



The Electrical Industries Charity Limited

ANNUAL REVIEW

& FINANCIAL STATEMENTS 2018-2019





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1 MESSAGE FROM THE CEO



This **Annual Report 2018/19** describes the impact of our work over the last year and the crucial part played by our many supporters in facilitating our help for those in need. It has been another very strong year for the Electrical Industries Charity, and I am especially pleased that, yet again, we have increased our core charitable services to the industry and delivered on a 3 year fundraising journey with the purchase of the big build house for the Dickinson family.

The Charity assists the energy and electrical industries and their dependants who are facing difficulties. In the year 2018/19, we had 1812 cases of individuals or families accessing one of our services or receiving support. During the year we received £341,528 in donations and legacies from the industry. The fundraising, regional events and lottery income delivered overall profit of £196,304 yet

we directly spent £1,485,502 on our charitable activities (financial assistance, welfare support and advice and practical support services). That means for every £1 invested by the industry the charity delivered back £2.76. The deficit was met by drawing income and capital from our investments.

We are not a charity that shouts loud about our achievements, nor seeks to embellish the extent of need within the electrical industry. Yet I feel we should take great pride in the relative scale and breadth of support we provided over 2018/19. Over the last year, we trained over 10,000 people mental health awareness or mental health first aiders in the industry. We went from 1043 counselling sessions to 5578. Powerball raised £38,000 for mental health support services through a light-up-a-life campaign. 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.

I must give heartfelt thanks to all our many supporters and our 11 incredible regional committees. Through their fundraising, delivered an 43 events across the UK. I regard their efforts as especially impressive, given a generally difficult fundraising climate and Brexit uncertainties. Although the charity faces substantial pressures on

the provision on its financial grants, I know the industry will continue to support with the same dedication and generosity they have given over the last 114 years.

Tessa Ogle, CEO



2018 - 2019 saw the largest uptake of financial grants in the Charity's history.



2018
2019

Record number of people helped

1,300,000

1812

We have given 1812
financial grants in
varying form

19448

19448
Interventions

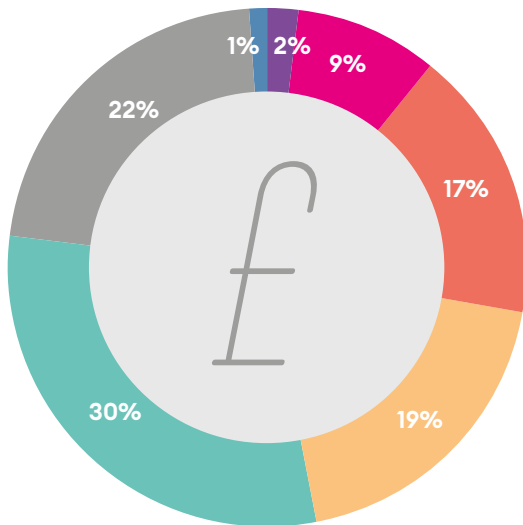
38%↑

That's a massive
increase over the
previous year.

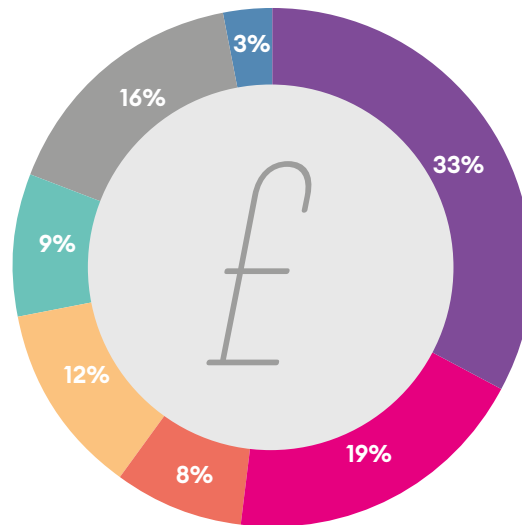
2 2018-2019 SNAPSHOT

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 2018-19

TOTAL £1,996,561



TOTAL £2,839,135



WHERE THE MONEY CAME FROM

- Investments £190k
- Donations & legacies £342k
- Lottery proceeds £377k
- Regional Committees events £594k
- powerBall £433k
- Fundraising at HO £26k
- Other fundraising £35k

HOW WE SPENT THE MONEY

- Direct financial assistance £952k
- Support, helpline, advice & information £534k
- Lottery prizes & administration £241k
- Regional Committees events £334k
- powerBall £253k
- Other fundraising £441k
- Governance and management £85k

2018
2019



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

£1.49m

**£1.49m given back
to the industry**

£2.76

**For every £1 donated the
charity gives back £2.76**

10115

**10115 trained in Mental Health
Awareness and First Aid**

90%

**90% increase in grant
giving on previous year**

312,400

**Media mentions, Social
and Websites visits**



Q1

Q2

QUARTER ONE of the financial year has been an inspiring quarter, with the generosity, commitment and support shown to our industry overwhelming. In this quarter, we saw our powerLottery app launched, the design of our first FREE mental health training programme take shape and our dedication to assisting our industry in every way possible hit its highest peak. Our industry supporters were all very active in clocking up the miles for the EIC over spring and the beginning of summer. Many tested their limits by cycling, walking and climbing in some of the most beautiful parts of the world.

QUARTER TWO saw overwhelming support for Mental Health Awareness. We launched our first free mental health training on 25th September 2018, which saw people join us from all over the country and commit to educating themselves and others on the importance of preventing mental health issues. We are honoured to have the ability to bring these free services to our industry. Three selfless individuals navigated 47 miles of twists and turns over 10 days on the Great Wall of China.

FREE MENTAL HEALTH AWARENESS TRAINING

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

It is designed to give:

- + 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



Many supporters fundraised for EIC over this last quarter through football World Cup raffles and sweepstakes, obstacle course challenges, dinners, balls, and a wide range of physical activities.

2018
2019

Q3

Q4

QUARTER THREE was a busy one for the Charity. We held our prestigious powerBall event at Grosvenor House, Park Lane. We headed into the festive season, which saw the team attending and hosting multiple events all over the country. The season is known for its giving spirit and we were overwhelmed and humbled by the generosity and support shown to the Charity during this time.

January 2019 saw the Charity focus on the support we have been providing to families dealing with cancer. For the Charity we have seen an increase in financial distress caused by cancer over the last few years.



QUARTER FOUR focused on fundraising being at the forefront for us as a charity and we launched our NEW powerLottery and our workplace powerLottery campaigns.

In our number one fundraising stream, powerLottery, participants' chances of winning increased from 15 to 40 per month. We are very pleased to announce that Edmundson's has implemented the workplace powerLottery this February and we hope to see more companies join them.



3 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.

3.1 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.

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'.



