempted suicide. Our bespoke

mental health services such as: face-to-face Cognitive Behaviour Therapy (CBT); bereavement counselling; relationship counselling; and private rehab for addiction, chronic depression and OCD, will soon become our largest area of support.

As an industry we have a lot to do in terms of supporting our people through these major life events. I would like to get to a place where all mental health support cases in the industry are coming to us for proactive management rather than crisis support. We have some startling statistics in our industry that we all need to proactively address. We have higher divorce rates than any other sector, sitting at 69.8% (the national average is 42%), our suicide rates are 2.7 times higher than the national average and higher than any other sector, and there is still a stigma in the industry in terms of talking about mental wellbeing.

We all have a responsibility to our industry to not just manage physical health but also mental health; ask yourself, are you truly doing everything you can for your colleagues, for you and for your industry? The time to change is now!

**Tessa Ogle, CEO**



## Record number of people helped

1051


We have given 1051 financial grants in varying form.

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7460

Even more importantly, we have given support, direction and guidance to 7460 people.

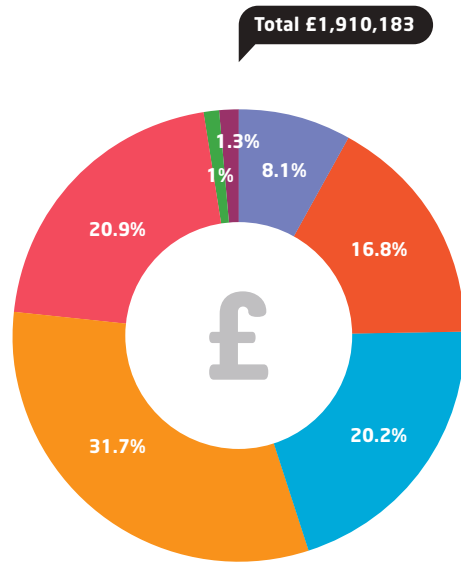
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55% 

That's a massive increase over the previous year.

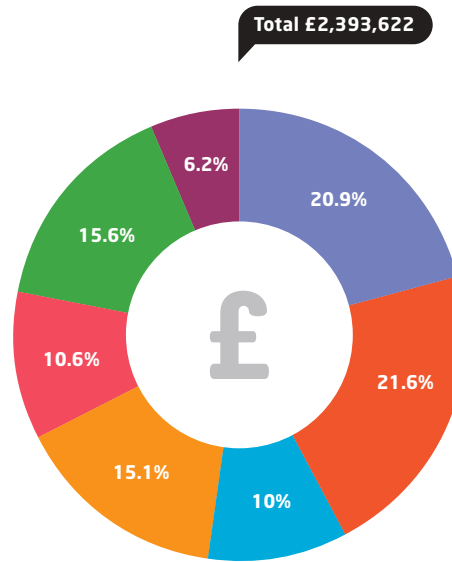
## 2.0 2018 SNAPSHOT

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 2017-18.



### WHERE THE MONEY CAME FROM

- Investments **£154,336**
- Donations & legacies **£320,655**
- Lottery proceeds **£385,999**
- Regional Committees events **£605,791**
- powerBall **£399,124**
- Fundraising at Head Office **£19,024**
- Other fundraising **£25,253**



### HOW WE SPENT THE MONEY

- Direct financial assistance **£500,139**
- Support, helpline, advice & information **£515,970**
- Lottery prizes & administration **£238,443**
- Regional Committees events **£361,202**
- powerBall **£254,802**
- Other fundraising **£374,156**
- Governance & management **£148,911**

£26k

Funding secured from other charities

2,200,000

2.2 million people reached through our services, business programmes and events in 2017 and 2018

1,100,000

1.1million website visits

6,914

Media mentions

3,765

Twitter followers

125,603

Social media Likes

## 3.0 STRATEGIC OVERVIEW

### 3.1 OUR MISSION

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

### 3.2 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.

**Best practice  
is at the core of  
everything we do.**

## 3.3 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.



### 3.4 OUR STRATEGIC AIMS

#### Community - we are 1.3m people

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

#### Approach - we assist 10k people

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

#### Tactics - early intervention - mental health first aid - the Big Build

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

<p><b>Assisting apprentices, supporting further education and upskilling</b></p> 	<p>Supporting their often difficult transition from adolescent to young adult</p> <p>Providing appropriate bursary support when they are caring for family members due to death, illness and incapacity</p> <p>Working collaboratively with apprentice training providers in reaching young people in need of our support</p> <p>Providing Further Education grants and scholarships</p> <p>Supporting the advancement of Women in Engineering through targeted sponsorship and scholarship programmes</p>
<p><b>Supporting the workforce and businesses through wellbeing programmes</b></p> 	<p>Improving their wellbeing at work and at home with practical programmes designed for small and large workforces</p> <p>Working collaboratively with business and trade organisations in reaching as many people as possible so they know where to turn in times of need</p> <p>Becoming the key provider of support services to people in our industries</p> <p>Promoting mental health awareness across businesses in our sector</p>
<p><b>Helping those in retirement</b></p> 	<p>Increasing their independence and improving their wellbeing.</p> <p>Supporting those providing full-time care</p> <p>To be there for those who have worked in our industries when they need us</p>
<p><b>Securing support for our work</b></p> 	<p>Sustaining and growing financial and products support</p> <p>Building a strong and vibrant regional network</p> <p>Developing effective communications that engage our supporters and raise awareness</p> <p>Developing volunteers across the regions we operate in</p>

# IN THE UK: 1.3 million

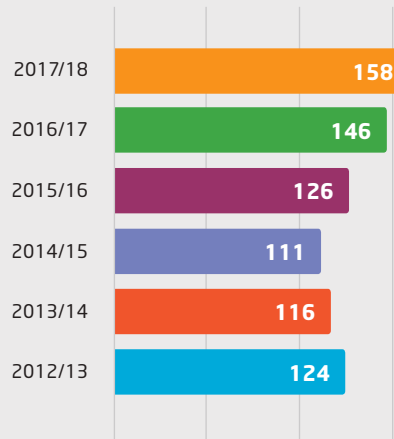
in Electrical and Energy related sectors

**150,000**  
in Oil & Gas

**150,000**  
Generation & Renewables

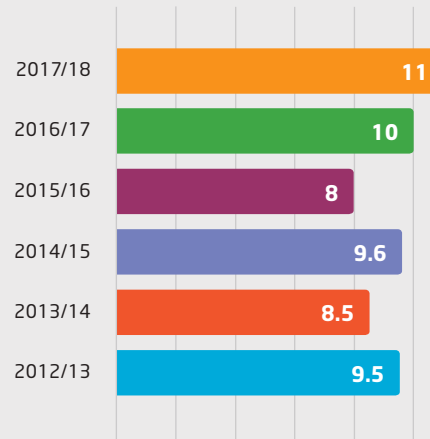
**85,000**  
in Networks

## VOLUNTEERS



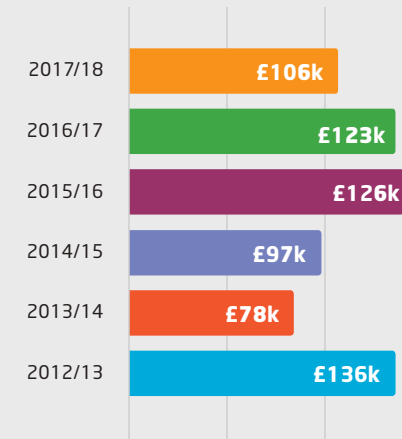
The Charity relies on the significant support and generosity of the regional committee members, council and working group volunteers to run regional fundraising events and support governance commitments.

## STAFF NUMBERS



The Charity has increased FTE numbers to 11 for the 2017/18 financial period. Increases related to mental health professional to support higher demand in this area.

## 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 out-performed every year since its inception.

450,000

in Design & Construction

250,000

in Manufacturing

215,000

in Retail & Distribution

23,000

are non-working disabled

130,000

are eligible for our support

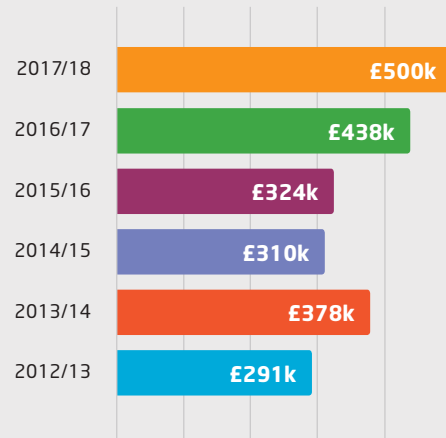
50,000

are on State Pensions

100,000

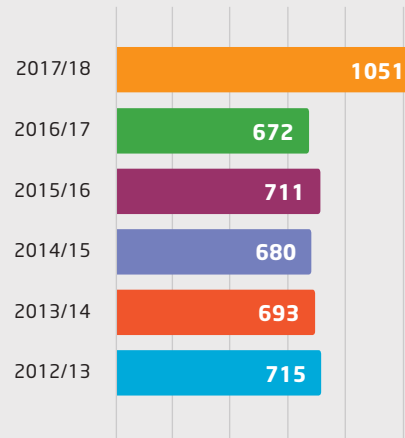
provide full-time care to a family member

FINANCIAL GRANTS



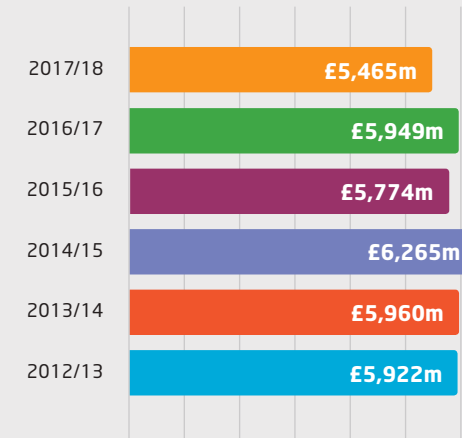
Financial grant giving has increased over last year even though the Challenge for a Cause initiative doesn't payout until 2019. The Charity has a more holistic approach to grant giving, to ensure grants are given out with a view to long-term solutions rather than short-term approaches. Increased demand largely driven by mental health issues.

NUMBER OF GRANTS GIVEN



Financial grant case numbers have reduced although financial assistance has increased. More time is spent on intervention (up 55%) and longer-term solutions involving complex case management.

NET ASSETS



Net assets amounted to £5,465m as at 31 March 2018, which is down on last year due to uncertainty in UK markets and refocusing of the asset allocations in the portfolio to take advantage of the US market.

## 4.0 ACHIEVEMENTS DURING 2017-18

### Technology

EIC has incorporated and strengthened technology across the organisation, from accounting to service delivery and everything in between. The technology meets the needs of our expanded community and services; and provides the foundation to grow a lottery income stream that will maintain pace with demand for our assistance.

### 4.1 FULL INTEGRATION OF IT SYSTEM INTO XERO AND CRM AND COMPLETELY CLOUD BASED

Reviewed and optimised our internal and external Technology platforms including the website, accounting, sales tracking and payment mechanisms.



## 4.2 ESTABLISHMENT OF A JUNIOR COUNCIL

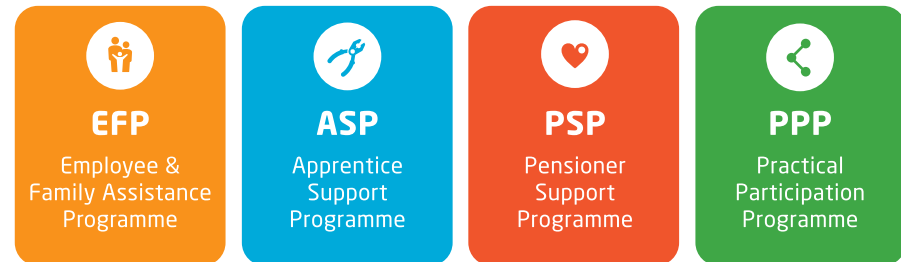
The Junior Council's core initiatives include the monitoring and the governance of the Big Build Project and securing revenue for future generations through powerLottery. They will also be highlighting awareness of mental health problems within the sector.

The nine selected members include Michael Giles of the ECA, Thomas Appleton and Juliet Muli of EDF, Samuel Ewuosho of the Department of Treasury and Energy. Also, Ollie Bishop of Ryness Electrical, Andy Reakes of Joint Industry Board (JIB), Deborah Graham-Wilson of Eland Cables, Danny Carey of Schneider Electric and Sarah Revell of R & B Star.

Working together to:

Raise awareness and understanding of mental health Help people to understand who, when and where to get support. Break the silence and stigma through promoting cultures of positive wellbeing throughout the industry.

Our aim for 2018/19 is to generate a 15% increase in Power Lottery subscriptions, 20,000 new membership sign-ups and an increase in income of £200,000.



## 4.3 WORKING GROUP ESTABLISHED FOR A MAJOR PUSH ON CLIENT AWARENESS

The past year has seen an exponential growth in our client visits, promotional campaigns, collateral and events to develop the profile to the position we have today.

#### 4.4 POWERLOTTERY TO GROW BY 25,000 SUBSCRIPTIONS

Increased the subscription to powerLottery by 500 and developed a lottery app to work towards our target figure.

The Power of 1 Lottery campaign started in February, with advertising in all major trade media

We are challenging our 1.3 million industry employees to give up a cup of coffee to purchase a powerLottery subscription.

In addition to powerLottery we have just finalised contracts for RWE and National Grid workplace lotteries.

Companies have been targeted to actively support the promotion of lottery sign up in-house with their employees through email and telephone comms so listen out for our call!

New powerlottery App has been created and currently available from app stores Apple and Google Play. This will aid in the promotion of instant lottery sign up at events and in the broader community.



#### 4.5 REVIEW OUR BASE OFFERING AND BRING INTO LINE WITH MODERN NEEDS

Trialled CBT and Dialectical Behavioural Therapy (DBT) via Skype and Facetime; and immediate psychiatric support and assessment through a private online service. Implemented concierge GP service and consultant referral support.

#### 4.6 EXPANSION OF EVENT SPONSORSHIP

As well as building our sponsorship base we have changed our pricing structure on in-event fundraising initiatives.

We expanded our event portfolio and the options to sponsor via our Challenge for a Cause flags.

#### 4.7 REINVIGORATE PERSONAL GIVING CAMPAIGN

Three legacy option have been introduced...

A residuary legacy gift is the share of an estate left over once your family has been taken care of.

A pecuniary legacy gift is a specified amount of money left to the EIC.

A reversionary legacy gift maintains an estate for dependents, but after they pass away it will revert to the EIC.

#### 4.8 CONNECT WITH ORGANISATIONS SUCH AS JTL TO INTRODUCE EIC TO THEIR APPRENTICES

Strengthened the dialogue with JTL to provide a stable base of ongoing apprentice support.

#### 4.9 VIRAL CHALLENGES

We already have £51k pledged for the Big Build project.

New campaigns including Giving Tuesday, Not Just a Number and the Mental Health First Aid were also implemented as priority programmes in 2017/2018.

## PARTNERSHIPS THAT DELIVER VALUE TO YOUR INDUSTRY



The EIC works with Macmillan in cases where someone is being given treatment for cancer, recovering or receiving palliative care. Macmillan can provide nurses and counselling support for the family. Unfortunately this doesn't always cover all the financial support a family needs so the EIC will typically cover the financial support during this period. If a client requires equipment or prosthetics, we also tend to cover those costs.



Most of our services tend to be reactive so the partnership with Mates in Mind provides focused support tools for proactively managing mental health wellbeing. Mates in Mind provide Mental Health Awareness training and tools to start conversations to bring a mental health focus to the industry.



Working together to remove the stigma of mental health within the workplace and increase awareness. We will continue to use their resources as part of our mental health awareness campaigns and make full use of the charity's suite of marketing materials that can be tailored and branded for the EIC. Time to Change have a great campaign for employees called 'In your Corner' which EIC intend to utilise to promote mental health awareness throughout the industry.



The relationship with The National Autistic Society was developed as a result of a high number of cases of people needing support from employers who were themselves dealing with how to manage staff with autism; families struggling with diagnosis of their children; and general relationship issues for parents struggling with a diagnosis. We work together to provide a wide range of services that make family life more manageable.

## NOTABLE HEALTH ISSUES NEEDING TO BE ADDRESSED

Throughout our 100 year + history, there has been a wealth of people assisted by the EIC; as individuals with specific and unique requirements, and also as communities in the grip of epidemics such as Tuberculosis.

Our current greatest community challenges relate to mental health issues. These issues may have some underlying causation in factors that impact particularly highly on the Electrical Industry. So it is important that we take a pro-active and pragmatic approach and seek the earliest possible intervention.

### 1 in 3 of cases required mental health support services

Partnership with Mates in Mind to run Mental Health Awareness Training and First Aid



Workplace visits encourage industry peers to talk about Mental Health and also introduce better frameworks to address the problem.

Fundraising (such as the powerLottery App) to build awareness of mental health in our community, and also provide financial assistance for mental health issues.



*Thanks to the support of EIC  
Anant is looking forward  
to a brighter future.*



## SUPPORT

### What support services are available?



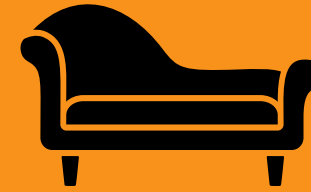
Emotional and mental wellbeing is a real resource that helps us flourish and prosper. Good mental health is not simply the absence of psychological problems. It includes the ability to think, act and feel in a way that enables you to live joyfully and overcome challenges along the way.

We know that mental health support and intervention require a holistic approach and that each person will have their own unique requirements.

- Private GP appointments (for people not being listened to by their current GPs).
- Financial support for medical treatment/operations not covered under the NHS.



- Private psychiatric assessments.



- Clinical Occupational Therapist (OT) to write and offer support with return-to-work plans after a serious mental health absence from work.



- Counselling: telephone or in person (one-to-one therapy, relationship counselling, CBT and DBT).

- Support for autism and dyslexia, both pre- and post-diagnosis.



- Holistic-based intervention (acupuncture and nutrition assessments).



- Transcranial magnetic stimulation through private rehab.

- Wellness courses and rehab to help deal with stress, depression and anxiety, and guidance on healthy everyday living.



## Access Assistance

0800 652 1618

support@electricalcharity.org

facebook.com/electricalcharity

@electriccharity

www.electricalcharity.org



## QUICK FACTS about the industry (energy and electrical related sectors)

- We have the highest divorce rates of any sector, sitting at **69.8%**.



The number one reason for divorce or separation in our industry is excess travel, followed by infidelity and caring for a sick child, parent or partner.



- Over the last year, **1 in 3** of cases we have dealt with has encompassed mental health issues.

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



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





- Private rehab for various addictions such as drugs, alcohol and gambling.
- Assigned case worker to sort and coordinate all health services in relation to the individual's needs.



- Legal support for divorce, custody battles, will/estate issues and death following suicide.



- Practical bereavement support for families when they lose a loved one; such as therapy support for the entire family, funeral grants, legal advice and income transition assistance.



- Carer support: respite breaks, mobility equipment and medical legal support to help people to remain independent.



- Preventative intervention services such as: mental health awareness training and mental health first aider training through strategic partners.



- Financial assistance for people on statutory sick pay (SSP).
- Debt advice: how to manage debt and get ahead with professional advice and assistance.



- Critical and traumatic incidents support.



### How can people help themselves?

There are lots of things that people with mental illness can do for themselves, to help regain a balanced life. Healthy eating, getting plenty of sleep, and regular physical activity are all important to good mental health. Learning skills which help deal with stress, feeling down, relationships or the symptoms of the illness are also ways in which someone with a mental illness can look after themselves.

- The number one reason for financial distress is a relationship breakdown.



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



- We have given financial assistance grants in varying forms to 1,051 people.



- We have given support, direction and guidance to 7,460 people.

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



An Industry Charity for Industry People.



## 5. CHARITABLE ACTIVITIES & PROGRAMMES

### 5.1 CHARITABLE ACTIVITIES SUMMARY

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

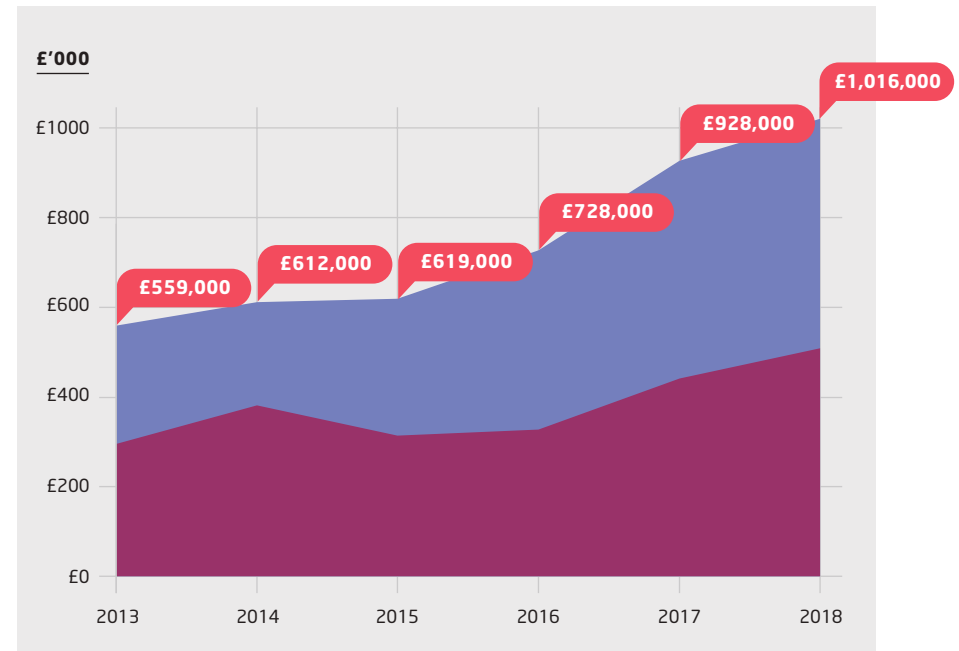
- > Family or relationship troubles
- > Financial or legal worries
- > Workplace health issues
- > Emotional or mental health problems
- > Ill health or disability

### > Electrical industries Charity delivers financial assistance and a practical hand-up.

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

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

### 5.2 WHO WE HELPED IN NUMBERS



#### CHARITABLE SERVICES

- Finance assistance (grants)
- Total charitable services
- Welfare delivery and support costs (advice, support, helpline)

	2018	2017	2016	2015	2014	2013
	£'000	£'000	£'000	£'000	£'000	£'000
Welfare delivery and support costs (advice, support, access assistance line)	£516	£490	£404	£309	£234	£268
Finance assistance (grants)	£500	£438	£324	£310	£378	£291
<b>Total charitable services</b>	<b>£1,016</b>	<b>£928</b>	<b>£728</b>	<b>£619</b>	<b>£612</b>	<b>£559</b>
Number of financial assistance grants recorded	1051	762	711	680	803	696

# INDUSTRIAL ISSUES



**Over the last year, 1 in 3 of cases we have dealt with has encompassed mental health issues.**



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



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



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

**Self-harming was up 36%.**



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

**This year we have dealt with 35 deaths by suicide.**

**443 people reported attempting to take their life.**

**2157 people contacted the Charity at crisis point.**



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



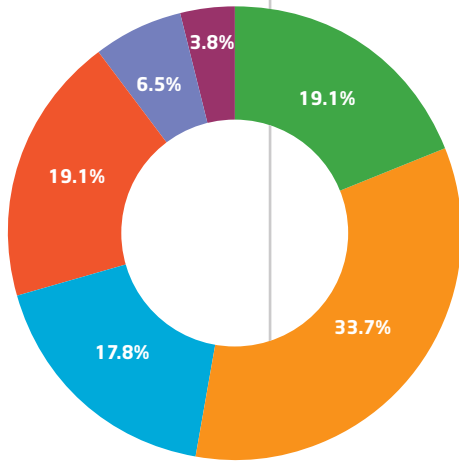
**Only 17% of cases utilising the EIC mental health services reported telling their employer.**

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



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

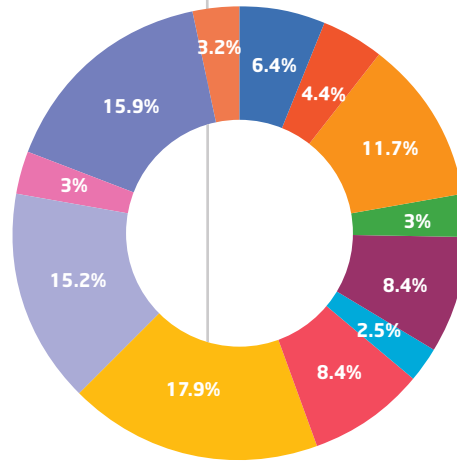
The largest segment has reduced to the 36-45 age group



**AGE PROFILE OF BENEFICIARIES**

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

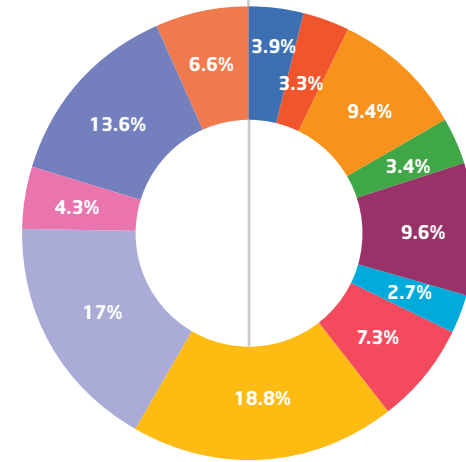
The South East region taking the greatest number of cases



**GRANT NUMBERS BY REGION**

- East Midlands 67
- East of England 46
- London 123
- North East 32
- North West 88
- Northern Ireland 26
- Scotland 88
- South East 188
- South West 160
- Wales 32
- West Midland 167
- Yorkshire & The Humber 34

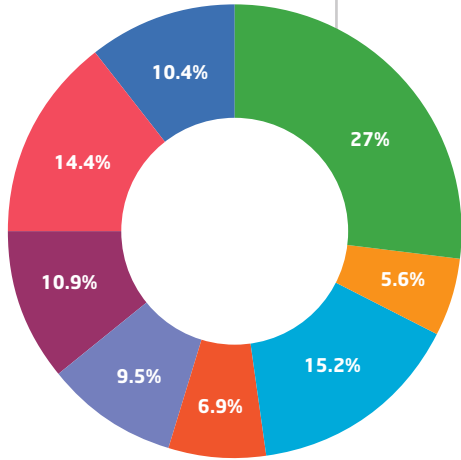
The South East had the most financial grants followed closely by the South West region



**REGION BY POUND**

- East Midlands £19,687
- East of England £16,686
- London £47,166
- North East £17,131
- North West £47,945
- Northern Ireland £13,293
- Scotland £36,394
- South East £94,212
- South West £85,241
- Wales £21,475
- West Midland £67,943
- Yorkshire & The Humber £32,959

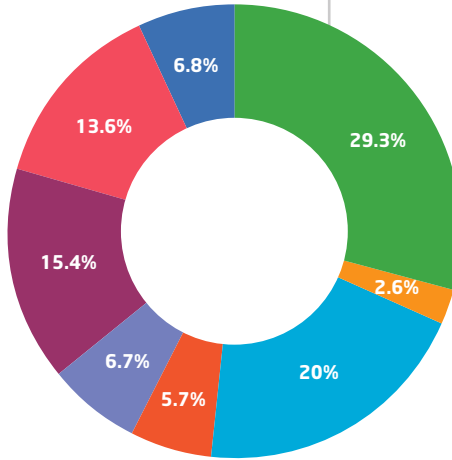
Construction has taken over the wholesale sector as the largest grant recipients



**SECTORS OF GRANT RECIPIENTS**

- Construction
- Electrical Engineering
- Electrical Wholesale & Retail
- Engineering & Design
- Generation & Renewables
- Manufacturing
- Networks
- Self-employed Electrician

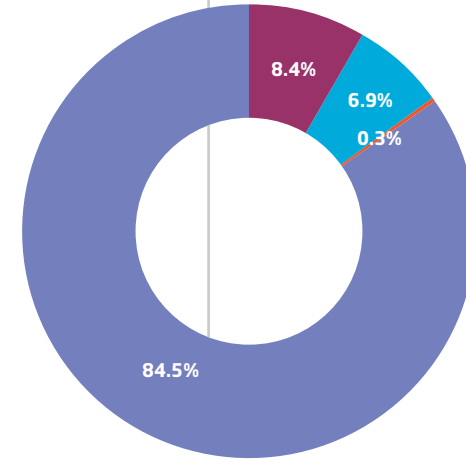
The Construction sector is the largest recipients of financial grants



**GRANT £ BY SECTOR**

- Construction **£146,503**
- Electrical Engineering **£12,913**
- Electrical Wholesale & Retail **£99,827**
- Engineering & Design **£28,379**
- Generation & Renewables **£33,472**
- Manufacturing **£76,874**
- Networks **£67,987**
- Self-employed Electrician **£34,184**

84.5% of all grant recipients applied for grants in relation to themselves rather than a family member



**ELIGIBILITY VIA**

- Deceased Partner
- Husband
- Partner
- Self

### 5.3 WORKPLACE PROGRAMMES

The Electrical Industries Charity is proud to be a full-service support provider to our stakeholders.

In order 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.

Initial feedback from companies has been positive and we look forward to further growth in 2017-18.



**EFP**  
Employee & Family Assistance Programme



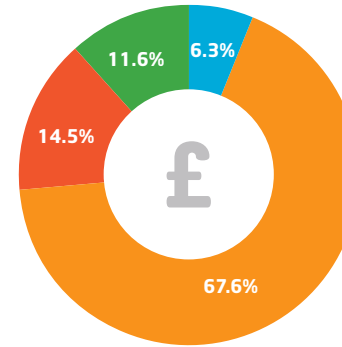
**PPP**  
Practical Participation Programme



**ASP**  
Apprentice Support Programme

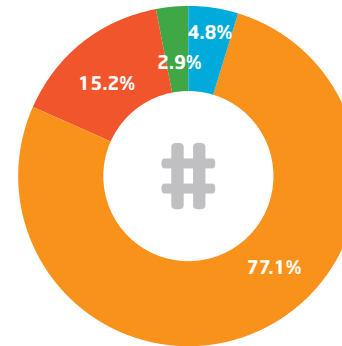


**PSP**  
Pensioner Support Programme



**GRANTS BY £ TO PROGRAMME**

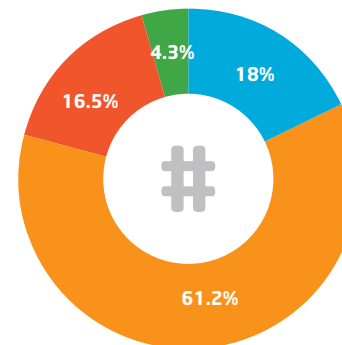
- Apprentice Support Programme
- Employee & Family Support Programme
- Pensioner Support Programme
- Practical Participation Programme



**1051 financial grant cases**

**NUMBER OF GRANTS BY PROGRAMME**

- Apprentice Support Programme
- Employee & Family Support Programme
- Pensioner Support Programme
- Practical Participation Programme



**7460 interventions**

**INTERVENTIONS BY PROGRAMME**

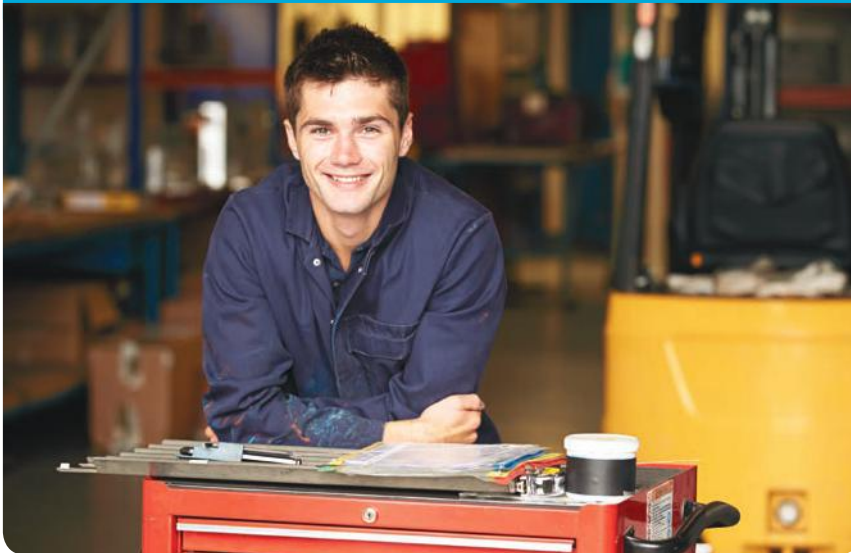
- Apprentice Support Programme
- Employee & Family Support Programme
- Pensioner Support Programme
- Practical Participation Programme

### 5.3.1 Apprentice Support Programme (ASP)

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

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

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



### 5.3.2 Employee and Family Support Programme (EFP)

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

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

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



### 5.3.3 Pensioner Support Programme (PSP)

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

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

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



### 5.3.4 Practical Participation Programme (PPP)

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

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

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

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

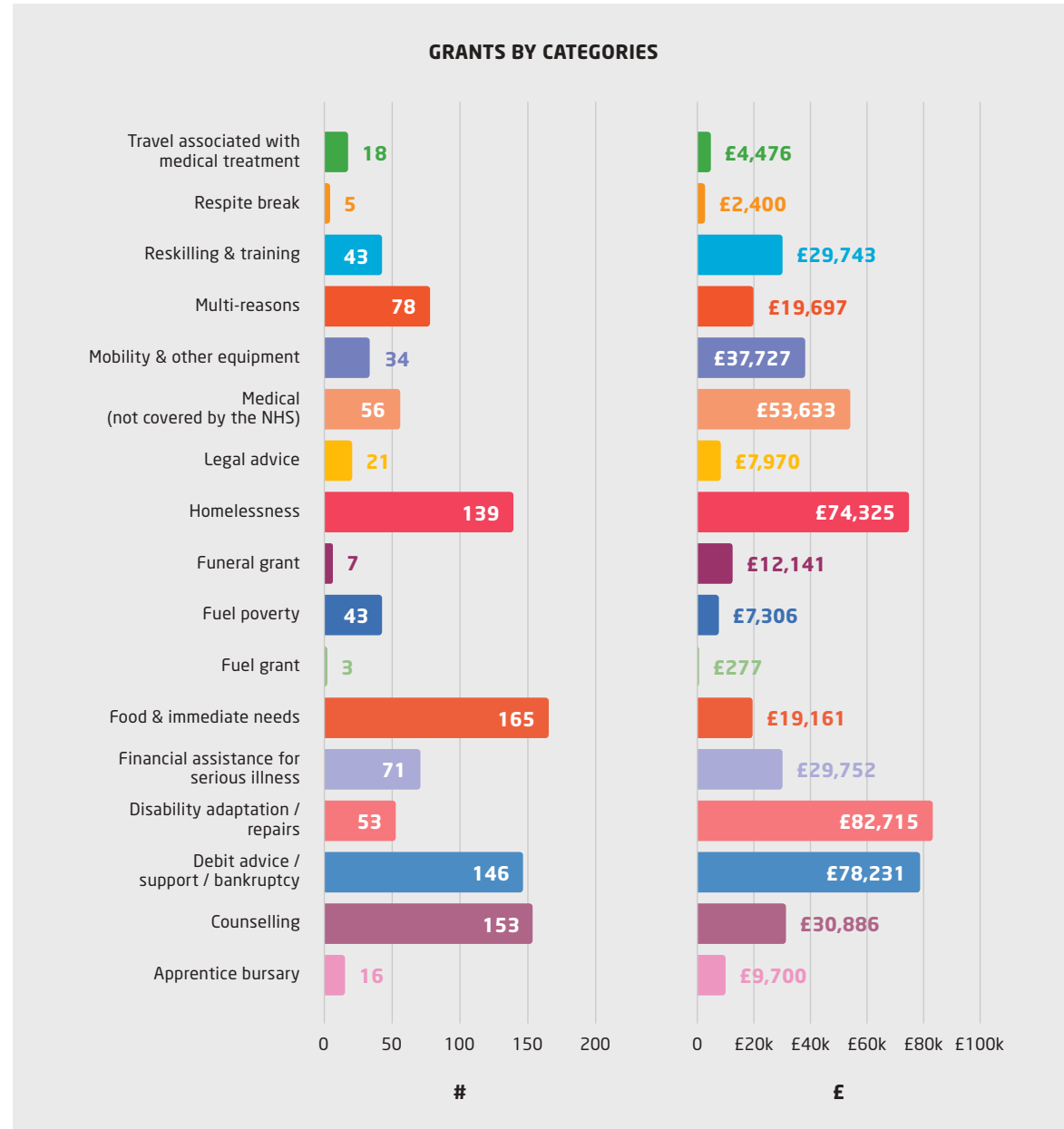




## 5.4 OUR SERVICES

The energy which our industry creates continually shifts to meet the demands of the community and in the same way our energy is constantly shifting to ensure that we remain the first point of call for people in our sector who are in need of support.