ASSISTING APPRENTICES, SUPPORTING FURTHER EDUCATION AND UPSKILLING

Supporting their often difficult transition from adolescent to young adult

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

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

Providing Further Education grants and scholarships

Supporting the advancement of Women in Engineering through targeted sponsorship and scholarship programmes



SUPPORTING THE WORKFORCE AND BUSINESSES THROUGH WELLBEING PROGRAMMES

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

Working collaboratively with business and trade organisations in reaching as many people as possible so they know where to turn in times of need

Becoming the key provider of support services to people in our industries

Promoting mental health awareness across businesses in our sector



HELPING THOSE IN RETIREMENT

Increasing their independence and improving their wellbeing

Supporting those providing full-time care

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



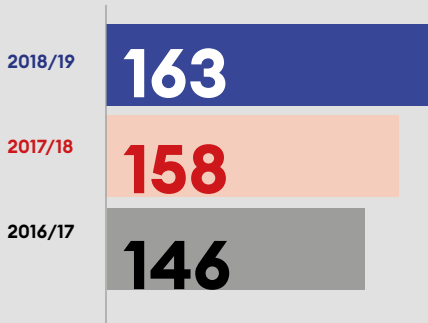
SECURING SUPPORT FOR OUR WORK

Sustaining and growing financial and products support
Building a strong and vibrant regional network

Developing effective communications that engage our supporters and raise awareness

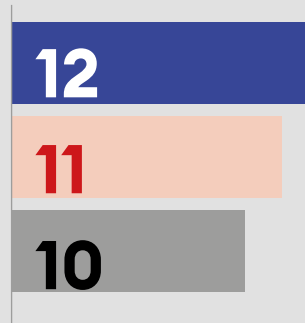
Developing volunteers across the regions we operate in

VOLUNTEERS



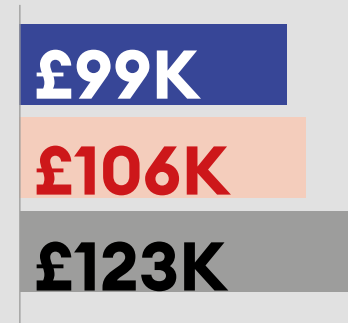
The Charity relies on the significant support and generosity of the regional committee members, council and working group **volunteers** to run regional fundraising events and support governance commitments.

STAFF NUMBERS



The Charity has increased **FTE numbers** to 12 for the 2018/19 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 outperformed every year since its inception.

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

150,000

in Oil and Gas

150,000

Generation and Renewables

85,000

in Networks

450,000

in Design and Construction

250,000

in Manufacturing

FINANCIAL GRANTS

2018/19

£952K

2017/18

£500K

2016/17

£438K

NUMBER OF GRANTS GIVEN

1812

1051

672

NET ASSETS

£4,623m

£5,465m

£5,949m

Financial grant giving has increased over last year largely driven by mental health issues.

£196k grant was given to the Dickinson Family under the big build project.

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 amounted to £4,623m as at 31 March 2019, 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. Also due to increased charitable spending as outlined in the financial statements.

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

4 ACHIEVEMENTS DURING 2018-19



Promote gifts in memory of those who had a close connection to the industry



Plastic bag donations from Electrical Retailers Campaign

73%

73% of income was spent on charitable activities

**WE ARE
MACMILLAN.
CANCER SUPPORT**

Number 1 referral charity Macmillan (financial support for cancer)



Training partnership with Mental Health First Aid England and Mates in Mind.

15% increase in powerLottery subscriptions

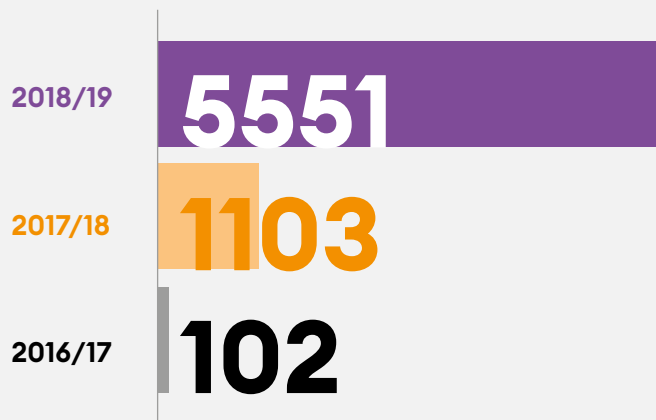
Our individual powerLottery players per month has increased to over 9.5k payers overall following the successful merge with RWE and National Grid, which is better than anticipated.

In 2018 our proposal to merge the RWE and National

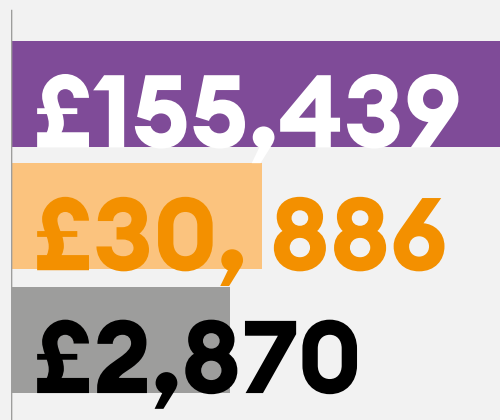
Grid workplace lotteries into power lottery and offer two half yearly grand prize draws of £10,000 in June and December was activated. The power lottery has now been restructured to offer 40 cash prizes each month. Contracts were signed and completed in March 2019. The split entities (RWE, Renewables and Npower/IBS) have now completed their move into the general lottery.



GRANTS BY COUNSELLING SESSIONS



EXPENDITURE £



Reinvigorate personal giving campaign

Through our business development programme and focus on building industry relationships we have a number of industry companies growing in strong support of the charity and leading the way for our future partnerships. Aico joined our elite over 20's club with their fundraising efforts raising over £20k. Edmundson's Electrical, Twelve Electric Club/Dowds Group also skyrocketed in the club with individual donations of over £30k.

Cancer – helping more through strategic health partnerships

The Electrical Industries Charity have partnered with Tenovus Cancer Care for Breast Cancer Awareness month. Tenovus Cancer Care offers support, advice and treatment to cancer patients and their loved ones. They predominately supply this support in the community through mobile support units.

Mental Health Calendar

Take a look at our new mental health calendar for 2019, launching in January.



We have designed a new annual calendar focused around some of the key topics that we provide support with for people in our industry. Each month we will focus on a different area of mental health and support, providing information and case studies and looking at some key facts and advice.

Big Build Project partner with architect Dhiran Vagdia

We partnered with architect Dhiran Vagdia of Vagdia Holmes for the Big Build Project.

This is the first partnership of its kind and an important milestone in helping Caz regain her independence in a new home, which will feature modifications to help her move around more easily.

Dhiran is an experienced architect and he and his team will play an integral role in the design and adaption of the purchased house to best suit Caz's needs with the aim to have this completed by Summer 2019.



The Charity has raised over £231,000 to date, thanks to support from the industry as well as many kind individuals undertaking various fundraising events, including EIC's Challenge for a Cause events.

Counselling services

We are able to make referrals for up to six sessions with a Telephone Counsellor accredited by the British Association of Counselling and Psychotherapy. Counselling is available for a wide range of conditions and is an important step in giving people the resilience and self-determination to work their way back to a more comfortable position. All counselling services are provided free of charge.

We have seen many callers needing assistance for counselling. We have also had some employers call in relation to how to manage electricians or employees who are dealing with depression, anxiety or any other mental health issues. These employers are wanting guidance and assistance.

EIC pledge to train 100 mental health First Aiders

EIC are strong believers in being proactive rather than reactive to the mental-health crisis facing our industry. This year alone we have dealt with 44 deaths by suicide.



If you work in our industry you are 2.7 times more likely to complete suicide than the national average. As a Charity we have recognised that our industry is failing to identify the early warning signs of mental health issues; 3943 people contacted the Charity at crisis point and 564 of those cases have reported attempting to take their life. Stigma is still prevalent in our industry, with only 17% of cases utilising the EIC mental health services reported telling their employer.

As an industry, we can no longer sit back and think mental health is not affecting our workplace, community or family as one-in-three cases with the Charity encompass a mental health issue. These statistics are alarming, and your Charity is at crisis point.

We pledge to train 100 Mental Health First Aiders, so, as an industry we can make a change for the better, not only in our awareness of mental health but in our openness to discuss and identify potential daily issues our colleagues, community and family members could be facing

Keeping mentally healthy

EIC in partnership with Mates in Mind and the British Safety Council have constructed a simple guide – ‘5 Ways to Wellbeing’. This guide will assist you with not only identifying traits in your own mental health that require attention but traits in those around you, so you can prevent friends, family and colleagues getting to crisis point. ‘5 Ways to Wellbeing’ offers preventative measures for a range of mental health issues, which include tools, techniques, and resources.