The upswing in calls for help from employers in dealing with employees with anxiety and depression overtook our issues with debt-related queries so our focus has aligned with an organisation called Time to Change who are working to remove the stigma of mental health within the workplace and increase awareness. Time to Change have a great campaign for employees called 'In your Corner' which EIC can utilise to promote mental health awareness throughout the industry.



# Access Assistance



0800 652 1618



[support@electricalcharity.org](mailto:support@electricalcharity.org)

Mon-Fri 8.00am to 8.00pm Sat-Sun 8.00am to 1.00pm  
Free and confidential services

# COMPLEX CASE MANAGEMENT SUPPORT

Assigned case worker to do anything to help get your employee back on their feet, from grant writing on their behalf to sorting out benefits or medical forms.

# SUPPORT FOR AUTISM & DYSLEXIA

Manager training and educational support for pre- and post-diagnosis.

# LEGAL SUPPORT

Divorce, custody battles, will & estate issues.



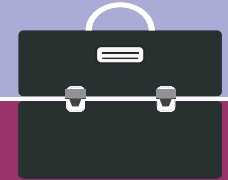
COUNSELLING

by telephone or in person

# MENTAL HEALTH awareness training

# APPRENTICE SCHOLARSHIPS

We can help meet the real costs of gaining a qualification.



# APPRENTICE BURSARY SCHEME

Additional financial support for apprentices with carer responsibilities.

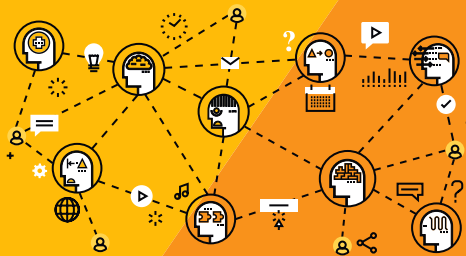
# FINANCIAL ASSISTANCE AND GRANTS



grant sizes range from £100 to £250k

# Free Mental Health Awareness Training

This two-hour session is an introductory course to raise awareness of mental health



# Free Mental Health First Aider Training

Health First Aider. Limit of 100 places.



# DEBT ADVICE

How to manage debt and get ahead with professional advice and assistance.

# HOLISTIC APPROACH

A full range of mental health holistic services



# CARER SUPPORT

such as respite breaks; mobility equipment; and medical support needed to help people remain independent.

# ELECTRICAL ENGINEERING SCHOLARSHIPS

A helping hand for future engineers through scholarship funds.



**MENTAL HEALTH COLLATERAL >**

Postcards, posters, flyers,  
social media graphics



Mental health stigma can be a silent killer...

You are **NOT** just a number

...it is the biggest barrier to seeking help. 95% of people in the industry often lie about how they are feeling, or don't tell anyone that they're struggling.

**Access Assistance**

Available 7 days a week offering free and independent assistance for virtually any problem or issue you may encounter. Our trained advisors assist everyone with respect and empathy.

**0800 652 1618**  
support@electricalcharity.org

electrical industries charity

## 10 REASONS why Mental Health Training is so important!

- RETAIN SKILLS BY REDUCING STAFF TURNOVER** (31%)  
A third of staff said they would consider leaving their current role if stress levels did not improve.
- CUT SICKNESS ABSENCE** (70 MILLION DAYS)  
Mental health issues account for 70 million days off sick per year, costing between £70 - £100 billion per year.
- REDUCE PRESENTEEISM** (£605 per employee)  
Annual cost of mental health-related presenteeism is £15.1 billion or £605 per employee in the UK.
- DEMONSTRATE A COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY**  
Work-related mental health costs UK employers up to £26 billion every year through lost working days, staff turnover and lower productivity.
- DECREASE LIKELIHOOD OF GRIEVANCE AND DISCRIMINATION CLAIMS FROM UNHAPPY STAFF**  
Grievances or more simply 'concerns, problems or complaints that employees raise with their employers', are on the rise.
- ENSURE COMPLIANCE WITH LEGISLATION BY UNDERSTANDING THE LAW**  
If a mental health issue has adverse effects on someone's ability to perform day-to-day tasks, this is considered a disability protected under the Equality Act 2010. Employers have a duty not to discriminate and to make reasonable adjustments in the workplace.
- ENSURE A HEALTHIER WORKPLACE** (7 DAYS)  
On average, employees take 7 days off work a year for health reasons accounting mental health issues for 40% of this figure. 30% of employees feel unable to be honest about the reason for their absence.
- IMPROVE STAFF MORALE** (60%)  
60% of employees say they'd feel more motivated if their employer took action to support mental health and wellbeing.
- INCREASE STAFF ENGAGEMENT AND COMMITMENT**  
Supporting mental health in the workplace is not just a corporate responsibility, staff who have positive mental health are more productive and business as usual. A progressive approach to mental health can see a significant impact on business performance, so it's about good business too.
- OPTIMISE PERFORMANCE**  
There's a strong link between levels of staff wellbeing and performance. Taking a positive, proactive approach to mental health at work can help you grow your staff and your organization.

To us you are **NOT** just a number

Mental health stigma can be a silent killer...

**FREE Mental Health Awareness Training 2018**



## LIFE CAN HAVE ITS UPS and DOWNS

We can help with the downs and put the ups back on top

Your mental health and wellbeing is important to us. Did you know that you and your families have exclusive access to our free Employee Assistance Programme offering a range of free confidential support services? We support anyone who is associated with our Industry. If in doubt just give us a shout! Our support services are here for you.

An Industry Charity that's just for you.

**Access Assistance**  
0203 696 1710  
business@electricalcharity.org  
facebook.com/electricalcharity  
@electricalcharity

**0800 652 1618**  
support@electricalcharity.org

electrical industries charity

## What is mental health? Put your hands up if...

## Free Mental Health Awareness Training 2018

To us you are **NOT** just a number

It is designed to give you:

- An understanding of what mental health is and how to challenge the stigma
- A basic knowledge of some common mental health issues
- An introduction to looking after your own mental health and maintaining wellbeing
- Confidence to support someone in distress or who may be experiencing a mental health issue

We believe in the importance of health and wellbeing for all our industry members and their families and we are working towards creating a positive culture around mental health.

Rotherwick House Meeting Rooms 4 & 5  
3 Thomas More Street, London E1W 1YZ

If you are interested in understanding what is mental health? how can we remove the stigma? And how can you help support your friends, family and colleagues? Then come along to our free mental health awareness training being held at the end of every month, in partnership with Mates In Mind.

1pm - 3pm & 4pm - 6pm

## Life can have its UPS and DOWNS

electrical industries charity

**FREE MENTAL HEALTH FIRST AIDER TRAINING**

## FREE MENTAL HEALTH FIRST AIDER TRAINING

**FIND OUT MORE**

## LIFE CAN HAVE ITS UPS and DOWNS

We can help with the downs and put the ups back on top

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**FREE MENTAL HEALTH**  
FIRST AIDER TRAINING



**FREE MENTAL HEALTH**  
AWARENESS TRAINING




**FREE MENTAL HEALTH**  
FIRST AIDER TRAINING



**FREE MENTAL HEALTH**  
AWARENESS TRAINING



**FREE MENTAL HEALTH**  
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**FREE MENTAL HEALTH**  
AWARENESS TRAINING



**FREE MENTAL HEALTH**  
FIRST AIDER TRAINING



**FREE MENTAL HEALTH**  
AWARENESS TRAINING

## 6. PROVIDING A HAND-UP TO THOSE IN NEED – OUR CASE STUDIES

Working with people when they need a hand-up is at the very heart of our work. As these stories show, the Electrical Industries Charity offers practical support to people at every stage of their lives.

### 6.1 APPRENTICE SUPPORT PROGRAMME (ASP)

#### WHAT IF... EWAN HAD NO PLACE TO CALL HOME



Ewan was 17 when, after a difficult few weeks, he was thrown out of home with nowhere to go.

Yasmin, from (our partner charity) JTL contacted us to see if we could assist and the EIC found and paid for several nights in a B&B.

Ewan has ADHD but stopped taking the medication as he felt it “made him high”, and like so many young adults did not go back to the GP and ask for it to be altered or changed. He also had some anger management issues and we arranged counseling to supplement the crisis accommodation.

After exploring options together, Ewan is now settled into accommodation and doing well. JTL are supporting him through college, and despite his problems he has also maintained his apprenticeship!

#### HOW DOES.... LIAM LEARN TO WALK AGAIN



At 23 years of age, Liam works for Schneider Electrical.

Going back to the week after his 11th birthday, he was diagnosed with an extensive spinal cord tumor. Over 7 weeks of chemotherapy later this very active sporty person, who played football, cricket, squash and tennis, had become a full time wheelchair user.

The next 10 years were filled with hospital appointments, lengthy treatments and two complicated, high-risk operations. The last operation left him with a lot of nerve damage from the hips down that required numerous orthopaedic procedures - including having spinal rods inserted into his spine to straighten the curve caused by the tumour.

Unfortunately he suffered a huge spinal infection caused by the rods and had to have them removed. His spine was subsequently fused.

At the beginning of 2018 Liam's health was the best it has been for a long time. He seized the opportunity and commenced an extremely intensive physiotherapy regime, to enable him to push his body to the maximum and see how far he could progress with walking. Unfortunately due to having a full time job and with the strain on specialist physiotherapists on the NHS, the help he required wasn't available.

In February 2018 Schneider and his manager reduced his hours to enable Liam to have three afternoon sessions totalling 5.5 hours per week with Flex Health physiotherapists, and two hours a week with a personal trainer (who will work closely with his neurological experts in Hull). All these sessions are on a one to one basis and carried out by specially trained spinal & neurological physiotherapists.

## 6.2 EMPLOYEE AND FAMILY SUPPORT PROGRAMME (EFP)

### HOW DID ... ANANT SURVIVE, THRIVE AND SHARE



Anant Savani has been part of our industry for over 15 years, in a variety of technical, contracting and sales roles.

Typical of others in our industry he worked for a number of large electrical and construction groups until he was presented with an opportunity to become joint director of an electrical company. The company was later sold, and he decided to move on. Working on the construction side was going well for him until he returned from a holiday to be told he was no longer required.

Anant was left facing unemployment and uncertainty which manifested in suffering from anxiety and depression. Anant believed that he would no longer be able to provide for his family and support his two sons - a belief made worse by the fact that his 12-year-old son Manish is on the autism spectrum.

The basic need to support family is the one thing that keeps most people going in their day-to-day lives; when the ability to do this is taken away, it can often lead to long-term depression.

Over several months, despite securing employment, Anant struggled to motivate himself and his depression worsened, which put a lot of pressure on his relationship, family life and job.

He struggled to open up to his family, as he did not want to worry them, and, like many men working in what is seen as a 'macho' industry, he was too embarrassed to share his problems with his colleagues, who always saw him as a happy and upbeat person.

As a result, Anant continued to suffer in silence, which meant that his depression took its toll. He started to have suicidal thoughts on a daily basis and eventually came to a point where he almost took his own life. It was at this point that he knew he needed to seek help.

A previous employer that Anant had worked for at the start of his career put him in touch with the EIC, and he is now receiving counselling and continuous support - both of which are helping him to look forward to a brighter future.

Mental illness knows no boundaries and can affect anyone at any time.

Only by talking about it and sharing problems can we begin to spread awareness in everyday life and ensure that people like Anant are able to seek help before it spirals out of control.

Anant wanted some good to come from the mental health issues he has faced. By sharing his story, he wants to highlight the importance of ending the stigma of mental health.

## 6.3 PRACTICAL PARTICIPATION PROGRAMME (PPP)



### HELPING WITH... WILLIAM'S JOURNEY

William Rhodes is one of only 2000 people worldwide who have the rare condition - Diamond Blackfan Anemia (DBA). His bone marrow is unable to create the red blood cells necessary to make oxygen.

Diagnosed at 10 weeks of age William requires blood transfusions every three weeks - so a massive 136 transfusions have sustained his life up until the age of nine!

There are a lot of unknowns around William's condition. Those unknowns also shape the choices and routines for his parents Caroline and Ben, and William's three year old sister Grace.

Caroline and Grace accompany William on the 68km round trip to the Haematology and Oncology day unit at the Leeds General Infirmary.

Visits to York are for his paediatrician and hearing and eye tests.

Three to four times a year they travel by train to St Mary's in London for MRIs to check his heart, liver and kidneys.

William receives blood transfusions to keep him alive but they can also cause major problems due to the amount of iron deposited in his major organs by the red blood cells when they die.

#### Williams mother Caroline explains DBA...

Each red blood cell carries iron, and as we make new red blood cells they pick up the iron that is deposited by the old cells that die off so the iron in our bodies is constantly recycled each time we produce new red blood cells.

#### **Because William never makes any red blood cells, the transfused cells die then deposit iron in his heart and liver every 3 weeks.**

If this iron cannot be kept under control it will lead to his death. We used to attach William to a machine to pump medication into his body to try remove the iron, this would involve inserting a needle into his thigh and hooking him up to a machine for 12 hours a night, 7 days a week. We did this for nearly four years, we then found out through MRI scans that this treatment was not working effectively and the iron in Williams liver was at a severe level.

Once he turned five we were able to try the only other option, a medication called Exjade, Taken orally, it causes William tummy pains and other side effects but seems to be working well.

#### **The medication can also cause problems with the kidneys and liver. If at any point the medication stops working the only option for William would be a bone marrow**

#### **transplant. At the moment we would not go down that route as the risks involved with a transplant are so high in children with DBA.**

Throughout William's treatment there are periods of intense lethargy between transfusions. He has fallen well behind at school and his family were intensely worried early this year as the decrease in donations meant there was a massive blood shortage.

The EIC assisted William with a holistic care plan.

William created a video explaining how the blood donations worked for him. The video was distributed widely to encourage donations and averting a catastrophic shortage.

After organizing a private learning assessment and a cognitive report we visited William's school, advocating for additional support and a comprehensive education plan.

There was an animation created to describe William's illness in ways that his school friends could understand.

The EIC built William an all-weather football pitch in his backyard. He and his dad and his sister Grace can now play all year round. William so often misses a game because of his transfusions - now he can make up for lost time... and then some.



## WHEN THERE IS A CHALLENGE... FINDING ELLIOTT'S FEET



Elliott, aged 4, is from Newton Abbot in Devon. He was born prematurely at 31 weeks and along with his twin sister Elsie spent five weeks in ICU. The EIC has been assisting Elliot and his family in their travel for medical visits, attending meetings to advocate for them and supporting them to provide the care required.

In his parents' words...

**"At around nine months old we noticed Elliott was not hitting any milestones. A few months later our worst fears were confirmed. Elliott has brain damage from lack of oxygen (due to being premature), resulting in spastic diplegic cerebral palsy. This affects both of his legs, causing severe stiffness so he is unable to sit unaided or walk."**

Our hope is to raise enough money for Elliott to have an operation called SDR (selective dorsal rhizotomy) as it is not available on the NHS.

The money raised will enable Elliott to have the surgery in Bristol hospital and pay for the intensive private physiotherapy required pre and post op. There is also a wheelchair and standing frame required. The total cost is £75,000.

## 6.4 PENSIONER SUPORT PROGRAMME (PSP)

### WHAT HAPPENS WHEN.... YOUR ADULT CHILDREN NEED YOU MORE THAN EVER



Alan Northcott worked in electronics testing and assembly, but was forced to give up work when caring for his son became more challenging and his wife, Linda, was unable to manage him alone.

Nicky, aged 38, has severe learning disabilities. He was born profoundly deaf, has no speech, is incontinent, epileptic, and severely autistic. In addition Nicky was recently diagnosed with a blood complaint that necessitates regular injections in hospital- further complicating his care.

Alan and Linda are in their 60s, and not in good health themselves, suffering high blood pressure, angina and arthritis. They are unable to have holidays alone - Nicky cannot be left with strangers, as he becomes very distressed and agitated, and this can quickly turn to violence when he is frightened.

The Charity granted a respite break to the family that enabled Alan and Linda to recharge their batteries and enjoy different scenery in a location that had facilities to cater for Nicky's needs. This made all the difference to their family and has given them the resilience they need to fight through another year.

**There are many more stories like these on  
our website: [electricalcharity.org](http://electricalcharity.org)**

## 7.0 FUNDRAISING & PUBLICITY

### Reaching our Community

In terms of marketing the focus on awareness building has been driven by our BD team and will be supported by social media campaigns to increase initial reach.

**The challenge is to build robust activities to push our audience through to taking action.**

### Our Approach

At the point before, and even more acutely during an employee crisis situation, EIC is helping organisations who are working to very traditional risk frameworks, frameworks which are not keeping pace with the current state of play. This poses a serious risk to the industry generally, but specifically to individual organisations being able to absorb lessons learned and mobilise in real time when situations are escalating.

**While there is an increased acceptance of mental health awareness there is some serious work to be done on an industry-wide basis around a framework for mental health action.**

### Our Tactics

Stories have formed the backbone of our PR execution and we are in continuous dialogue with our clients and stakeholder employers' to allow more open and psychologically healthy conversations about some of the complex cases we are seeing.