Amazon Smile

In November 2017 AmazonSmile was launched, an affiliate marketing service that lets customers generate a donation for charity each time you shop on Amazon. Customers who shop with AmazonSmile can choose a charity to support where Amazon will donate a percentage of the net purchase price for millions of eligible products. Try it today at smile.amazon.co.uk and select to support the Electrical Industries Charity!



PARTNERSHIPS THAT DELIVER VALUE TO YOUR INDUSTRY

We have joined in partnership with MHFA England in a pledge to train 100 Mental Health First Aiders, so, as an industry we can make a change for the better, not only in our awareness of mental health but in our openness to discuss and identify potential daily issues our colleagues, community and family members could be facing. Mental Health First Aid (MHFA) England courses equip people with the skills they need to support their own and others' wellbeing. The aim is to empower people to notice the signs of mental ill health, encourage them to break down barriers and listen in a non-judgemental way and show them how to signpost to support for recovery.



5 CHARITABLE ACTIVITIES & PROGRAMMES

5.1 CHARITABLE ACTIVITIES SUMMARY

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

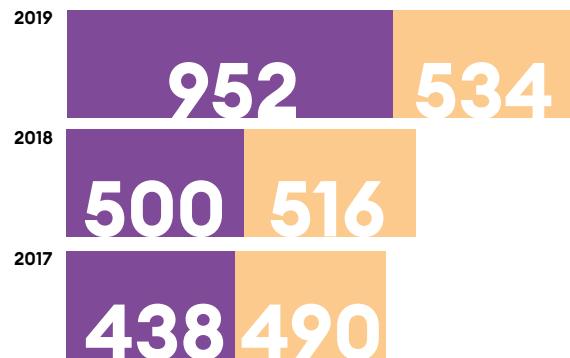
- > FAMILY OR RELATIONSHIP TROUBLES
- > FINANCIAL OR LEGAL WORRIES
- > WORKPLACE HEALTH ISSUES
- > EMOTIONAL OR MENTAL HEALTH PROBLEMS
- > ILL HEALTH OR DISABILITY

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



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

	2019	2018	2017
	£'000	£'000	£'000
Welfare delivery and support costs (advice, support and assess assistance line)	534	516	490
Financial assistance (grants)	952	500	438
Total Charitable services	1486	1016	928
Number of financial assistance grants recorded	1812	1051	762

INDUSTRY INSIGHTS

2018
2019



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' reachout 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 44 deaths by suicide.

564 people reported attempting to take their life.

3943 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.

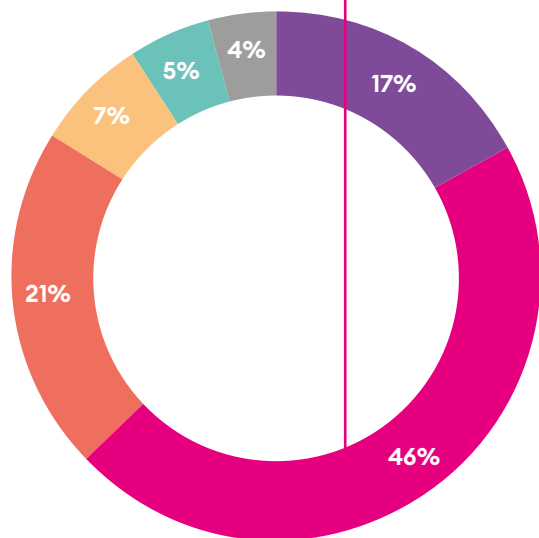


82% of serious addiction sufferers experienced a traumatic event but never sought therapy for it.

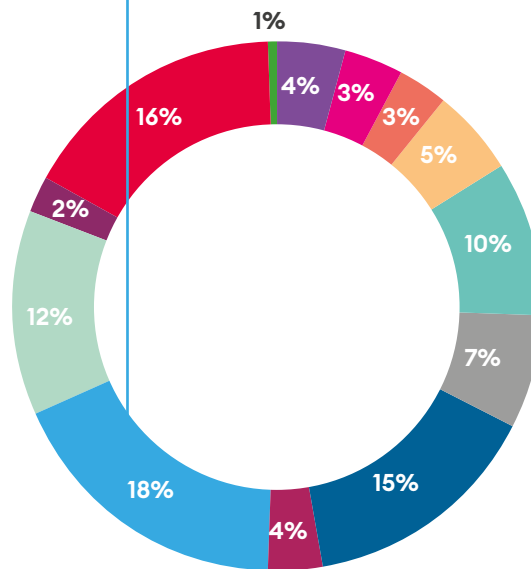


From our Psychiatric Assessments 76% of our cases are diagnosed with clinical depression or Anxiety.

The age profile changing for the first time in 5 years to 36 to 45. Due to mental health support through divorce.



The South West region taking the greatest number of cases



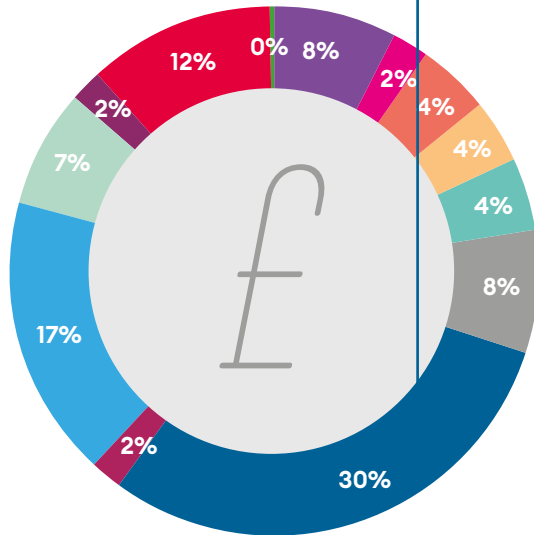
AGE PROFILE OF BENEFICIARIES

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

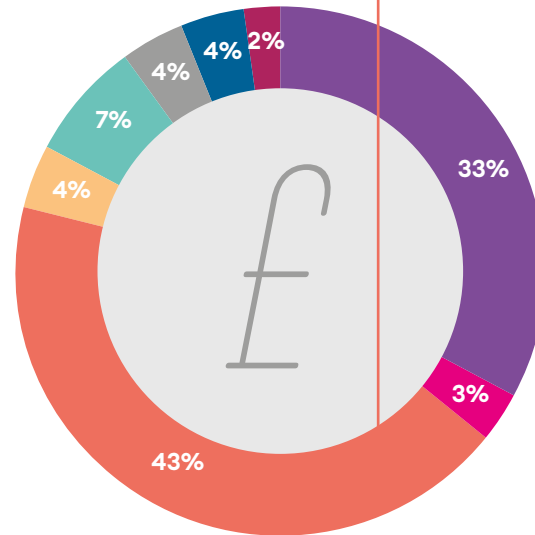
GRANT NUMBERS BY REGION

- Scotland 80
- Northern Ireland 61
- Wales 58
- North East 96
- North West 172
- Yorkshire and the Humber 126
- West Midlands 263
- East Midlands 63
- South West 324
- South East 224
- East of England 41
- Greater London 294
- Isle of Man 10

West Midlands region was the highest due to the Big Build Project.



The Electrical Wholesale sector received the highest value of grants.



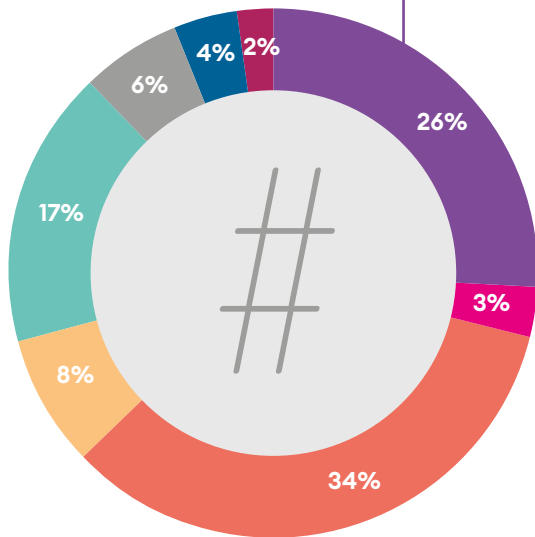
REGION BY POUND

- Scotland £73,108
- Northern Ireland £20,505
- Wales £42,577
- North East £37,954
- North West £40,345
- Yorkshire and the Humber £72,235
- West Midlands £284,936
- East Midlands £18,193
- South West £163,373
- South East £70,604
- East of England £16,631
- Greater London £109,633
- Isle of Man £1,344

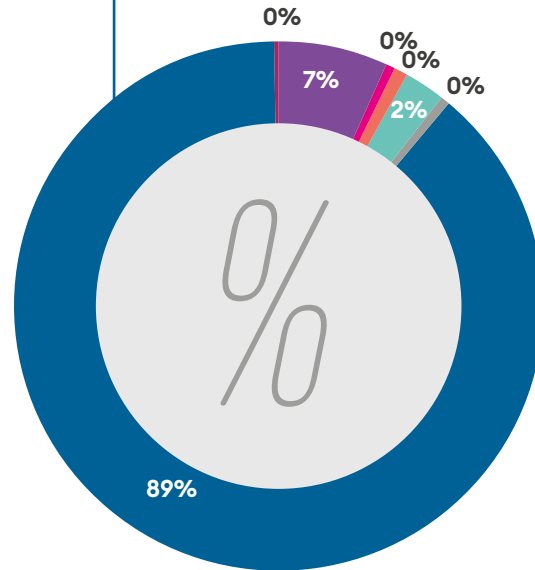
GRANT £ BY SECTOR

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

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



The trend of more people applying for themselves continued.



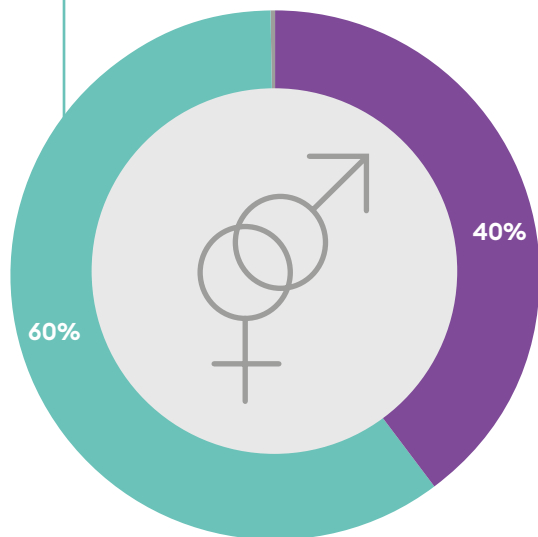
GRANT BY SECTOR

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- Manufacturing
- Networks
- Self-employed Electrician

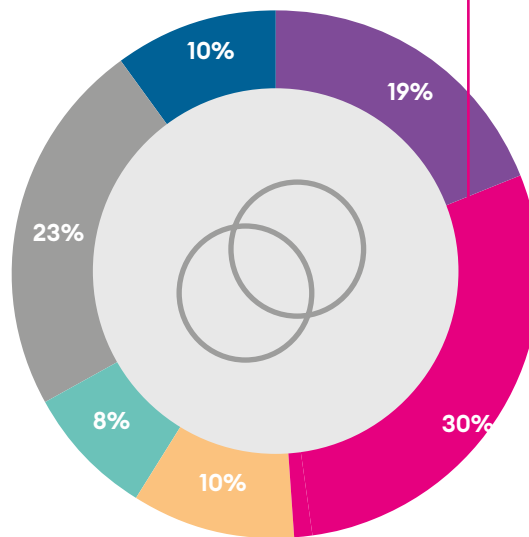
ELIGIBILITY VIA

- Deceased Partner
- Dependent
- Employer referral
- Employer referral
- Husband
- Partner
- Self
- Wife

We have seen an increase in the amount of females asking for support directly employed in the industry.



This year had the greatest number of married people seeking support.



£ GRANTS BY GENDER

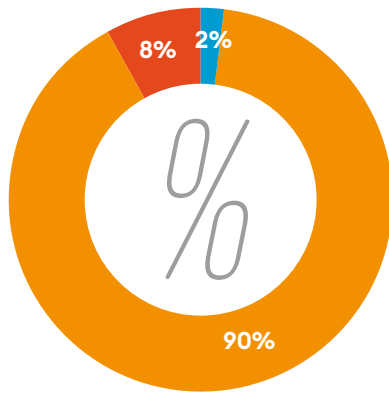
- Female
- Male
- Blank

GRANTS BY MARITAL STATUS

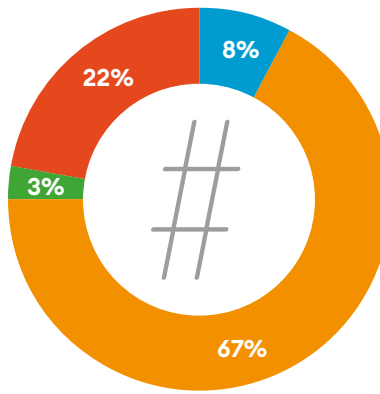
- Divorced
- Married
- Partner
- Separated
- Single
- Widowed



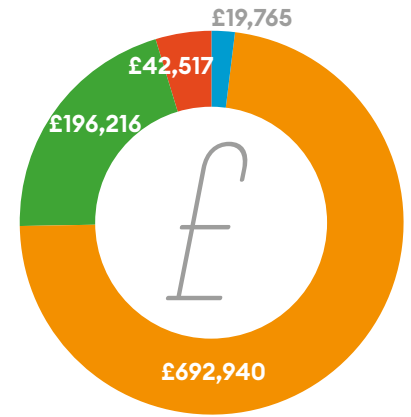
PROGRAMME BY %



INTERVENTIONS BY PROGRAMME



PROGRAMME BY £



Apprenticeship Support Programme



Employee & Family Support Programme



Pensioner Support Programme



Practical Participation Programme

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 2019-2020.





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.

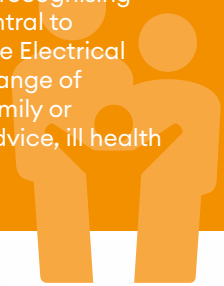
Supporting the industry through education is a key focus for the Electrical Industries Charity and the launch of the Apprenticeship Support Programme is designed to help young people deal with some of the key challenges that affect them as they embark on their career.

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.