This is where our case stories, videos and interviews/ public speaking opportunities have shown most impact and in 2018 we had our first major mental health case study released on LinkedIn.

**There is significant opportunity to increase our role as a trusted spokesperson for industry-wide issues relating to health risks in particular, with an obvious focus on mental health. Drawing on the principle of wellness to introduce new concepts earlier in the cycle shows promise. So we are really looking to create interest at the preventative stage, to avert the truly awful consequences being driven by personal crises.**

power  
Lottery

> powerLottery to grow to 1.3 million by 2025

## 7.1 KEY FUNDRAISING ACTIVITIES

### 7.1.1 Society Lottery

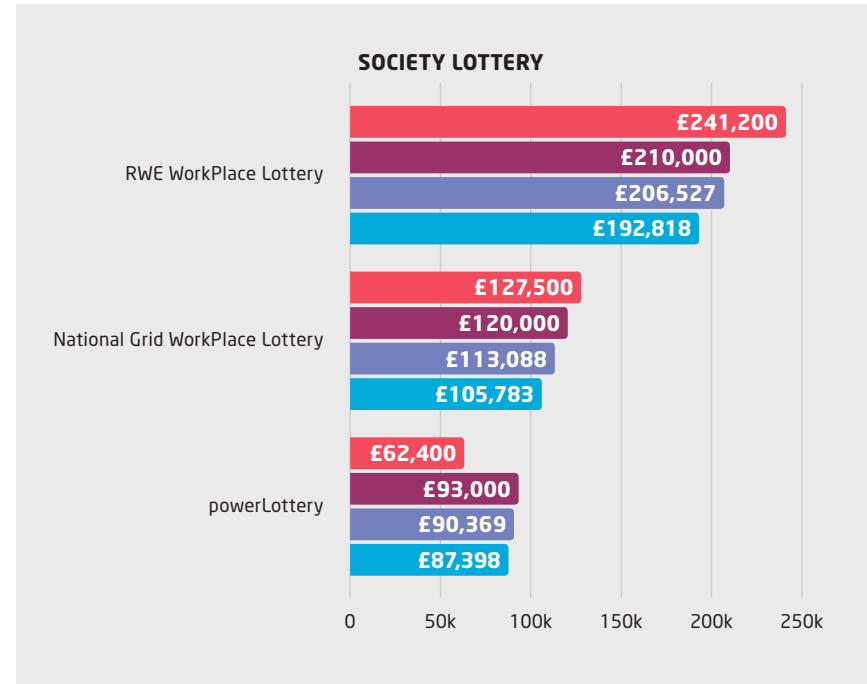
Company lottery schemes and the Electrical Industries Charity's powerLottery generated gross proceeds of £386k. This is down on previous years due to RWE and National Grid restructuring and the age of the lottery subscribers. These lotteries are operated as subscription-based Society Lotteries under the Gambling Act 2005 as amended and licensed by the Gambling Commission ([www.gamblingcommission.gov.uk](http://www.gamblingcommission.gov.uk))

powerLottery is EIC's number one fundraising stream and allows the Charity to show support to those requiring assistance in the most challenging times of their lives. Supporters of powerLottery give hope, independence and life-changing solutions to people like Matthew Rimmer and his family.

#### The lottery supports Matthew in the great outdoors

Matthew's life changed forever when he suffered from a brain hemorrhage at the age of 48 leaving him unable to walk, talk or continue leading the active life that he was used to. Matthew underwent brain surgery and to this date is missing half of his skull. As a result, he suffered from a morbid personality disorder and no longer wanted to get up or attend the therapy that would help with his recovery.

Matthew's challenges are far from over - recently he was diagnosed with heart problems and is awaiting open-heart surgery. His family got in contact with the EIC for assistance in purchasing an all-terrain wheelchair which would allow him to move freely not only indoors but outdoors, providing some of the motivation crucial for his wellbeing and recovery process.



■ 2015 ■ 2016 ■ 2017 ■ 2018

**electrical industries charity**

**DID YOU KNOW?**

All of our services are funded through **powerLottery** ..

We couldn't assist you through your challenging time without it!

**Power Lottery**

GET IT ON Google Play | Download on the App Store

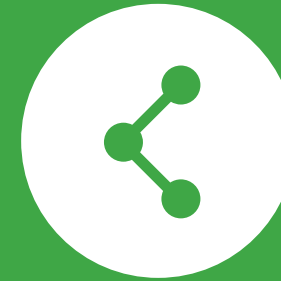
### 7.1.2 Challenge for a Cause - Dickinson Family Campaign

In 2009 Caz Dickinson suffered a Grade 4 brain haemorrhage. Whilst in intensive care she suffered two strokes and faced numerous major operations. Caz was left with severe, irreversible brain damage, paralysed from the neck down and with no speech. Since that time Caz was living in a high care facility.

We have provided financial assistance to establish the necessary framework for her family to provide Caz with 24 hour care at home.

The EIC has a goal, through its Challenge for a Cause, to raise £250,000 to purchase a house that safeguard's the future for Caz and her family.

Through our Practical Participation Programme we will then work with industry partners to carry out any renovation work which is required to safeguard the future of Caz and her family.



# PPP

## Practical Participation Programme

## ARTIC ADVENTURE

On 8th March 2018 a team of 18 industry colleagues embarked on a Challenge for a Cause - aptly named Arctic Adventure.

In the Arctic Circle of Kuusamo, Finland we endured various challenges including building our own igloos to sleep in, trekking for six hours straight in awkward shoes with two feet of snow, and enduring near-freezing waters in the ice dip challenge. I

It's fair to say that everybody very quickly learnt that this was not going to be a walk in the park, even though quite literally we were walking in a park, albeit a very large national park.

Mark Booth approached me at the end of day one asking, 'Is this what the rest of the trip is going to be like?' I just smiled and replied, 'of course, now get shovelling the rest of the snow for our igloo!'

Throughout the course of each day, the team faced new and ever-more challenging tasks. We learnt that we could not get a fire started in our life survival lesson and no one could go a full day without falling over.

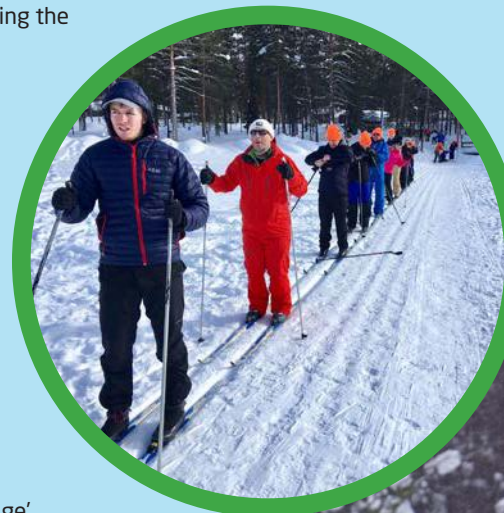
There was one team member whose boundless enthusiasm really drove the team to try new things. Kate Menzies was always the first to stick her hand up for any task, and you only need to see her attempt at the Ice Face Challenge to see how dedicated to the cause she really was.

Instead of moulding her face in the powder snow she launched her entire body into it, making a new challenge called the 'Menzies body plant challenge' (I'm sure it will catch on!). Even with the team struggling to overcome various physical and emotional challenges, they all thoroughly enjoyed themselves and came together as teammates, friends and industry colleagues for the common purpose of helping this amazing family.

### Day 1 Cross Country Skiing

After checking into our accommodation in Finland at 1am, the team enthusiastically got up at the crack of dawn, kitted up in skis and learnt the basics of cross-country skiing - one of the most popular winter hobbies in Finland.

For all of us it was our first time doing cross-country skiing and for many it was their first experience of skiing in general! This led to some hilarious falls during our relatively short practice tour through the flat pine forest as we tested what we'd learned.



The most memorable occurred just before the entrance to the big cross-country track which had a large downhill slope. Kate offered advice to the team on techniques for going down the hill, likening the movement to dancing in Manchester. Mike Bernard, our most experienced skier on the trip, accelerated down the hill and I have to say it was like it happened in slow motion: Mike's 2m of brawn went down like a giraffe creating a domino effect. I do believe some of us spent more time eating snow and getting caught up in branches than cross-country skiing.

After getting back at around 4pm, the team was then challenged with making a quinzee - a type of igloo. Little did we know that this would involve a lot of work! The team had to build two quinzees, each requiring around one ton of snow! This took us three and a half hours of shovelling and compacting the snow! It was a complete surprise how physically intense it was.

Charlie Harwood used the task to get in a workout in preparation for his middleweight boxing match. On the double shovel he was a man on a mission - I've never seen anyone work harder!

We had to let the quinzee freeze overnight for the big dig-out the next day. Time for the next test! We asked our doctor to meet us at the lake for our Ice Dip Challenge! At -9° outside we all stripped down to our swimmers to take on the challenge. I really thought only a few would do it, but almost everyone completed the task! It was so cold it just took your breath away! You can watch it on Facebook (apologies for the colourful language).

The champion of the challenge was Alan Plummer, who managed to stay in there for an incredible 2 minutes and 19 seconds! I just watched in amazement!

## Day 2 Snowshoeing

We all woke to aching muscles and there had been a big dump of snow overnight. Putting on my ski gear physically hurt. I couldn't even pull off my shirt when I woke up - that snow shovelling was a killer! We pulled ourselves together and put on our snow-shoes. This was quite a challenge as some of our adventurers had size 14 feet! My goodness!

As we walked out of the cabin area I was thinking, 'Oh, this is going to be fine!' Shortly into our walk we hit the hill and had to climb up a steep mountain, sinking into one metre of fresh snow from the recent snowfall! WOW, what a workout!

We all huffed and puffed our way to the top and rested on a ledge overlooking the incredible national park. The landscape was idyllic and surreal, and I felt so incredibly lucky to be experiencing it. As we made our way up and down the mountain we finally stopped for lunch.

Now it was time for us to get the fire started! All I can say is I hope you don't get trapped in the Arctic with our bunch, as we were hopeless at starting a fire! Fortunately, Geoff Kerly helped us out with a lighter - apparently he doesn't go anywhere without one and a few cigars! I felt like I was back in Australia with snags on a barbie!



After lunch I was voted to be the guide (the first one to walk in the untouched snow, the hardest job). I took the physical challenge with my familiar extreme level of enthusiasm until I physically couldn't lift my legs anymore, collapsing and sinking into 1.5 metres of snow. The final challenge was the ice lake run, all standing parallel (so we all had fresh snow), and we had to run to the cabins!

I have never seen so many people faceplant - we were exhausted! I use the term 'race' loosely as no one was physically able to run! Paul Rhodes won the race and we all headed straight to our quinzees to dig them out so we could sleep in them that night.

Keith Sampson volunteered to do the initial boring through the entrance. Aptly nicknamed the 'Mole', he powered through the dig-out process like a champ. Kate and Paul soon got inside and both dug out the main sleeping area. Mark kindly supervised the entire build, giving structural advice to the team through strategically placed tubes. The quinzee was a structural and architectural masterpiece! We decided to treat the team to a sauna to soothe any aching muscles before dinner.

At dinner, Rachael and Jodie, Caz Dickinson's daughters, presented a letter to each team member from Mick - Caz's husband and their father. This was a very emotional moment on our trip. Rachael started to read out the letter but was overcome with emotions, so Jodie read it out loud to the team.

Jodie was only 8 years old when her mother collapsed, but she read this letter with courage and strength that I'd not seen before in someone so young. I will quote Mick's last paragraph of his letter:

**'If I was to thank each and every one of you every day between now and my last breath, it still wouldn't come close to appreciating what you have all sacrificed for the Dickinson family. You have each given one week of your lives, to improve the rest of ours. An incredible selfless act that will change Caz's life forever. I personally will never forget what you have done for us.' I can tell you there wasn't a dry eye in the room!**

We then headed off to our respective quinzees to enjoy a night's sleep in our handmade igloos! I was very warm in the middle, snuggling with Kate. Dave Gilbert and Charlie Harwood decided they were going to play a prank on our quinzee at around midnight by pretending to be wild foxes scratching at our door and making howling sounds. They even got a small red LED light to make it look like evil eyes. Kate

woke to a frightening experience and the rest of the quinzee completely freaked out trying to get out of the small opening. I on the other hand slept through all of this. There was no waking up this Aussie.

### Day 3 Husky Sledding

Our last challenge was husky sledding! We were told that it would be very cold, and it did end up being our coldest day at a crisp -21°. I was teamed with Andy Reakes on the sled. One person goes in the sled and the other stands up. I thought this would be the easiest day, but oh my gosh, I was wrong! I could see our dogs slowing down on the hills so we ended up having to push the sleds up the hills, dodging poo as we went. Doesn't sound hard, but I was wearing nine layers and pushing 90kg up a hill, absolutely sweating up a storm! Paul Reeve was teamed with Mike for the last leg and all I was thinking was 'Thank goodness I'm not pushing Mike!' Paul was an absolute trooper! The dogs, scenery and final challenge added up to what was truly a once-in-a-lifetime experience!

Thank you to all donors and supporters who gave what they could to the cause. A very special thank you to the flag sponsors, CEF, Dimplex, Schneider Electric, Edmundson Electrical, Daewoo, Gewiss, Heatrae Sadia and V-TAC. Every contribution to the cause makes a real difference to help rebuild the future for those who have fallen on hard times.

And finally, to our Arctic Adventurers - without you, none of this could have been possible. We couldn't have asked for a more caring and determined group of individuals with whom to share this experience of giving back to our industry and helping to change the lives of one very special family. Thank you to you all! You all have a special place in my heart.

**Back from left to right:** Mike Burnard, Geoff Kerly, Andy Reakes, Keith Sampson, Rachel Wright, Paul Rhodes, Mark Booth, Paul Reeve, Sean Miller, Darren Wetherill, Charlie Harwood, Dave Gilbert.

**Front from left to right:** Cathy Plummer, Kate Menzies, Alan Plummer, Scott Champion, Tessa Ogle, Jodie Dickinson.



### 7.1.3 PowerBall

PowerBall 2017 brought together hundreds of industry professionals under one roof for an unforgettable night in the electrical industry calendar, providing outstanding support for the Raise the Roof campaign!

Raise the Roof - 'One brick at a time' aims to raise £250,000 to purchase a house for the Dickinson family.

Dozens of industry professionals donated hundreds of pounds each to the EIC - for personalised bricks that will become the Dickinson home's foundations and walls. Our fabulous guests truly got behind this special project - and their donation will serve as a long-lasting tribute.

Many companies participated on the night, with the Big Build project being the recipient of a wide range of their products and services that will help with all the necessary house renovations to safeguard Caz's future independence.

Products and services donated on the night include lighting for all parts of the house by Collingwood Lighting and Zumtobel Group, and a voice lighting control system supplied by Saturn LED. A specialist bathroom suite was donated by Selco and all of the bathroom sanitary ware will be supplied by Wolseley.

Heat Mat will supply all the underfloor heating, with Heatrae Sadia and Baxi providing the rest of the house's heating. Rexel kindly donated products required for the electrical wiring, Schneider Electric the consumer units, whilst Hager will be supplying the wiring accessories fitted by DJR Smith.

The smoke, heat and CO alarms have been taken care of by Kidde Safety and a full security technology enabled care system by Aico. Legrand Electric are donating a Tynetec Reach assisted living alarm system and covering monthly monitoring fees for two years.

Other products which were donated include kitchen units by Grafton Group Plc/ Electricbase and cooking appliances by Glen Dimplex Kitchen Appliances; a Netatmo Smart Home system by City Electrical Factors (CEF) and a specialist vertical lifting carers bed by Eland Cables. The design and installation of all electrical and mechanical services will be provided by Synecore, who have also offered project management services and any other required work up to the value of £10,000. Further electrical labour will be supplied by SCV Electrical Limited. Any other specialist electrical equipment that may be needed will be covered by Edmundson Electrical.

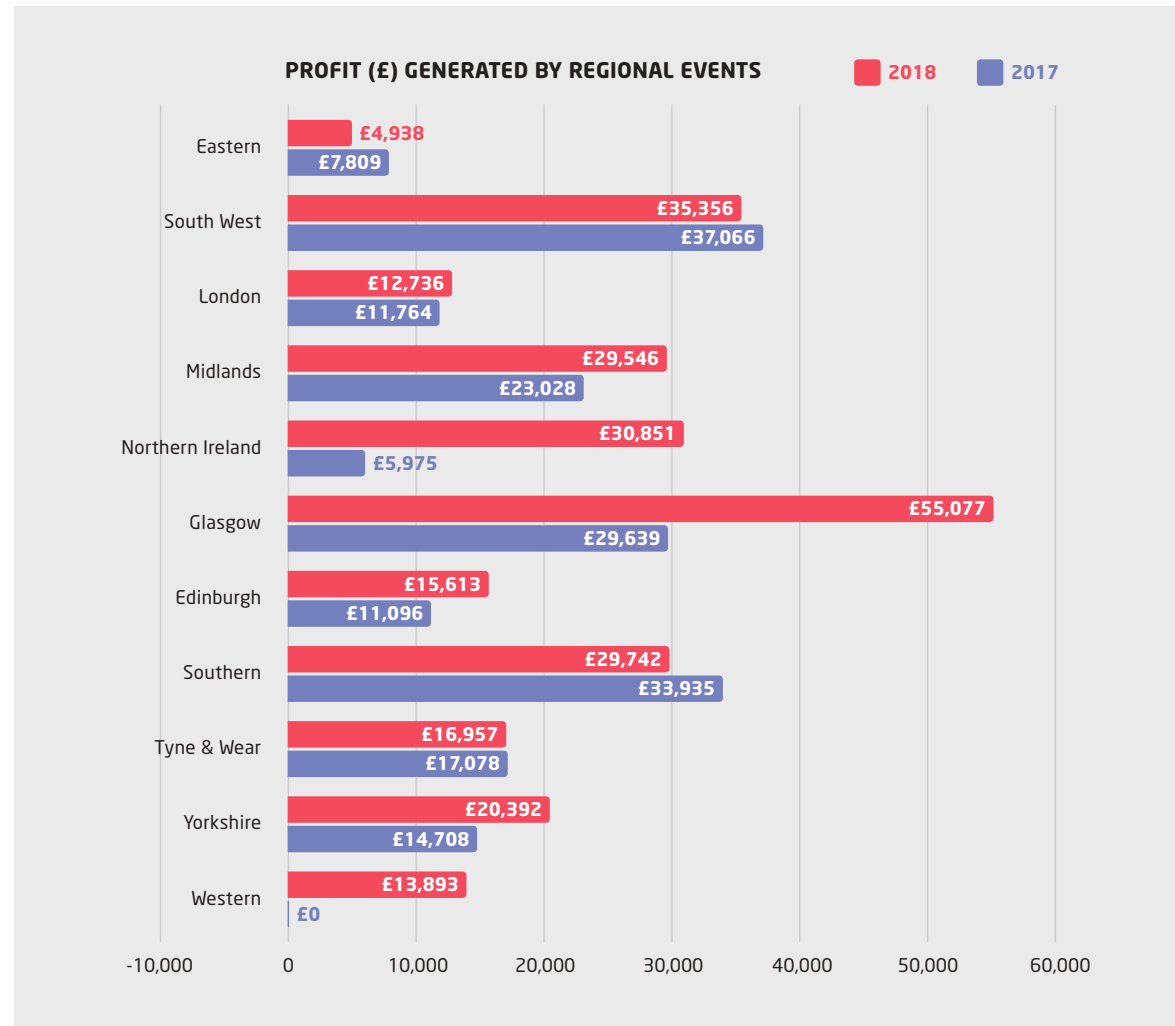




### 7.1.4 Regional Committee Fundraising

Our Regional Committees organised and hosted over 33 events throughout the year. From golf days to dinners, and fishing days to glamorous balls they generated £267k of profit. The income generated was £605k (£535k generated through the Charity and the trading subsidiary generated £70k through Scotland events) and expenditure of £341k.