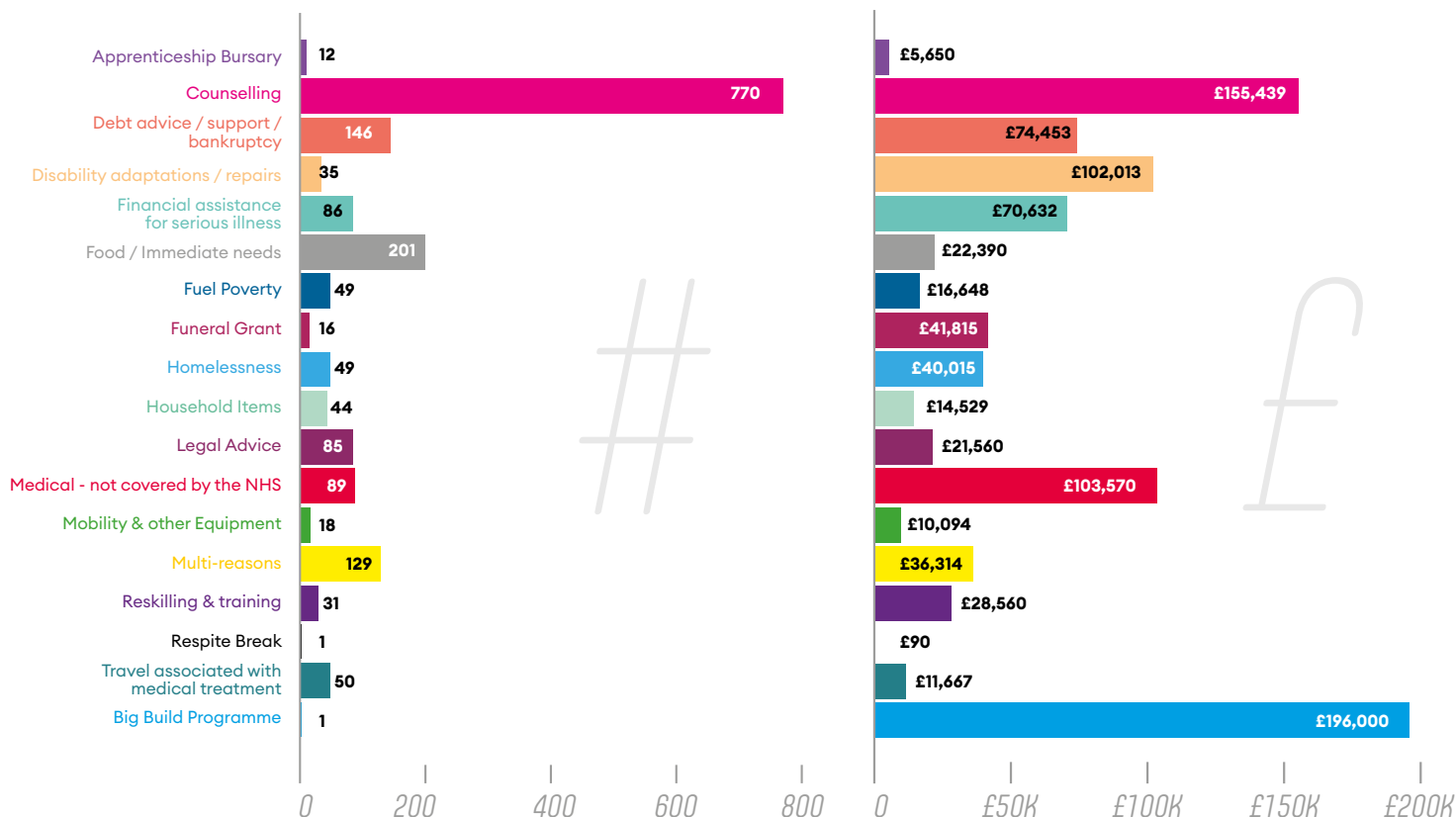
5.4 OUR SERVICES

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.

GRANTS BY CATEGORIES



5.5 ROLLOUT OF MENTAL HEALTH TRAINING COURSES ACROSS THE INDUSTRY



Working in partnership with EIC to deliver **FREE MENTAL HEALTH AWARENESS TRAINING**

We have developed our relationships with mental health charities Mates In Mind and mental health first aid England to rollout Mental Health Awareness Introduction courses and Mental Health First Aider courses through the EIC.

We focus on providing tools to assist and identify signs of mental health problems in yourself and others. Research has shown that two-thirds of us experience a mental health problem in our lifetimes, but less than a third of us seek the necessary tools to manage the problem. By

arming ourselves with the knowledge and tools to tackle mental health problems and the stigma around mental health, we can begin to pave the way for creating open, safe and comfortable workspaces, family environments and communities where no one faces a mental health problem alone.

The trainings provide participants with a basic knowledge of the full spectrum of mental health issues and how they can help themselves or a colleague/friend before reaching crisis point. The training also links into how EIC can assist those with mental health issues throughout the various stages which is not widely known in the industry due to many mental health cases only being brought to the charities attention when reactive solutions are needed rather than proactive solutions.

The awareness introduction course provides:

- 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

The 2-day course qualifies attendees as a Mental Health First Aider providing:

- An in depth understanding of mental health and the factors that can affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress

Targets & actions

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.

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 through our mental health awareness training courses and key services.

Training to the industry

Our mental health trainings are the most popular and well received courses we have offered to the industry. We are making significant strides in meeting our 2019 goal of training 100 mental health first aiders in the industry. Through both open sessions and company specific trainings.

Following the expansion of our trainers to include the Welfare team at EIC office we have now been able to deliver a higher number of mental health awareness courses to our industry partners and companies per month, alongside our in-house awareness courses and first-aider courses, which have been road-tripping around the country.

**To date we have trained
over and delivered EAP to**

10,115

industry members

Our company partners

Workplace visits encourage industry peers to talk about mental health and also introduce better frameworks to address the problem and help to build awareness of mental health in our community.

To date we have partnered with the following companies to deliver mental health awareness training to their employees around the country:



Health Calendar

Supporting you differently each month



January - Healthy Eating, Healthy Living



February - Relationship Breakdown



March - A Healthy You



April - Relationship Communications



May - Mental Health Month



June - Getting Practical



July - Alcohol Addiction



August - Financial Health Check



September - Addictions



October - Living with Cancer



November - Men's Month



December - Financial Wellbeing

5.6 MENTAL HEALTH CALENDAR

We have designed a new annual calendar focused around some of the key topics that we provide support with for people in our industry. Each month it focuses on a different area of mental health and support, providing information and case studies and looking at some key facts and advice.


We are working towards and supporting our industry to become more pro-active in understanding what mental health is and how we can all maintain or improve our well-being. The new mental health calendar is a great tool to provide information, stats, and guidance on the services we provide.

Mental health issues can put significant pressure on an individual and their family, therefore, having a larger support network is crucial to help them to overcome these issues and have a brighter future ahead.

Mental health issues can occur due to many factors including work or family related stress, financial problems such as debts, caring for a loved one, starting a new family or having a family breakdown. In our sector, stress and depression are some of the most common matters to deal with, but 95% of people in the industry never discuss feeling depressed with a significant other.

Our new mental health calendar looks at these factors and many more in our monthly focused topics

5.7 OUR SOCIAL MEDIA AWARENESS AND CAMPAIGNING



Mental health stigma can be a silent killer

Mental health issues affect 1 in 6 of the population in the UK.

To us you are NoT just a nUmber

Early intervention is key, that's why we offer counselling services free to anyone in the industry and their families.

EIC support services

- Telephone counselling
- Cognitive behavioural therapy (CBT)
- Training support through our partners

Early intervention is KEY - challenge the stigma with us

It's important to talk about mental health and get help early if things don't feel right, same as for our physical health. EIC offer FREE confidential support services, 24/7 helpline, Counselling, CBT



BE IN YOUR MATE'S CORNER

1 in 4 of us will fight mental health problems this year. So if your mate's asking differently, sleep in.

time to change

mental health awareness charity

www.mentalhealth.org.uk



No one should feel ashamed to talk about mental health

#timetotalk

time to change

mental health awareness charity

www.mentalhealth.org.uk

All of us have mental health and, like our bodies, our minds can become unwell. 1 in 4 people will experience a mental health problem. These include depression, anxiety, stress, addiction and psychosis

No one should feel ashamed about having a mental health problem, they wouldn't if they had a broken leg. EIC offer FREE confidential support services, 24/7 helpline, Counselling, CBT, return to work plans and Wellness courses



#MentalHealthAwareness



Mental health issues affect 1 in 6 of the population in the UK and there are around 6,000 suicides reported in the UK each year. So, don't shut yourself away, beat the barrier, as we are always here to talk and provide support.



To us you are NOT just a number. Early intervention is key, that's why we offer counselling services free to anyone in the industry and their families. 24/7 helpline, Counselling and CBT



Mental health stigma can be a silent killer! Your mental health and wellbeing is important to us. Our free Employee Assistance Programme is available to everyone in our industry, offering a range of confidential support services.