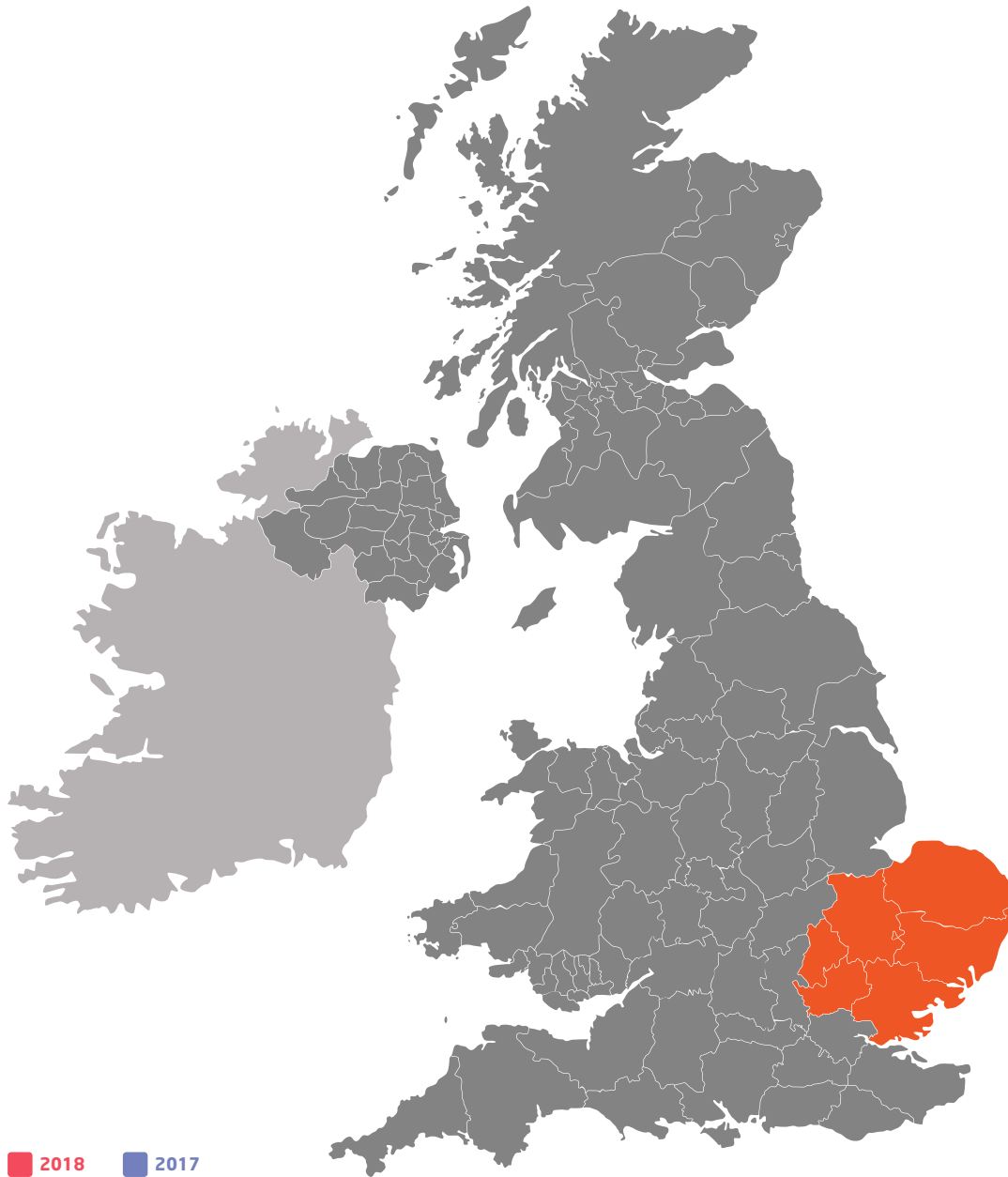
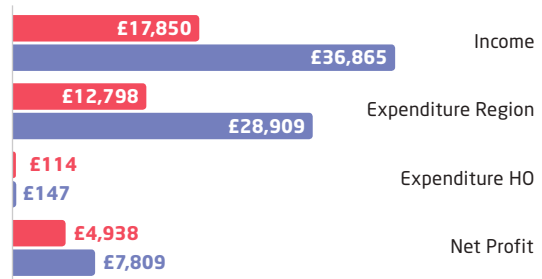
> **Not only do these events and activities provide much-needed funds, but they also spread the message about the Charity's ability to assist businesses, employees and their families.**



## Eastern Regional Committee



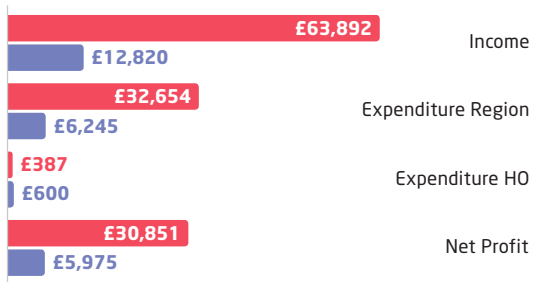
Andie Morris (Chairman) - Glen Dimplex  
 Dave Geary - EEL  
 Mike McHale - Rexel  
 Dave Cowan - Schneider Electric  
 Nick Sinclair - ZG Lighting (UK) Ltd  
 Victoria Foster - JCC  
 Mark Grafflin - Rexel  
 Trevor Sawyer - Honeywell / MK  
 Sean Stuteley - Lark Technology



## Northern Ireland Regional Committee



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

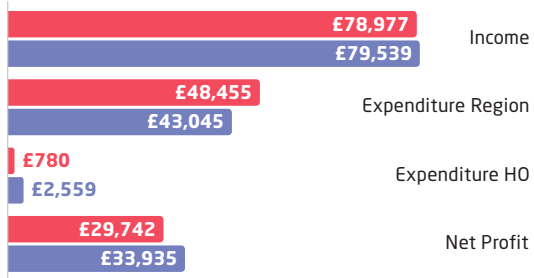
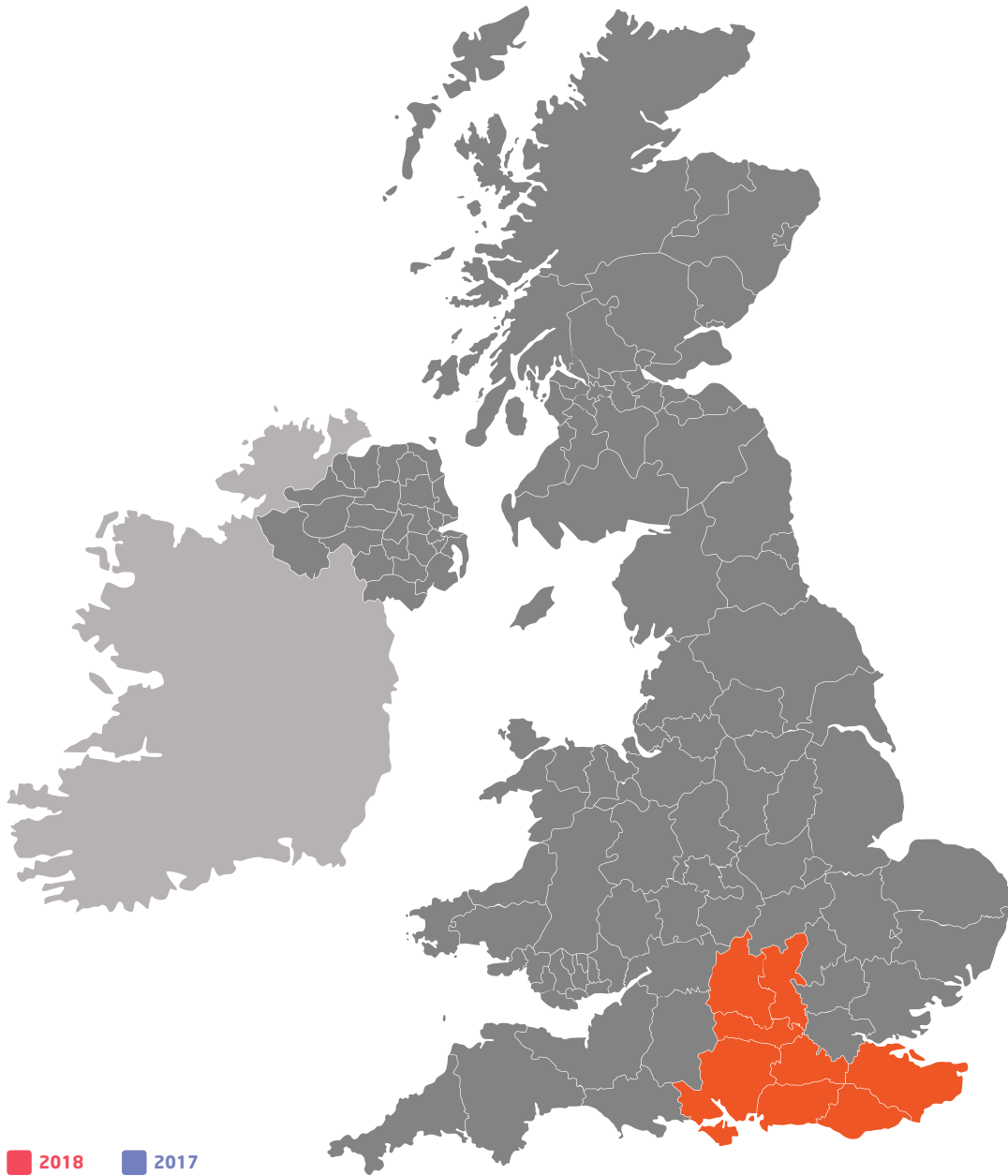


■ 2018 ■ 2017

### Southern Regional Committee



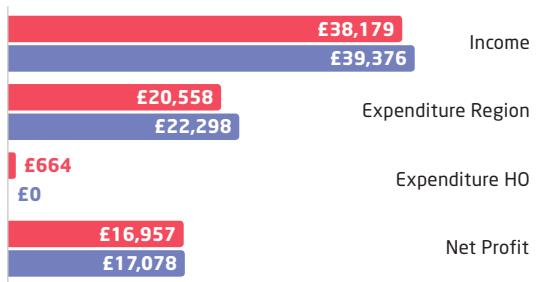
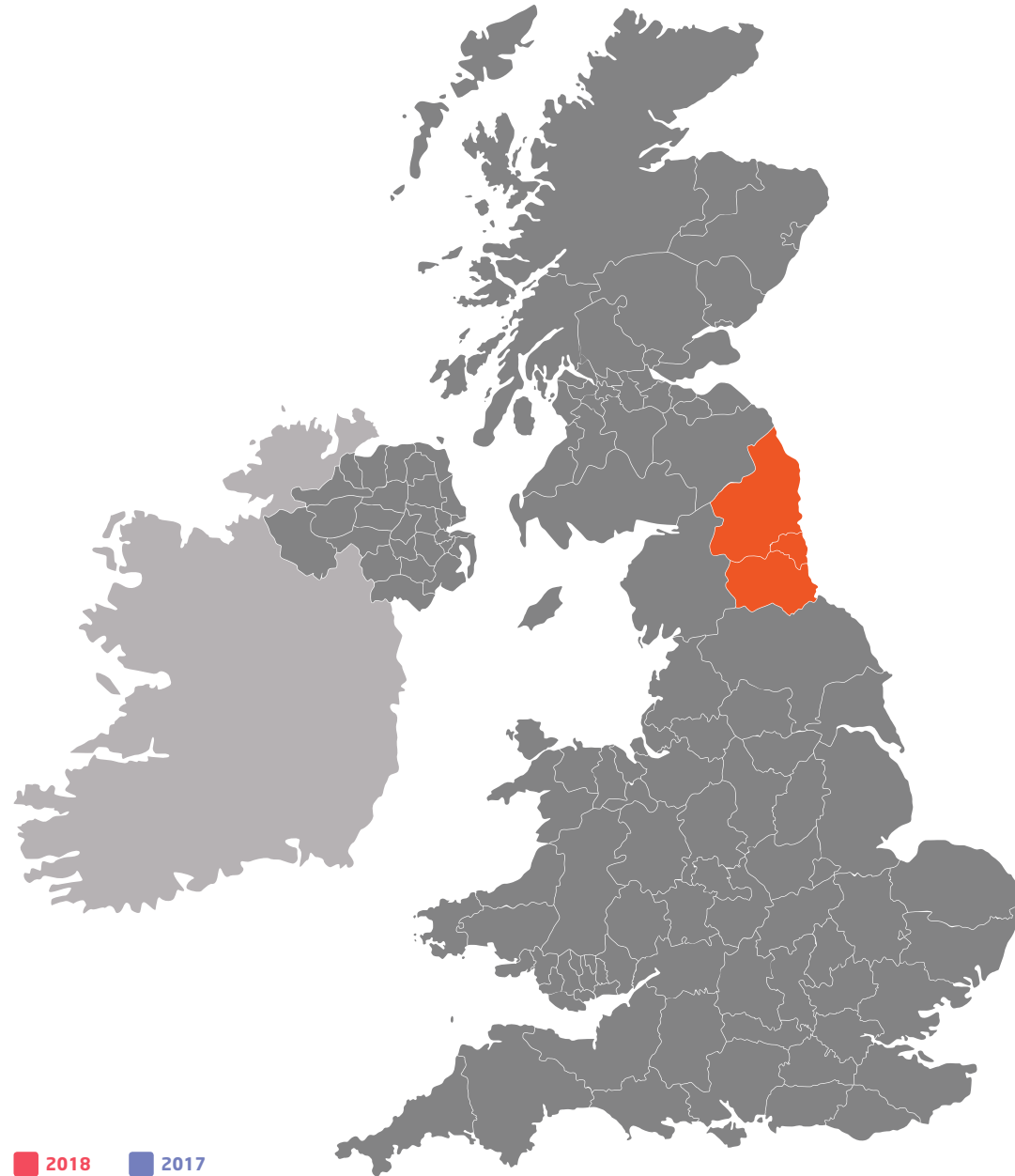
- Ian Lawson (Chairman) - YESSS Electrical
- Mark Mitchell - (Vice Chairman) Kew Electrical
- Paul Russell - Schneider Electric
- Kevin Rolfe - Legrand Electric Ltd
- Alan Holyoake
- Adrian Coveney - BG Electrical Ltd
- Johanne Stimson - Heat Mat
- Neil Chapman - Timeguard
- Daniel Lawrence - Eaton
- Joe Mee - Edmundson Electrical



## Tyne & Wear Committee



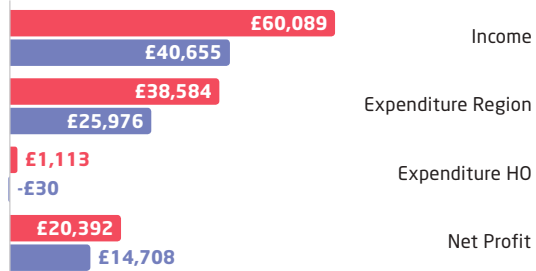
Fred Dickinson (Chairman) - CP Electronics  
 Fred Hood (Secretary) - McNally and Thompson  
 Chris Burt (Treasurer) - Dougal and Railton  
 Craig Hopwood - Park Electrical



### Yorkshire Regional Committee



- Andy Roach - Morgan Sindall (Chairman)
- Eric Dyer - EWS Limited
- Diane Bywell - Timeguard
- Alwyne Booth - Retired
- Matthew Barnett - Morgan Sindall
- Ian Dennon - CP Electronics
- Peter Thorpe - National Grid
- Graham Coxon - Edmundson Electrical
- Bob Wingate - Retired
- Paul Hodgson - Edmundson Electrical
- Angus Long - Scanwear
- Mike Johnston - Scanwear

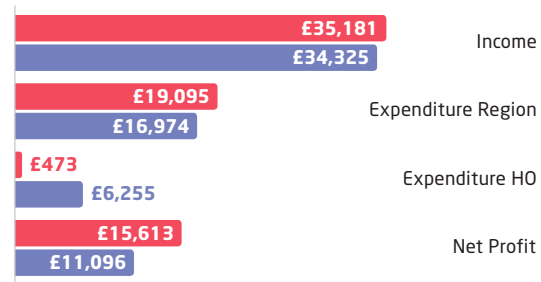


## Edinburgh Regional Committee



- Derick Ramsay (Chairman) - Zumtobel Group
- Alan McLean - Rexel
- Neil MacEachern - Schneider
- Scott Cuncliffe - Mechanical & Electrical Fixings
- Alistair Maltman - Tofco CPP Ltd
- Shaun Harrison - Scolmore