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! An Industry Charity that's just for you.



Mental health stigma can be a silent killer! 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. Early intervention is Key!



It's the little things that count. If you ever are struggling with what to say do when a friend opens up to you about their mental health, please don't shut them out. Patience and an open mind are the only requirements necessary to be supportive. You don't need to be an expert on the subject to be an effective listener."



#challengestigma

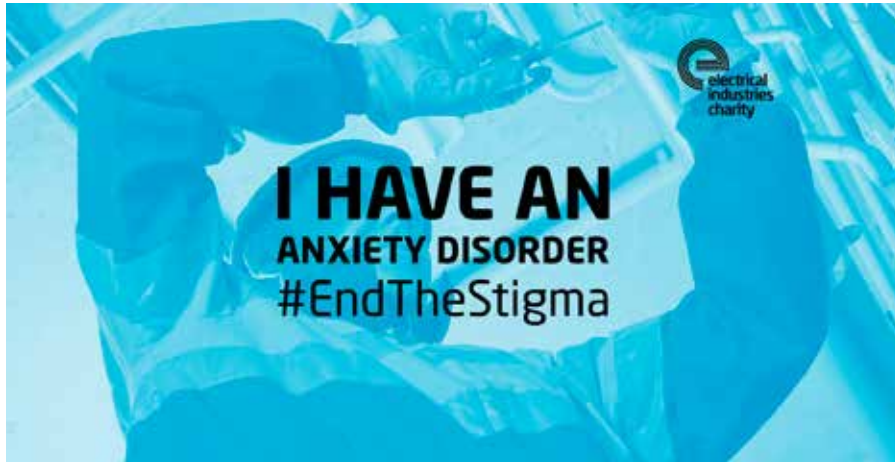
#EIC

CREATING A POSITIVE CULTURE AROUND MENTAL HEALTH:

- Be open & honest about your own mental health
- Check in regularly – give people the opportunity to discuss how they're doing
- Encourage self-care – especially at stressful times
- Encourage people to rest & relax
- Establish support networks
 - Set up a buddy scheme & encourage people to check in with each other



#MentalHealthAwareness



#challengestigma

#EIC

8 WAYS TO WELLBEING:

- Talking, being open with people you trust about how you're feeling.
- Exercising, looking after your body, playing sport and eating healthy.
- Calming, trying meditation and good sleep habits, like turning your phone off early.
- Learning a new skill, a great way to gain confidence.
- Relating, spending time with the people you care about.
- Helping others or contributing to causes you believe in.
- Expressing yourself creatively e.g. music, art, drama, writing.
- Being kind to yourself, or listing the qualities you value in yourself.





#takecareofyou



#takecareofyou



14 October 2018

BE IN YOUR MATE'S CORNER

Tips to help you step in if your mate's acting differently.
ALSO AVAILABLE ON OUR WEBSITE
SUBSCRIBE TO OUR NEWSLETTER TODAY

time to change

#inyourcorner

www.electricalcharity.org



It's the little things that count. If you ever are struggling with what to say do when a friend opens up to you about their mental health, please don't shut them out. Patience and an open mind are the only requirements necessary to be supportive. You don't need to be an expert on the subject to be an effective listener.

28 October 2018

SUICIDE

Starting the conversation



This year we have dealt with 35 deaths by suicide

4 November 2018

Because no-one should feel ashamed of a mental health problem at work.



proud to support

time to change

Mental health stigma can be a silent killer! Your mental health and wellbeing is important to us. Our free Employee Assistance Programme is available to everyone in our industry, offering a range of confidential support services.

10 November 2018

DON'T LET STRESS GET YOU DOWN



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

17 November 2018

RELATIONSHIP BREAKDOWN



Our industry has the highest divorce rate in the country at 69.8%

24 November 2018



Mental health issues affect 1 in 6 of the population in the UK and there are around 6,000 suicides reported in the UK each year. So, don't shut yourself away, beat the barrier, as we are always here to talk and provide support.



#MentalHealthAwareness

1 December 2018

DYSLEXIA

Did you know...

One in 10 of the population is estimated to have dyslexia, and more than 6.3 million people in the UK are potentially affected by dyslexia.



1 in 10 people are affected by dyslexia. We can help you manage this to make daily life a little easier

15 December 2018

WORKING WITH AUTISM



We can support you

29 December 2018



Take the first step to becoming mentally healthy with one of our caseworkers

8 December 2018

STRESS CAUSED BY CARER RESPONSIBILITIES



Stress is common in most workplaces, let us help you with tools to manage your stress levels

21 December 2018

ALCOHOL DEPENDENCY



Our caseworkers can help you make different choices

5 January 2019



Feeling like you need to talk
Contact EIC today



#challengestigma

#EIC

12 January 2019

LIFE CAN HAVE ITS UPS and DOWNS



We can help you with life's down moments

19 January 2019

Healthy eating, healthy living



Healthy living leads to a healthy mindset

26 January 2019

Because too many people don't feel able to talk about mental health at work.



Early intervention is KEY - challenge the stigma with us

2 February 2019

No one should feel ashamed to talk about mental health



A third of staff said they would consider leaving their current role if stress levels did not improve. Retain skills by reducing staff turnover through Mental Health Awareness

9 February 2019



Wellbeing Tip #1

Talk and be open with people you trust about how you're feeling.

16 February 2019



Wellbeing Tip #2

Look after your body through exercise, playing sport and healthy eating.



#MentalHealthAwareness

23 February 2019



Wellbeing Tip #3

Practise calming techniques, try meditation and good sleep habits, like turning your phone off early.

9 March 2019



Wellbeing Tip #5

Spend time with the people you care about.

23 March 2019



Wellbeing Tip #7

Express yourself creatively through music, art, drama or writing.

2 March 2019



Wellbeing Tip #4

Learning a new skill, a great way to gain confidence

16 March 2019



Wellbeing Tip #6

Help others or contribute to causes you believe in.

30 March 2019



Wellbeing Tip #8

Be kind to yourself, list the qualities you value in yourself. Everyone has bad days!



#challengestigma

#EIC

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

6.1 APPRENTICE SUPPORT PROGRAMME (ASP)

A gift of hope

Once in a while, we all face difficult times that can stand in the way of leading a fulfilling life. But when a challenge becomes overwhelming, whether a personal or work-related one, the impact can be devastating for the individual and their loved ones.

The Electrical Industries Charity (EIC) understands how a little extra help can make all the difference to those who are faced with unforeseen circumstances and this is why they launched the Employee and Family Support Programme (E&FSP) which is part of the Employee Assistance Programme (EAP).

Through the E&FSP which is funded by powerLottery, EIC can help people like Kelly Mitchell to retain independence and look forward to the future. In 2014, Kelly's life changed in the blink of an eye when at the age of 36 she was diagnosed with Cervical Dystonia. A cruel, painful and life-changing illness, Cervical Dystonia causes the head and neck muscles to contract involuntarily which results in muscle spasms and abnormal posture of the head and neck.

When she was first diagnosed, Kelly was told that the only treatment to ease the symptoms of Cervical Dystonia was Deep Brain Stimulation (DBS) which was not available to her due to the high risks involved and her young age. This is when she felt that her world was falling apart, and the constant pain meant that she struggled to get through every day.

After months of constant battle and endless research she found a specialist who confirmed that her jaw discs were displaced on both sides which were obstructing the nerves and triggering the painful muscle spasms. An oral orthotic, which would gradually move her cranial bones, teeth and jaw into place was the only suitable treatment – but it came at an unaffordable cost. Kelly's employer put her in touch with EIC who provided £10,000 towards the funding of the revolutionary treatment.

Kelly is now embarking on the long journey towards recovery and all because people like you donated just £1 a month to powerLottery and allowed EIC to change Kelly's life through the Employee & Family Support Programme.

Without the funds that are generated through powerLottery, EIC would not be able to help people like Kelly Mitchell - in this case, providing funding for the life-changing treatment. In the electrical sector, there are hundreds of people like Kelly, who are in desperate need of assistance with many unexpected life challenges. You can be part of giving your industry colleagues and their families the independence they need to live more fulfilling lives by simply signing up to be an EAP partner or by playing powerLottery today. Help EIC to change the lives of many more people within our sector.



Don't let addiction take control of your life

Alcohol is one of the most widely consumed addictive substances in the world. Some people can control how much they drink, but others find it very difficult to drink in moderation.

Alcohol addiction, also known as alcoholism, is a severe condition that affects people from all walks of life. Overcoming an addiction to alcohol can be a long and bumpy road. At times, it may even feel impossible. However, this is not the case if you are ready to stop drinking and willing to get the support you need, you can recover from alcoholism and alcohol abuse - no matter how heavy your drinking or how powerless you feel.

The NHS estimates that around 9% of men in the UK and 3% of UK women show signs of alcohol dependence. This means that drinking alcohol becomes an important, or sometimes the most important, factor in their life and they feel they are unable to function without it.

According to a recent report by Drinkaware in 2016/17, there were an estimated 589,101 dependent drinkers in England of which 81.7% were not in treatment. The same study showed that in 2017/18, there were an estimated 1,171,253 admissions related to alcohol consumption in England, where an alcohol-related disease, injury or condition was the primary reason for hospital admission or a secondary diagnosis - a figure that is 3% higher than 2016/17, and one that represents 7.2% of all hospital admissions.

Every year, through its Employee Assistance Programme (EAP), which is funded by powerLottery, the Electrical

Industries Charity (EIC) assists hundreds of people within the electrical sector who are struggling to overcome their addictions and lead full and meaningful lives by giving them all the support they need to embark on their road to recovery.

One example of this is an electrician, Daniel, who, due to many traumatic life events turned to alcohol to cope with his emotions, and as a result, he almost lost his life.

Daniel was referred to EIC by his concerned employer after alcohol-related physical and mental health forced him to take time off from work. He was admitted to hospital having had an alcohol-induced fit and had been in a coma. Daniel was estranged from his family and had gone into a further spiral following the death of his mum about 18 months earlier.

Deep down, Daniel knew that his alcohol dependency was worsening and that he needed help as soon as possible. EIC supported him with a full alcohol detox and rehabilitation in order to help him turn his life around. Daniel's alcohol dependency and history of fitting meant it could be too dangerous for him without 24-hour medical care. He therefore underwent a hospital detox before entering a full rehabilitation unit where, if successful, he could then move to supported housing and back to a full and productive life.

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

6.2 EMPLOYEE AND FAMILY SUPPORT PROGRAMME (EFP)

Stepping towards independence with the EIC

Being diagnosed with cancer can come as a huge shock to anyone and can bring confusion, anger and uncertainty which can be difficult to cope with financially emotionally and physically.

According to Cancer Research UK, each year, around 7,800 new cases of mouth and oropharyngeal cancer are diagnosed in the UK. Mouth and oropharyngeal cancer are more common in men than in women, affecting 1 in 75 men and 1 in 150 women at some point in their life.

Once a person is diagnosed with a terminal illness not only do, they have to deal with the stress and upset it causes them and their family, it also brings with it a lot of uncertainty and anxiety in other parts of their life. In many cases, it becomes overwhelming, and it is difficult to know where to start or whom to turn to for help and support.

The Electrical Industries Charity (EIC) understands how difficult cancer diagnosis can be. This is why EIC has teamed up with many UK charities to ensure that those who are going through a difficult cancer journey have a shoulder to lean on in their hour of need.

Recently EIC offered their support and gave independence to Howard Field, who was referred by Macmillan Cancer Support and struggled to cope following the devastating mouth and throat cancer diagnosis.

Howard developed cancer of the throat and mouth in 2014, which resulted in the removal of his teeth and the partial removal of his jaw and tongue. Since the life-changing diagnosis, he underwent chemotherapy and radiotherapy and developed gout as a result of this

treatment. A year later, cancer returned, and Howard underwent a further operation to remove more of his jaw. He has since been having MRI scans every six months to keep cancer at bay.

Due to his condition, Howard can only eat pureed food, and his cancer nurse specialist recommended he eats three meals a day from Wiltshire Farm Foods who provide nutritionally balanced food, which comes ready prepared. However, each meal costs £5, and he could only afford one per day and substituted the rest with a soup which was affecting his vital nutritional intake.

On top of his distressing illness, in 2017, Howard had an infestation of scabies mite in his rented apartment which resulted in him losing all of his belongings including bed, mattress and all of his clothing and left him sleeping on an airbed.

Howard contacted EIC for assistance to help him to improve his quality of life by replacing the essential items that were lost during infestation. He also applied for a Personal Independence Payment (PIP) to help with the daily living costs.

EIC supported Howard during this challenging time by offering to purchase his food and provided him with an initial grant of £1,000 for replacing the essential furniture and clothing. Additionally, EIC also partnered with Florence Nightingale Aid in Sickness Trust (FNAIST) who pledged £500 for Howard's new bed, and the Independence at Home (IAH) charity offered a further £200 towards his bed linen.

Furthermore, the Electrical Industries Charity continues supporting Howard by providing him with a £35 per week to fund his Wiltshire Farm Foods as he is still struggling to secure his PIP income. The Charity is also working with Howard to help him return to work in an



adjusted capacity, potentially as a driver for an electrical wholesaler or tutoring with JTL. Howard is excited by both prospects and is looking forward to creating a better quality of life for himself.

Life can change in a blink of an eye at the most unexpected time, which can turn our lives upside down and leave us with uncertainty for the future. During this time, the support from the industry can make a huge difference and give people within the electrical industry who are struggling to cope following their cancer diagnosis the independence they need to continue leading as normal a life as possible.

Get the support you need to overcome mental health challenges with EIC

Mental illness knows no boundaries and can strike any of us at any time in many different forms, ranging from the worries we all experience as part of everyday life to serious long-term conditions such as anxiety and depression, which if not treated in time can lead to suicide.

The Electrical Industries Charity (EIC) takes mental health issues very seriously and for this reason launched the Mental Health Awareness and Mental Health First Aider Training courses which are available free of charge to anyone within the electrical sector. Both of the training courses help individuals to gain practical skills in terms of understanding what mental health is, the factors that can affect wellbeing, skills to spot the triggers and signs as well as giving participants the confidence to assist someone in distress.

Recently, EIC assisted Emma and her family who lost her loving husband Matthew to suicide. Matthew was 33 and

had two young children with Emma; Billy who was severely disabled, and Riley. Matthew had been working as an electrical contractor but had decided to quit his job to set up his own business.

Matthew had suffered from mental health issues since the age of 13. As such, he was under the care of his local Crisis Management Team who helped him manage his mental health problems. His team had concerns that he may attempt suicide, just like his father had done previously. Sadly, in March 2018, Matthew completed suicide by taking an overdose of sleeping tablets and alcohol. He was found in his car by police the following day. Matthew had ended his life on the anniversary of his Dad's passing, who had also passed away at the age of 33.

Emma was left distraught and overwhelmed after Matthew's sudden passing. Billy was only six months old when Matthew passed away. The grief of losing her husband while also managing to care for her two sons was impossible for her to cope with, particularly given the difficulties that she faced in caring for Billy. It would take her two hours at a time to feed Billy and he would need to be turned over three times a night because of his disabilities.

Due to the complexities involved in caring for her two boys, Emma sought advice from Social Services. She admitted to them that she was struggling and, as a result, Billy was taken into temporary foster care. Emma continued to face extremely challenging times financially which left her feeling very distressed as she was unable to afford Matthew's funeral costs.