Events organised through trading subsidiary



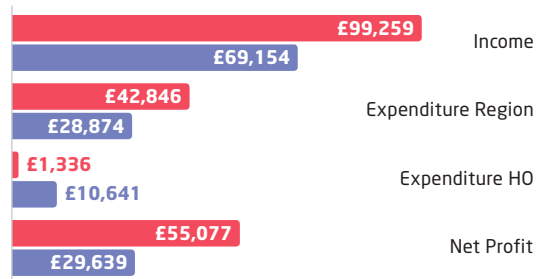
2018 2017

## Glasgow Regional Committee



Isabel Smith (Chairperson) – Edmundson Electrical Ltd  
 Ken McQuaker – (Secretary) Ross Electrical  
 Jim McArthur - WMQ Building Services  
 Barry McNally – Schneider Electric Ltd  
 Gerry Young – Siemens  
 David MacDonald - MACD Electrical Ltd  
 Douglas Little - Glasgow Caledonian University  
 Gregor Morrison - Electrium

*Events organised through trading subsidiary*



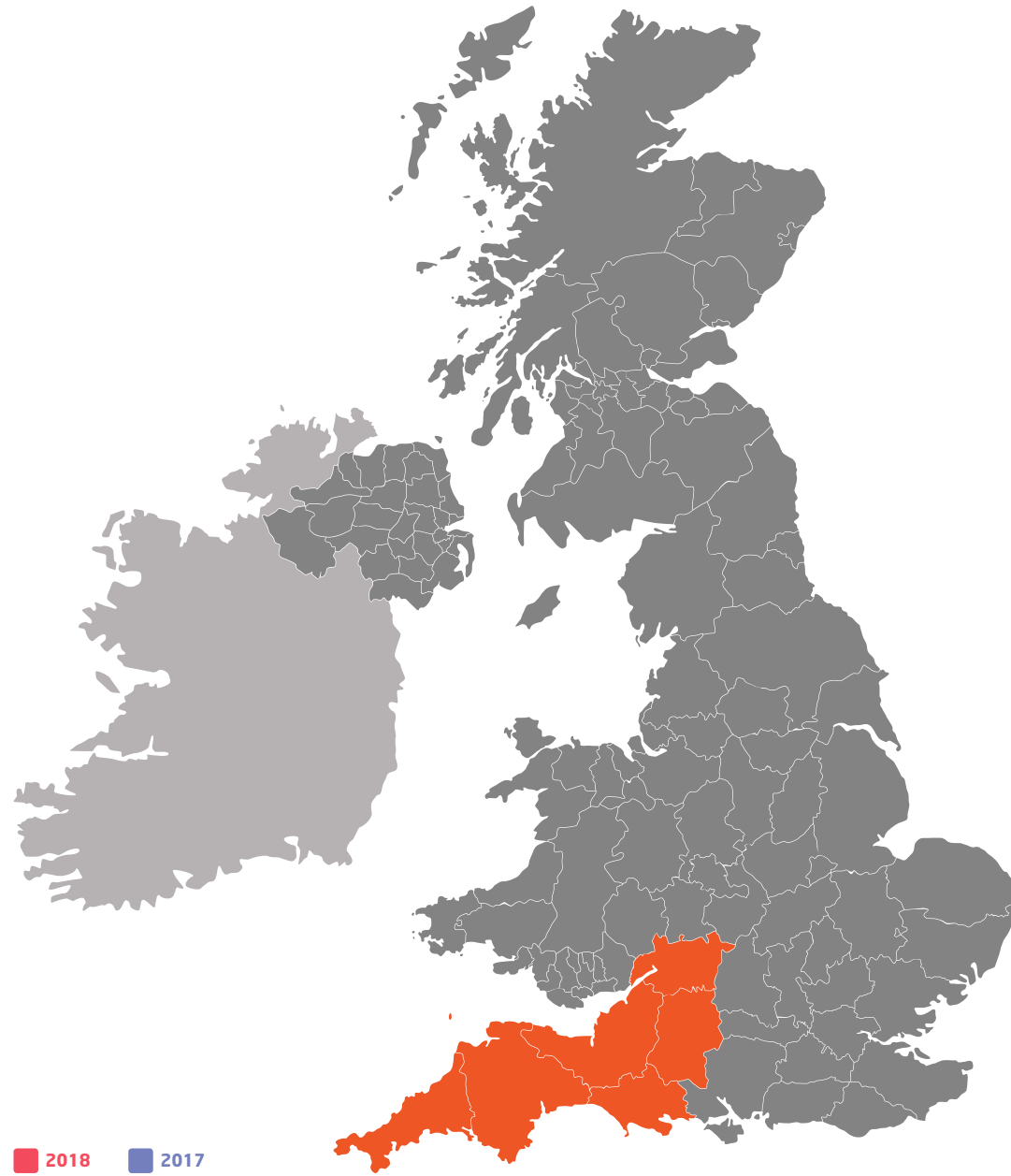
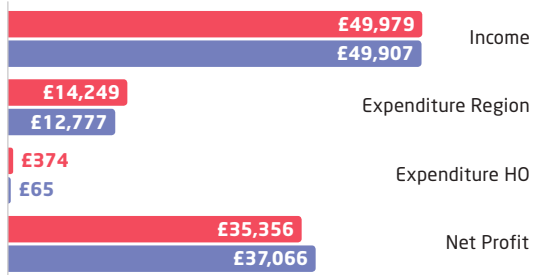
■ 2018 ■ 2017



## South West (former Gloucester) Regional Committee



- Steve Vaslet (President) - EDF Energy
- Dave Chalk (Secretary)
- Dave Miller (Treasurer) - EDF Energy
- Roy Christie (Vice Chairman)
- Tony Mills (Golf Chairman) - EDF Energy
- Phil Millington - Edmundson Electrical Gloucester
- Paul Meddings (golf)
- Tony Vearncombe (golf)

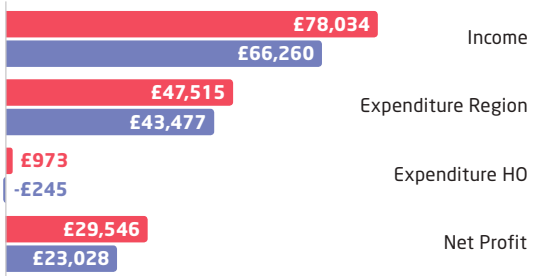
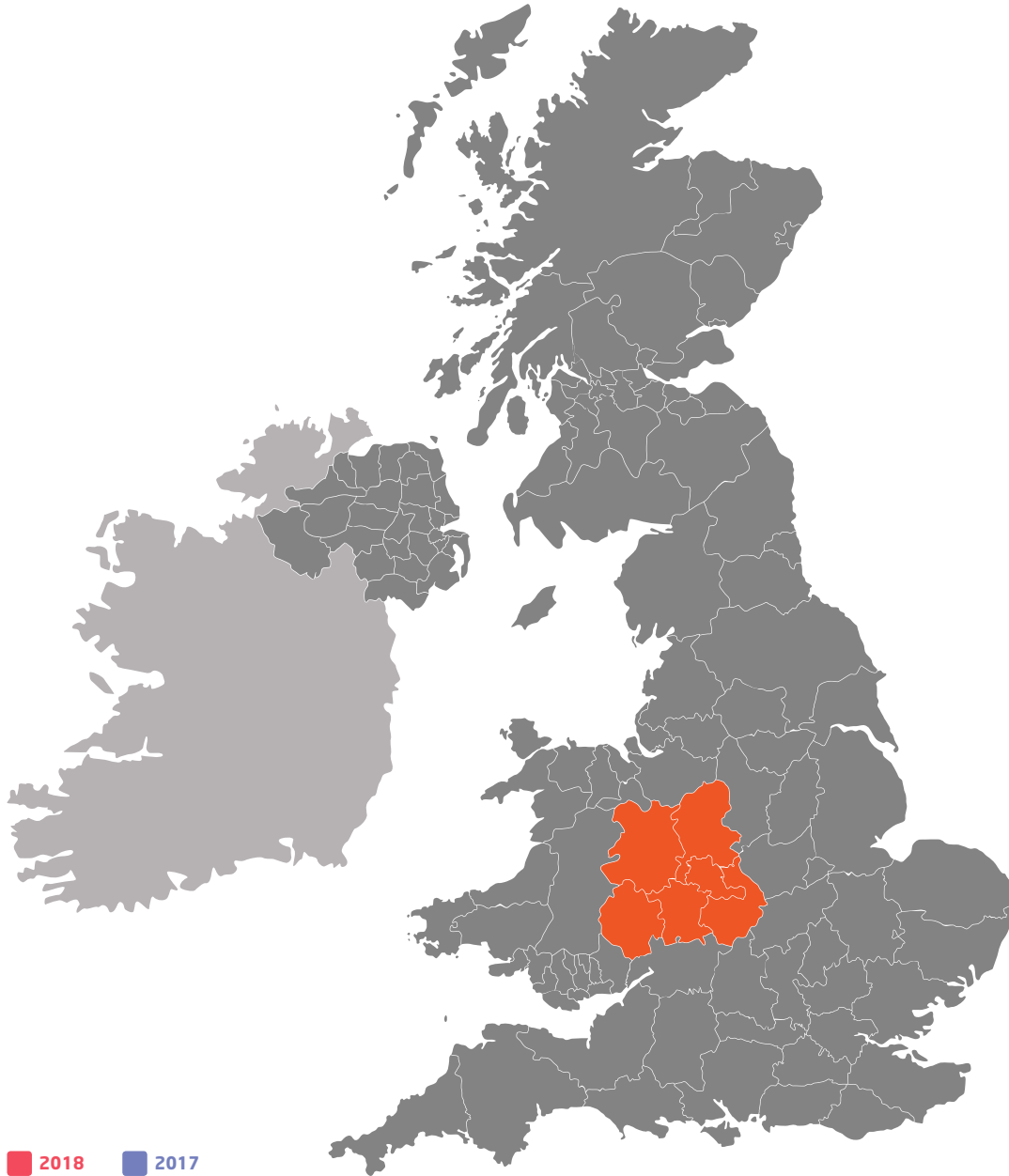




## Midlands Regional Committee



- Stewart Gregory (Honorary President) - Schneider Electric Ltd
- Butch Rai (Chairman) - IDS Electrical
- Mike Burnard - Edmundson Electrical Ltd
- Belinda Colwell - Zumtobel Group
- Paul McHale - Arh Group
- Rachel Hitchcocks - Zumtobel Group
- Nicky Surman - Hager
- Robin Weaving - Rexel UK
- Adrian Parry - Collingwood Group

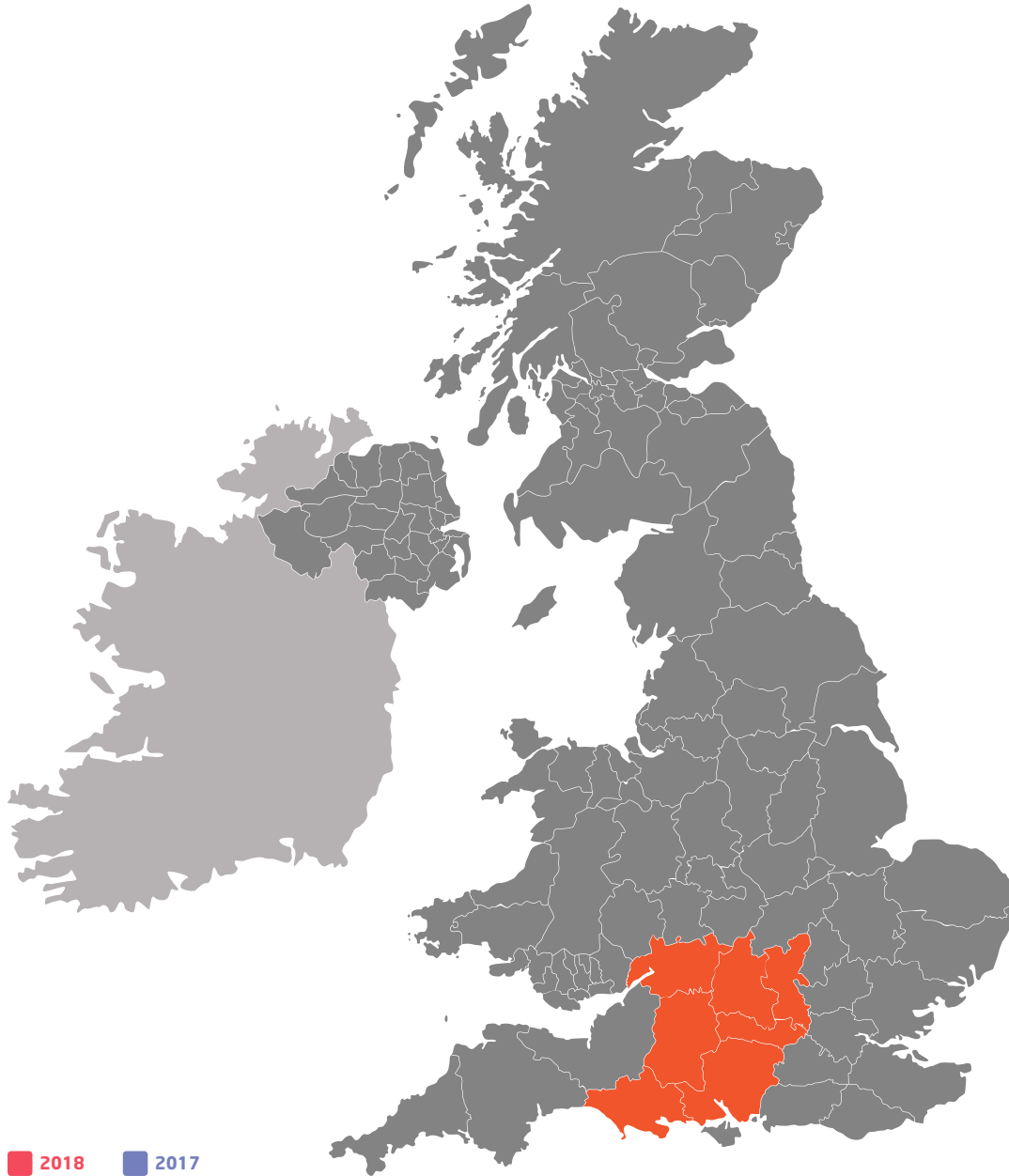


■ 2018 ■ 2017

### Western Regional Committee



Gary Hutchins, Rexel UK - Chairman  
 Steve Mace, ISS Facilities - Vice Chair  
 Mick Brown Committee member  
 Neville Brent, Contactum Ltd - Committee member



£0	£33,924	Income
£0	£19,562	Expenditure Region
£0	£469	Expenditure HO
£0	£13,893	Net Profit



**“We make a living by what we get, but we make a life by what we give.”**

> WINSTON CHURCHILL



## 8. INDUSTRY ORGANISATIONS AND MEDIA

A number of trade publications are supporting the Electrical Industries Charity by publishing articles and offering advertising space free of charge as part of their social responsibility programme, both in print and online. These include: Voltimum, Electrical Wholesaler, Electrical Review, Electrical Times, Professional Electrician, Electrical Contracting News, ECA Today, Highways Electrical News, JIB In the Loop, EDA Newsletter and CABLEtalk.

The Electrical Industries Charity is fortunate to have close ties with many industry organisations who generously provide a platform at their events to raise money and awareness of the Charity. Events in 2016-17 included:

- EDA Annual Dinner
- ECA Gala Dinner & Awards
- EDA Scottish Forum Dinner
- Electrical Times Electrical Industry Awards
- BEAMA Annual Lunch
- HEA/HEMSA Annual Awards
- Electrical Wholesaler Awards

We are also very fortunate to have strong links with trade media who have provided editorial and free advertising in print and online.

- CABLEtalk (Scotland)
- Electrical Contracting News
- Electrical (NI)
- Electrical Times
- Electrical Review
- Electrical Wholesaler
- Professional Electrician
- Voltimum

### Business Connections

Being at the heart of our industries means being connected to the companies and businesses that make up the electrical, electronics and energy industries. Through their support and generosity, we can continue to provide the practical support people need to get back on their feet.

ABB	MK Honeywell
Aird Walker & Ralston Ltd	National Grid
Aslec	Newey and Eyre
Awebb	Rexel UK Ltd
B.I. Electrical Services (NI) Ltd	Ross Electrical
Balfour Beatty	RWE npower
Brother	Schneider Electric Ltd
CEF	Select
Dimplex GDC Group	Scott Coppola
E.on UK Plc	Scottish Power
Eaton	SPG Security Systems
EDF Energy	SPG Scotland
Edmundson Electrical Ltd	Stearn
Electric Centre	Sutton Bridge Power Station
Electrium	Thorn Lighting
FMS Fire and Security	Twelve Electric Club
JIB	Weir & McQuiston (Scotland)
Magnox	Western Power Distribution
MEF Ltd	WF Senate

A woman with voluminous curly hair is smiling and looking towards the camera. She is wearing a silver star-shaped headband and a leopard print top. The background is a dimly lit party with blue and purple lighting and out-of-focus lights.

**“The work of  
volunteers impacts  
on all our lives, even if  
we are not aware of it.”**

**> ANTHONY WORRALL-THOMPSON**



## 9. LEGAL AND 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 SC038811).

<b>Patron</b>	Her Majesty the Queen
<b>Council</b>	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.
<b>Members of Council</b>	Council comprises the following Members, who are Trustees and Directors, and who held office during the period: Ms C Connolly (resigned October 2017) Mrs P Cooke Ms M Fitzsimons Mr D Gardiner Mr S Gregory (Vice President) Mr T Foreman Mr S Phillips Mr S Stark Mr P Elliott Mr I Lawson P Loke (immediate Past President) S Mackenzie (President)

<b>Managing Director &amp; Company Secretary</b>	Tessa Ogle
<b>Registered office</b>	Rotherwick House, 3 Thomas More St, London, E1W 1YZ
<b>Bankers</b>	National Westminster Bank plc Commercial Banking Centre 2nd Floor, County Gate 2, Stacey's Street Maidstone, Kent ME14 1ST
<b>Finance</b>	ExcluServ 175-177 Borough High Street London SE1 1HR
<b>Investment Managers</b>	UBS 5 Broadgate Cir London EC2M 2QS
<b>Statutory Auditors</b>	Haines Watts Old Station House, Station Approach Newport Street Swindon, Wiltshire SN1 3DU
<b>Solicitors</b>	MacRoberts LLP Capella, 60 York Street Glasgow G2 8JX

**A well-balanced, inclusive approach, according to certain standards and ideals, is essential for the proper governance of any Charity.**



## 10. STRUCTURE, GOVERNANCE & MANAGEMENT

### 10.1 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.

#### 10.1.1 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.

#### 10.1.2 Council Members and their statutory responsibilities

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

Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as Council Members are aware:

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

### 10.1.3 Appointment to Council

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

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

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

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

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

### 10.1.4 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.

**The trustees' role is to ensure transparency for the industry.**

## 10.2 SUB GROUPS OF COUNCIL

**President's Group** - To discuss and review proposals presented by the Managing Director and review and make recommendations to Council on specific issues. The President's Group comprises the President, Vice Presidents, Immediate Past President, up to two Council Members and the Managing Director when required.

**Welfare Audit Group** - This sub group 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 2016-17. Welfare Audit Group members during 2016/17: 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 2017-2018 Mr D. Gardiner & Mr T. Foreman.

**powerBall** - The purpose of the powerBall Working Group is to support the fundraising team in ensuring the Charity's flagship fundraising event builds on its reputation as the best charity event in the electrical industry's calendar. Members during 2017-2018: I. Lawson, S. Mackenzie, S. Gregory and P. Loke.

## 10.3 MANAGEMENT AND STAFF

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

There are departmental functions for charitable (welfare) services, fundraising and marketing, employing nine staff. Financial processing and IT support are outsourced under contract with ExcluServ and TechQuarters. The Electrical Industries Charity has a Finance and Office Administrator who acts as the liaison with ExcluServ and supports the Managing Director and manages other aspects of office administration.

## 10.4 ACCOMMODATION AND FACILITIES

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

## 10.5 VOLUNTEERS

The benefit from a volunteer base with dedicated input into the Electrical Industries Charity's activities is incalculable. All Council Members and sub group 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.

## 10.6 FUNDRAISING

### Fundraising approach

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

### Fundraising standards

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

### Fundraising on our behalf

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

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

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

We work with a number of strategic corporate partners who support our work through financial and non-financial donations, as well as employee and customer fundraising. We also receive one-off support from companies, particularly as part of challenge-for-a-cause appeals. Our corporate partnerships are subject to our ethical policy.

### Monitoring of fundraising activities and protecting people in vulnerable circumstances

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

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

We are committed to ensuring that we treat the industry sensitively and respectfully at all times, taking special care to protect people who may find themselves in vulnerable circumstances. Our fundraiser 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.

### Complaints

We have a robust and well-established complaints procedure. In 2017-2018 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.

## 11. 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.

From four wellbeing programmes and our Access Assistance service in 2016/2017 we are now looking at greatly expanded service offerings and income-generating activities and partnerships.

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

### Future thinking

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

### Future funding model

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

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

### New frontiers Advocacy + 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 decoupled from the 'theoretical' aspect of giving through the expansion of powerLottery as a unique identifier for industry members to define their own values and contribution.

### Partnership<sup>2</sup>

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.

# 2017

## BRANDING AND GROWTH (EXTERNAL FOCUS)

- ✓ Upgrade the online platform for welfare services to access services completely digitally

CBT and Dialectical Behavioural Therapy (DBT) via Skype and Facetime; and immediate psychiatric support and assessment through a private online service. Implemented concierge GP service and consultant referral support. Created the powerLottery App which will also form a jump off point to access our digital offering. Challenge for a Cause, sponsor a flag and the powerBall electronic bidding model that raised £16,000 illustrate our increased focus on digital awareness and fundraising models.

- ✓ Major fundraising for a cause - (£250,000)

The project has reached its target for 2017/2018 and has commenced the Big Build, with the new Junior Council overseeing the project!

- ✓ Relaunching monthly newsletter communications to target regional case studies and who we help case studies

Increased newsletter communication with the regions has been supplemented with collateral posters and a much greater volume of EIC presentations to our community and ready made programmes to deliver.

- ✓ Business programmes rolled out in 25 organisations and all industry associations

Our business programmes are now active with 40 power, manufacturing, construction, lighting, electronics, wholesale, associations and not-for-profit organisations.

- ✓ Business development programmes and partnership management model launched

Our business development and partnering model is now a structured EIC activity active across all regions; with staff allocated to meet and present on a rolling basis. We focus on mental health first aid, in-depth case management and counselling as the top three, with apprenticeship support, debt management, carers, mobility, accommodation, living aids, and training, making up our Top 10.

- ✓ Industry penetration at 12%

With the growth in event activity from the Regional Committees combined with the structured BD and partnering approach we have been successful in reaching the target figure of 156,000 individuals.

- ✓ 25% of income out in financial grants

Improved case management, with significant input from our executive in funds allocation, has ensured we are sustainable year on year in giving back to the industry, with 2017 seeing our highest grant allocation (42%) in the history of the EIC. We have given financial assistance grants in varying forms to 1047 people and provided support, direction and guidance to 7,460 people.

- ✓ 15% increase in powerLottery subscriptions

With the restructuring of lotteries we did not achieve this figure but have invested in app technology, taking powerLottery to the next level to allow it to grow sustainably into the future.

- ✓ Establish Regional Volunteer of the month award

We have established the award to be administered by the Fundraising Team with input from our community via our social media portals.

- ✓ Establish a fundraising database

Our fundraising database with potential 'giving in memory' donors has grown significantly with donors coming from a range of BD and regional events being now incorporated within the EIC database.



# 2018

## HELPING MORE THROUGH PARTNERSHIPS

- Major fundraising for a cause - CEO's campaign to raise £100,000
- Campaign around top 10 helps the Charity can give - target leadership
- 5p plastic bag donations from Electrical Retailers Campaign
- Partnership with Citizens Advice Bureau
- Alliance with the Electronics Industry
- Industry penetration at 22%
- 35% of income out in financial grants
- 15% increase in powerLottery subscriptions
- Promote gifts in memory of those who had a close connections to the industry

# 2019

## CANCER - HELPING MORE THROUGH STRATEGIC HEALTH PARTNERSHIPS

- Major cancer cases over the last 10 years (reflection of where and who we helped) Not just an industry problem
- Major fundraising for a cause (£200,000 ask) Look at joint mental health case
- Industry penetration at 40%
- 45% of income out in financial grants
- Merge all workplace lotteries in powerLottery

# 2020

## SUPPORTING AN EDUCATION REVOLUTION

- Investment portfolio covers operating overhead expenses (now every £ invested goes back to the industry)
- Sponsor STEM - Education at the grass roots level on mental health
- Mental health training programme launched with industry partners
- Industry penetration at 25%
- 40% of income out in financial grants
- 15% increase in powerLottery subscriptions
- Add 10 new workplace lotteries to PowerLottery

# 2021

## PENSION POVERTY A SUSTAINABLE MODEL

- Major fundraising for a cause – Focus on carers grants (£200,000)
- Industry penetration at 30%
- 40% of income out in financial grants
- 15% increase in powerLottery subscriptions
- Legacy Giving and In Memory Campaign

# 2022

## VOLUNTEERISM

- A Life of Service Award awarded at powerBall (Special Award)
- Regional Volunteer Award nominated by each committee and given at powerBall
- Industry penetration at 32%
- 40% of income out in financial grants
- 15% increase in powerLottery subscriptions

# 2023

## FURTHER EDUCATION

- Major fundraising for a cause (£200,000 ask)
- Industry penetration at 33%
- 40% of income out in financial grants
- 15% increase in powerLottery subscriptions

# 2024

## MORE APPRENTICESHIPS = SUSTAINABLE INDUSTRY

- Marketing programme around payroll-giving
- Industry penetration at 35%
- 40% of income out in financial grants
- 10% increase in powerLottery subscriptions

# 2025

## FOCUSING ON THE 'HEALTH' IN HEALTH AND SAFETY

- Look at number 1 health issues across our sector
- Develop relationship training cause
- Industry penetration at 25%
- 40% of income out in financial grants
- 15% increase in powerLottery subscriptions



# THE ELECTRICAL INDUSTRIES CHARITY LIMITED REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2018

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

## TRUSTEES' FINANCIAL REVIEW

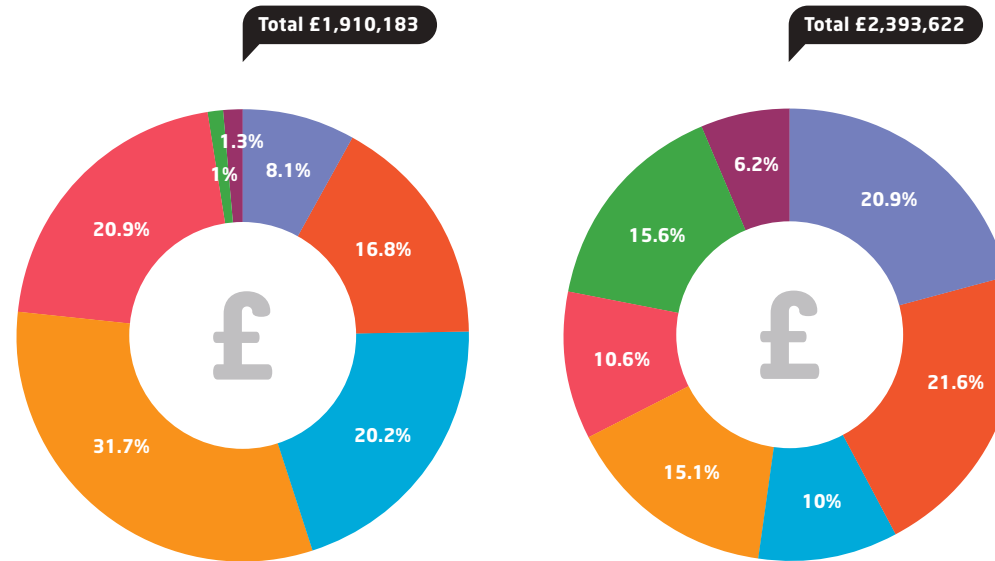
### FINANCIAL POSITION

The financial statements incorporate the results of the trading subsidiary Electrical Industries Trading Company Limited. The subsidiary administered powerBall and Scotland regional industry events and will administer all industry events next financial year.

Total income decreased from £2.486m in 2016/17 to £1.910m in 2017/18. This is largely attributed to the investment return and ticket sales being down on the powerBall event. Regional events and individual fundraising was up on previous years. The Challenge for a Cause events pushing up both individual and corporate donations.

Total costs increased marginally from £2.311m in 2016/17 to £2.394m in 2017/18. The cost increases were a direct result of increasing the amount of financial grants and more investment in services supporting those in the industry with mental health problems.

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 70. Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year.



#### WHERE THE MONEY CAME FROM

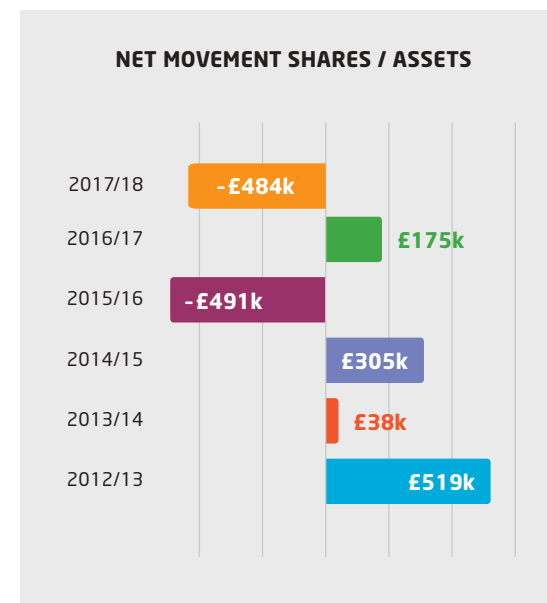
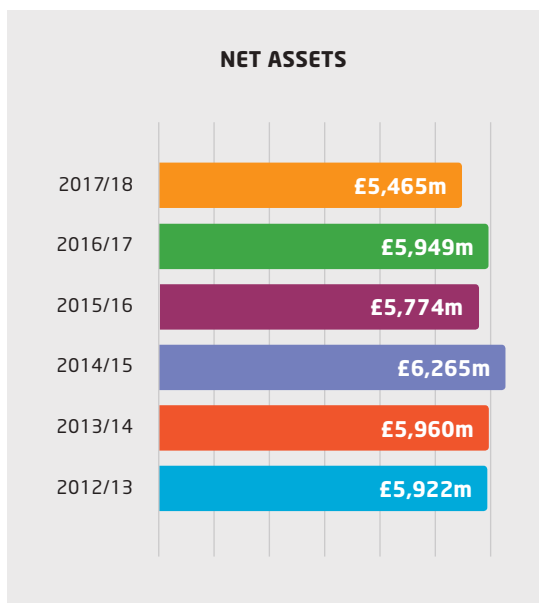
- Investments **£154,336**
- Donations & legacies **£320,655**
- Lottery proceeds **£385,999**
- Regional Committees events **£605,791**
- powerBall **£399,124**
- Fundraising at Head Office **£19,024**
- Other fundraising **£25,253**

#### HOW WE SPENT THE MONEY

- Direct financial assistance **£500,139**
- Support, helpline, advice & information **£515,970**
- Lottery prizes & administration **£238,443**
- Regional Committees events **£361,202**
- powerBall **£254,802**
- Other fundraising **£374,156**
- Governance & management **£148,911**

## NET ASSETS

Net assets amounted to £5,465m as at 31 March 2018, which is down on last year due to uncertainty in UK markets and refocusing of the asset allocations in the portfolio to take advantage of the US market.



## INVESTMENT STRATEGY

**The Electrical Industries Charity is a benevolent charity managed by Trustees, whose purpose is to provide people in the electrical industries a hand-up in their time of need.**

The financial 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% or higher of total income. The inflation measure most relevant to the Charity's expenditure is the Retail Price Index.

The Charity has approximately £5m in a balanced investment portfolio with investment manager, UBS.

The Charity aims to distribute grants of between £400k and £500k per annum but this can vary from year to year depending on the number of financial grant applications and investment returns. The operating expenditure has remained relatively consistent over the last three years.

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

## INVESTMENT OBJECTIVES

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

## RISK

### ATTITUDE TO RISK

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

Financial grants have largely been operating at 20% to 27% of income for the last 10 years. The Charity approach to risk is to place risk where it is best placed to be managed, hence the appointment of the Independent Financial Advisor and 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.

### USE OF LEVERAGE

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

In brief, UBS will provide a loan facility secured against the investment portfolio at a rate of 1.8% over the 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 supported by the Charity's Independent Investment Advisor will have a role of reviewing UBS (the Investment Manager) portfolio but will not direct investment decision. Kubera are charged with agreeing a suitable asset allocation strategy with UBS, which is set so as to achieve the overall investment objective. Annually the Finance Working Group will advise UBS of cash-flow needs.

Additionally Kubera Wealth are to review the performance of UBS against both their own panelled peer group and also against industry benchmarks.

### CURRENCY

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

### LIQUIDITY REQUIREMENTS

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

The trustees wish to keep at least 25% of the assets in investments that can be realised within three months. To allow for volatility of capital values, the Trustees wish to maintain at least 1 year's worth of budgeted grant making in liquid investments. A minimum of 4% of the total investment portfolio should be kept in cash or near cash investments at all times.

### TIME HORIZON

The Charity is expected to exist in perpetuity and investments should be managed to meet the investment objective and ensure this sustainability. The Charity adopts a long-term investment time horizon focused on certainty over the next 10 years.

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

## STAFF & TRUSTEES

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

Banding	Group 2018 No.	Group 2017 No.
£20,001 – £30,000	3	5
£30,001 – £40,000	6	3
£40,001 – £50,000	1	1
£50,001 – £60,000	0	0
£60,001 – £70,000	0	0
£70,001 – £80,000	0	0
£80,001 – £90,000	0	0
£90,001 – £100,000	0	0
£100,001 – £110,000	0	0
£110,001 – £120,000	0	1
£120,001 – £130,000	1	0

### a) Remuneration

The pay of all staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the Charity, the Trustees' benchmark against pay levels in other benevolent associations and other charities of a similar size and take into account industry experience. The remuneration benchmark is the 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 £126,584

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

3 Trustees were reimbursed in 2018 a total of £2,981. This represents travel and subsistence incurred in attending meetings and events in their official capacity. As permitted by the Articles of Association, the Trustees have the benefit of a qualifying third-party indemnity provision as defined by Section 234 of the Companies Act 2006. It was in force throughout the last financial year and is currently in force. The Charity purchased and maintained throughout the year Trustees' and Officers' liability insurance in respect of itself and its Trustees.

## FINANCIAL HEALTH

Council is satisfied there are sufficient income streams and reserves to enable the organisation to provide for its current and planned welfare activities without jeopardising the organisation's financial health. The Council has invested time in revising the investment strategy for 2017/2018 and appointing an independent financial advisor to provide expert advice and assist with managing UBS.

## PRINCIPAL FUNDING SOURCES

The principal sources of funds are:

- the proceeds of functions and events organised by the organisation and branches (volunteer groups) throughout the country;
- voluntary donations from companies and individuals, collections at various events and legacies and donations in memoriam;
- structured giving by means of Power Draws and powerLottery, payroll-giving and other workplace schemes;
- income from investments.



## RESERVES POLICY

The Council considers the adequate level of unrestricted reserves to be 12 months' worth of overall expenditure.

The current level of reserves is in excess of this level but a clear strategy is in design, to increase the level of activity in the organisation using the current reserves to fund such expansion, leaving the desired level of reserves : turnover ratio within the next five years.

## DESIGNATED FUNDS

Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally.

The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated.

## AUDITORS

In accordance with the Companies Act 2006, it is proposed to re-appoint Haines Watts at the forthcoming 2018 Annual General Meeting.



## REVIEW OF OTHER ACTIVITIES

### Public Benefit

Council Members confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity.

The Electrical Industries Charity's aims and objectives are detailed in this Report, together with information on the Charity's activities during the year. The organisation does not know precisely the number of people who could claim to be engaged in the electrical, electronics and energy industries, or are retired from these industries, and therefore eligible for help. The electrical, electronics and energy industries comprise diverse groups of industry sectors and sources of this information are inconclusive. For planning purposes, the Electrical Industries Charity works on the basis that there are an estimated 1.3 million people who could describe their working life as having a connection to the industries the Charity serves.

Council Members consider that the Charity's welfare programmes and outreach activities, which this Report shows, fulfill the public benefit test. The Electrical Industries Charity's programmes in sourcing and assisting the take-up of benefits and allowances, collaborating with other charities and organisations, signposting to other services and support networks and making financial grants have, the Trustees believe, a real impact and are of benefit to a significant proportion of the UK population.

### Risk

The Trustees have considered the major risks to which the Charity is exposed and have reviewed those risks and established systems and procedures to appropriately manage those risks.

The Trustees rely on a formal risk management process implemented by the Finance Working Group in order to assess business risks and to ensure that charity management implement risk management strategies aligned with the values of the Charity. This involves identifying the type of risk the Charity faces in key areas of strategic direction such as operational, financial, reputational, legal and statutory, human resources and IT. The trustees prioritise these in terms of risks, potential

impacts and likelihood of occurrence. Managing risk through this process, the Trustees also review the adequacy of the Charity's internal controls; this information is then used to develop a risk management strategy including any new controls the Trustees consider necessary.

The Charity's Trustees have identified the key risks aligned with income streams (investments, event management, and lottery income). One of the key risks to the Charity is that of losses on investments due to market conditions, which would impact the Charity's ability to meet its current grant levels while maintaining current expenditure levels. In order to minimise the market volatility risk, the Charity adopts a diversified investment portfolio.

The organisation carries out risk assessments of all activities, together with a review of procedures and actions required to mitigate and control identified risks. Council Members receive formal reports and updates as required.

### Appreciation and thanks

To the admirable band of volunteers, especially in branches, members of sub groups and the staff team, for all their efforts, achievements and support, the Council wishes to record its appreciation and thanks.

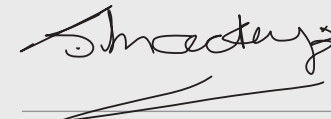
### Small Company Provisions

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

This report was approved by the Board of Trustees on 25/10/2018 and signed on its behalf by:



**Paul Loke**  
Council Member



**Stuart Mackenzie**  
President and Council Member

## 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 2018 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 2018, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the

financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

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

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

### Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

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

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

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

## Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 59, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group's or charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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

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

Independent auditor reviewed on 25/10/2018 and signed by:



**Susan Plumb**

Senior Statutory Auditor

For and on behalf of Haines Watts, Statutory Auditor  
Old Station House, Station Approach  
Newport Street, Swindon  
SN1 3DU

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

## GROUP STATEMENT OF FINANCIAL ACTIVITIES (incorporating the income and expenditure account) FOR THE YEAR ENDED 31 MARCH 2018

				2018	2017
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000
<b>INCOME</b>					
<b>Income from:</b>					
Donations and legacies	2	190	131	321	187
Trading activities at Branches		535	-	535	426
Trading activities at Head Office	3	274	198	472	557
Trading activities from subsidiary	5	402	-	402	474
Investments	4	138	25	163	167
Other income		25	-	25	13
<b>Total income</b>		<b>1,564</b>	<b>354</b>	<b>1,918</b>	<b>1,824</b>
<b>EXPENDITURE</b>					
<b>Raising funds</b>					
Raising funds at Branches	6	317	-	317	259
Raising funds at Head Office		286	238	524	587
Raising funds by subsidiary		388	-	388	431
<b>Charitable activities</b>					
Support, advice and helpline	6	443	-	443	433
Financial assistance (grants)		423	77	500	438
Other charitable costs	6	73	-	73	57
<b>Other costs</b>					
Governance and management costs	6	140	9	149	106
<b>Total expenditure</b>		<b>2,070</b>	<b>324</b>	<b>2,394</b>	<b>2,311</b>

				2018	2017
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000
Net (losses)/gains on investments		(6)	(2)	(8)	662
<b>NET INCOME / EXPENDITURE</b>		<b>(512)</b>	<b>28</b>	<b>(484)</b>	<b>175</b>
Transfers between funds		-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(512)</b>	<b>28</b>	<b>(484)</b>	<b>175</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		5,086	863	5,949	5,774
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>17</b>	<b>4,574</b>	<b>891</b>	<b>5,465</b>	<b>5,949</b>

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 81 to 88 form part of these financial statements.

## GROUP AND COMPANY BALANCE SHEET

AS AT 31 MARCH 2018

Company Number: 2726030

	Notes	2018		2017	
		£'000	£'000	£'000	£'000
		Group	Charity	Group	Charity
<b>FIXED ASSETS</b>					
Tangible assets	10	12	12	8	8
Investments	11	5,118	5,118	5,522	5,522
Programme related investments	12	106	106	131	131
		<b>5,236</b>	<b>5,236</b>	<b>5,661</b>	<b>5,661</b>
<b>CURRENT ASSETS</b>					
Debtors	13	451	233	342	285
Cash at bank and in hand		212	151	288	184
		<b>663</b>	<b>384</b>	<b>630</b>	<b>469</b>
<b>CREDITORS: Amounts falling due within one year</b>					
	14	(434)	(155)	(342)	(181)
<b>NET CURRENT ASSETS</b>		<b>229</b>	<b>229</b>	<b>288</b>	<b>288</b>
<b>NET ASSETS</b>		<b>5,465</b>	<b>5,465</b>	<b>5,949</b>	<b>5,949</b>
<b>ELECTRICAL INDUSTRIES CHARITY'S FUNDS</b>					
Restricted	17	891	891	863	863
Designated	17	-	-	50	50
Unrestricted	17	4,574	4,574	5,036	5,036
<b>TOTAL FUNDS</b>		<b>5,465</b>	<b>5,465</b>	<b>5,949</b>	<b>5,949</b>

The notes on pages 81 to 88 form part of these financial statements.

Approved and authorised for issue by the Members of Council on 25/10/2018 and signed on its behalf by:



**Paul Loke**  
Council Member



**Stuart Mackenzie**  
President and Council Member

## CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 MARCH 2018

		2018	2017
	Notes	£'000	£'000
<b>Cash flow from operating activities</b>		<b>(504)</b>	<b>(359)</b>
<b>Cash flow from investing activities</b>			
Payments to acquire tangible fixed assets		-	(1)
Receipts from sales of tangible fixed assets		-	-
Receipts from sale of investments		400	258
Receipts from programme related investments		28	13
Payments for programme related investments		-	-
<b>Net cash flow from investing activities</b>		<b>(76)</b>	<b>(89)</b>
<b>Cash flow from financing activities</b>			
Interest paid		-	-
Interest received		-	2
<b>Net cash flow from financing activities</b>		<b>-</b>	<b>2</b>
<b>Net decrease in cash and cash equivalents</b>		<b>(76)</b>	<b>(87)</b>
<b>Cash and cash equivalents at start date 2017</b>		<b>288</b>	<b>375</b>
<b>Cash and cash equivalents at end date 2018</b>		<b>212</b>	<b>288</b>

The notes on pages 81 to 88 form part of these financial statements.



## NOTES TO FINANCIAL STATEMENTS

### 1. ACCOUNTING POLICIES

#### (a) Basis of accounting

The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 57 of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees Report.

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

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

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

#### Consolidation

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

#### (b) Branch accounting

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

#### (c) Income and expenditure account

An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on page 78.

#### (d) Income

Income is accounted for on the following basis:

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

## (e) Resources expended

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

### Charitable Activities

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

### Governance

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

### Support costs

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

### Grants

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

## (f) Tangible assets

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

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

## (g) Donated assets

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

## (h) Investments

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

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

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

## (j) Funds

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

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

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

## 2. DONATION INCOME

	Restricted Funds	Unrestricted Funds	Total Funds 2018	Total Funds 2017
	£'000	£'000	£'000	£'000
<b>Donations by:</b>				
Companies	36	66	102	64
Individuals	95	33	128	47
Gifts in kind	-	12	12	17
Legacies	-	79	79	46
	<b>131</b>	<b>190</b>	<b>321</b>	<b>187</b>

## 3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds	Unrestricted Funds	Total Funds 2018	Total Funds 2017
	£'000	£'000	£'000	£'000
Annual Ball (powerBall)	-	39	39	43
Lottery income	193	193	386	410
Kilimanjaro Challenge	-	-	-	75
Other functions	5	42	47	29
	<b>198</b>	<b>274</b>	<b>472</b>	<b>557</b>

## 4. INVESTMENT INCOME

	Restricted Funds	Unrestricted Funds	Total Funds 2018	Total Funds 2017
	£'000	£'000	£'000	£'000
Interest on deposits & bank accounts	-	-	-	1
Investment income	25	138	163	166
	<b>25</b>	<b>138</b>	<b>163</b>	<b>167</b>

## 5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2018	2017
	£'000	£'000
Turnover	402	474
Cost of sales and administration costs	(395)	(431)
<b>Net profit</b>	<b>7</b>	<b>43</b>
Amount gift aided to the Charity	(7)	(43)
<b>Retained by the subsidiary</b>	<b>-</b>	<b>-</b>
Assets	533	251
Liabilities	(533)	(251)
<b>Net assets</b>	<b>-</b>	<b>-</b>

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

## 6. EXPENDITURE

	Direct staff costs	Other direct costs	Allocated support costs	Total costs 2018	Total costs 2017
	£'000	£'000	£'000	£'000	£'000
<b>Fundraising</b>					
Fundraising by Branches	-	296	21	317	259
Fundraising by Head Office	137	366	21	524	587
Fundraising by subsidiary	50	338	-	388	431
<b>Charitable activities</b>					
Support, advice & Help Line Services	255	65	123	443	433
Financial assistance (grants)	-	500	-	500	438
Other charitable costs	-	53	20	73	57
Governance and management costs	-	129	20	149	201
	<b>442</b>	<b>1,747</b>	<b>205</b>	<b>2,394</b>	<b>2,311</b>

	2018	2017
	£'000	£'000
<b>Support costs were as follows:</b>		
Information technology	41	10
Premises and facilities	66	62
Accountancy and finance costs	46	32
Other costs	35	25
Consultancy	17	14
Professional fees	-	-
	<b>205</b>	<b>143</b>
<b>Total expenditure for the year includes:</b>		
Audit fees	9	9
Depreciation	6	5

## 7. STAFF COSTS AND NUMBERS

	2018	2017
	£'000	£'000
<b>Total remuneration of employees was:</b>		
Salaries	391	361
Social Security costs	38	35
Pension contributions	13	7
	<b>442</b>	<b>403</b>

One employee in 2017/18 received annual remuneration in the band of £120,000 - £130,000. (2016/2017 one employee in the band of £110,000 - £119,999).

The average number of employees during the year based on full time equivalents was 11 (2017: 10) They were engaged in the following activities:

	2018	2017
Management	1	1
Support, advice and Helpline services	3	3
Fundraising	4	4
Business development	1	1
Finance and administration	1	1
Graphic Designer	1	-
	<b>11</b>	<b>10</b>

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £13k (2017 £7k).

Total redundancy / termination payments amount to £nil (2017 £14k).

### 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 £126,584 (2017:£120,525).

## 8. COUNCIL MEMBERS' REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed, and in 2018 totalled £2,981 paid to three Council Members (2017: £2,600 to one Council Members).

## 9. PARENT CHARITABLE COMPANY

The unconsolidated deficit of the parent charitable company for the year was £483k (2017 surplus £175k).

## 10. TANGIBLE ASSETS

	Computer Equipment	Total
	£'000	£'000
<b>Cost or valuation</b>		
At 1 April 2017	32	32
Additions	14	14
Disposals	(18)	(18)
<b>At 31 March 2018</b>	<b>28</b>	<b>28</b>
<b>Depreciation</b>		
At 1 April 2017	24	24
Charge for the year	6	6
Disposals	(14)	(14)
<b>At 31 March 2018</b>	<b>16</b>	<b>16</b>
<b>Net Book Value</b>		
<b>At 31 March 2018</b>	<b>12</b>	<b>12</b>
<b>At 31 March 2017</b>	<b>8</b>	<b>8</b>

No fixed assets are held by the trading subsidiary.

## 11. INVESTMENTS

### Charity

	2018	2017
	£'000	£'000
<b>Investments held</b>		
Market value at 31 March 2017	5,522	5,119
Unrealised investment gains/(loss)	8	662
Cash withdrawn	(400)	(259)
Dividends reinvested	4	-
<b>Market value at 31 March 2018</b>	<b>5,118</b>	<b>5,522</b>
<b>Cost at 31 March 2018</b>	<b>5,154</b>	<b>3,101</b>
<b>Market value comprises</b>		
Bonds	1,318	1,031
Equities	1,911	2,507
Alternative Assets	843	652
Property	-	306
Emerging Economies	-	57
Cash	164	174
Other	89	-
RWENBS	793	795
	<b>5,118</b>	<b>5,522</b>

### Group

	2018	2017
	£'000	£'000
Investments - as above	5,118	5,522
Investment in subsidiary	-	-
	<b>5,118</b>	<b>5,522</b>

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.

	2018	2017
	£'000	£'000
Opening balances at 1 April 2017	131	144
Advanced in year	2	-
Redeemed in year	(27)	(13)
<b>Closing balance at 31 March 2018</b>	<b>106</b>	<b>131</b>

Included in loans to beneficiaries are loans of £69,979 on which no interest is charged (2017: £78,168). During the year interest rates in the range of 0.5% to 2.33% (2017: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £38,691 (2017: £51,027) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

## 13. DEBTORS

	Group 2018	Charity 2018	Group 2017	Charity 2017
	£'000	£'000	£'000	£'000
<b>Amounts falling due within one year</b>				
Branch debtors	6	6	8	8
Other debtors	313	40	174	84
Amount owed from group undertakings	-	160	-	80
Prepayments and accrued income	132	27	160	113
	<b>451</b>	<b>233</b>	<b>342</b>	<b>285</b>

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

## 14. CREDITORS

	Group 2018	Charity 2018	Group 2017	Charity 2017
	£'000	£'000	£'000	£'000
<b>Amounts falling due within one year</b>				
Trade creditors	23	13	22	21
Taxation and social security	56	11	8	-
Accruals and deferred income	355	131	312	160
	<b>434</b>	<b>155</b>	<b>342</b>	<b>181</b>

Included in the above is deferred income at 31 March 2018 of £302,624 for the group and £3,926 for the charity, all of which is released in the next period.

## 15. FINANCIAL COMMITMENTS - GROUP AND CHARITY

	2018	2017
	£'000	£'000
<b>Total future minimum lease payments under operating leases are as follows:</b>		
Not later than one year (land and buildings)	6	28
Later than one and not later than five years (other)	9	8
	<b>15</b>	<b>36</b>

## 16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds	Unrestricted Funds	Total Funds 2018	Total Funds 2017
	£'000	£'000	£'000	£'000
Tangible fixed assets	-	12	12	8
Investments	792	4,326	5,118	5,522
Programme related investments	-	106	106	131
Current assets	145	518	663	630
Current liabilities	(46)	(388)	(434)	(342)
<b>Net assets at 31 March 2018</b>	<b>891</b>	<b>4,574</b>	<b>5,465</b>	<b>5,949</b>

## 17. RESTRICTED FUNDS / UNRESTRICTED FUNDS / DESIGNATED

### 17.1 Restricted Funds

	1 April 2017	Income	Expenditure	Transfers	31 March 2018
	£'000	£'000	£'000	£'000	£'000
RWENBS	839	218	(249)	-	808
Edmundson	24	14	(51)	-	(13)
Fundraising for a Cause	-	122	(26)	-	96
	<b>863</b>	<b>354</b>	<b>(326)</b>	<b>-</b>	<b>891</b>

#### Restricted funds comprise the following:

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

Edmundson - The Charity has entered into an agreement with Edmundson Electrical Limited to provide practical support and financial assistance to their employees and pensioners from a fund set up with a donation from the company.

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

### 17.2 Unrestricted Funds / Designated

	1 April 2017	Income	Expenditure	Transfers	31 March 2018
	£'000	£'000	£'000	£'000	£'000
General funds	5,036	1,564	(2,076)	50	4,574
Designated - Disaster Relief Fund	50	-	-	(50)	-
	<b>5,086</b>	<b>1,564</b>	<b>(2,076)</b>	<b>-</b>	<b>4,574</b>

#### Designated funds comprise the following:

Disaster Relief Fund - to cover costs associated with supporting people affected by winter storms and flooding.

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

	2018	2017
	£'000	£'000
Net (deficit) / surplus for year	(484)	175
Interest receivable	-	(2)
Depreciation and impairment of tangible fixed assets	6	6
(Gains) / losses on investments	(8)	(661)
Movement in debtors	(110)	117
Movement in creditors	92	6
<b>Net cash flow from operating activities</b>	<b>(504)</b>	<b>(359)</b>

## 19. CONTROLLING INTEREST

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 £7,640 (2017: £42,980) in qualifying charitable donations was received from the trading subsidiary.

During the year recharges were made to and from the Trading subsidiary.

All transactions were concluded at normal market conditions.





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**[www.electricalcharity.org](http://www.electricalcharity.org)**

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**Electrical Industries Trading Company** - Registered in England and Wales No. 9237982

**Patron:** HM the Queen

**Company No:** 2726030 (Company limited by Guarantee) Registered in England and Wales

**Registered Office:** Rotherwick House, 3 Thomas More St, London, E1W 1YZ

**Telephone:** 0203 696 1710