Matthew's previous client, City Electrical Factors (CEF), with whom Matthew had built an excellent relationship over the years, got in touch with EIC to seek support for his family in this extremely difficult time.



The Charity immediately contacted Emma to see how she was and learned that she was struggling financially and covered the funeral expenses. Emma's boiler then failed which meant that there was no heating or hot water in the family home. EIC purchased a new heating system which made things at home that little bit more bearable. Additionally, EIC provided much needed legal support for the inquest surrounding Matthew's passing. The inquest has been postponed three times. It is still unknown if Emma will receive any life insurance until after the inquest is completed, leaving her feeling helpless and unsure of her future.

Additionally, the Charity has worked together with CEF to supply disability adaptations to Emma's home. However, they are not able to obtain a funding grant for this until Billy returns to the family home. Unfortunately, it is a catch-22 situation as Billy is not allowed to return home until the house is fit for him to do so, which has brought a halt to proceedings. Naturally, this puts added pressure onto Emma's shoulders who would just like for her family to be back together under one roof.

Emma has felt let down by the support that Matthew had received from his mental health team, and this has led to her feeling very unsure of whom she can trust. It has been an extremely tough time for her but, six to seven months after Matthew's passing, she now feels ready for the bereavement counselling which EIC have offered her.

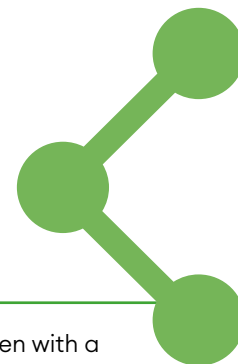
Once a week, Emma gets to spend some time with Billy but understandably this is a highly emotional situation for her. The Charity has provided support not only to Emma but to her grandparents and the entire family with bereavement counselling during this traumatic time.

In the last year alone, the Electrical Industries Charity (EIC) has reported 44 deaths by suicide, and 2,157 people contacted the Charity at breaking point, of which 443 of

those cases reported attempting to take their own lives.

It could be anyone around you who is currently suffering from the effects of mental health problems and who needs support to help them to get back on their feet. Early intervention can be critical in preventing the deterioration of mental health and, as an industry, we have the power to tackle the stigma surrounding mental health if we start to understand the common triggers and address the issue more openly within the sector.





6.3 PRACTICAL PARTICIPATION PROGRAMME (PPP)

Home Sweet Home

We all enjoy our home comforts - such as being able to grab a shower or relaxing in a comfortable chair in the garden. However, over time, daily needs in the home can change, particularly in light of any illnesses that may occur.

The Electrical Industries Charity (EIC) recognises this and provides support to make transitions in the home smoother. One of the ways in which the Charity helps is through the Employee and Family Support Programme (EFP) which helps people in the electrical industry with a wide range of issues, including financial and ill health.

Terry Weir is a prime example of someone who has been greatly helped by EIC. Terry worked as an electrician for 47 years and was referred to EIC by his employer. After Terry suffered a serious stroke in which he lost his eyesight and ability to walk, his wife Paula gave up her job to care for her husband.

Four times a day, two carers visit Terry. Paula suffers with Psoriatic Arthritis and is in receipt of DLA and Carer's Allowance, while Terry was assessed for Personal Independence Payment (PIP).

After enquiring at the council about a wet room, Paula was told there would be a two-year wait. As Terry's needs were immediate, Paula withdrew a lump sum from her pension to pay for a profiling bed, a wheelchair with a power pack to be operated by a carer and a rise and recline chair.

What's more, Terry was unable to access his garden via his wheelchair due to the garden being on a different level. Through EFP, Terry was awarded a grant of £5,000 which went towards the cost of landscaping the garden with a step lift. 11 months after his stroke, Terry now enjoys his garden.

Small things such as relaxing in your garden with a loved one can make a huge difference when you are battling with health issues. If you would like to help someone like Terry enjoy a brighter future, why not become a partner of EFP or play the Charity's number one fundraising stream powerLottery to generate much-needed funds to help others.

Timely intervention in a time of crisis

At any one time, a sixth of the population in England aged 16 to 64 have a mental health problem, according to statistics body NHS Digital. Whether it is family or friends, neighbours or work colleagues, the chances are we all know someone who is affected.

Mental health is a serious issue that affects thousands of people, including those who are suffering from a terminal illness such as cancer and are struggling to cope physically and emotionally following their diagnosis.

According to recent statistics produced by the Mental Health Foundation, one in three people with cancer will experience a mental health problem such as depression or anxiety disorders before, during or after treatment. A cancer diagnosis, its associated symptoms and treatment can have a significant emotional impact on people and their families, with fear, isolation, loss of self-esteem and loss of independence having an impact.

Recently, the Electrical Industries Charity (EIC) was able to give 51-year-old Paula Green the independence she needed while living with cancer. Paula, whose husband had worked for a large electrical wholesaler for many years, was referred to EIC by her husband's employer after struggling to move around the house independently following the cancer diagnosis and further health complications.



6.4 PENSIONER SUPPORT PROGRAMME (PSP)

Putting Yourself First

When a couple enters into marriage, the aim is for marital bliss and to stay together ‘until death do us part’. Unfortunately, unforeseen problems such as pressures at work, illness or financial concerns can cause friction in a marriage and ultimately this can lead to divorce. Subsequently, this can impact the whole family both physically and emotionally...

This was the case for John, a Head of Sales for a large electrical wholesaler. His job in sales involved lots of travelling and after 22 years of marriage, John made the agonising decision to end his marriage. Sadly, the electrical sector has a very high divorce rate of 69.8%. The number one reason behind this is excess travel – a fundamental part of John’s sales-based role.

John loved his wife and cared for her a great deal; however, he felt the relationship had changed over the years and that they no longer had anything in common or to talk about. This had left him feeling depressed and trapped in not only his marriage but in the family home. It was a particularly difficult time for John given the fact that they had three children together, aged seven, nine and eleven. It was an incredibly heart-breaking decision for John to make.

His wife urged him to make the marriage work, suggesting holidays together and couples’ therapy. John felt guilt-ridden as there was no real reason to end his relationship with his wife as she had done nothing wrong, but the feeling of guilt began to eat away at him and hurt an awful lot.

The guilt that John was experiencing began to take its toll on him. He wasn’t sleeping well, not eating properly and as a consequence it began to affect him physically. It also impacted his performance at work. He felt evil,

selfish and even guiltier when he spent time with his children as he felt as though he was about to ruin their lives forever.

Guilt had manifested in all areas of his life and it had not only affected him, but his wife and everyone around them, making everyone feel unhappy. John’s employer could see that his behaviour had changed, so they got in touch with EIC for help.

After the Charity had spoken to John, they felt the best course of action was to offer him counselling. The reason for this was not to save his marriage, it was to allow him to resolve, cope and manage his feelings of guilt that were beginning to build up more and more.

Counselling was also highly recommended to John to give him the chance to take time to deal with what had happened and to forgive himself as things had not been right in the marriage for a number of years. As with all relationships there are often two sides of a story and faults on both sides. It was important that John did not absorb all of the guilt and dwell on it.

With assistance from EIC, John was brave and took much-needed steps to move on and leave the guilt behind him. It was vital not to prolong the pain for his wife in what was a very challenging time for them both.

John is now separated from his wife and they are going through an amicable divorce. Relationship breakdowns and divorce can impact people in different ways, every case is unique. In John’s situation, it manifested itself in feelings of guilt which affected his whole family, as well as his standards at work.

It is important to remember that you can support someone experiencing many different emotions – guilt being one of them. EIC is always on hand to help support people in the electrical industries, whatever they are



feeling, and will help them progress in moments of turmoil. Ultimately, this often helps the people closest to them deal with the circumstances too.

Get the support you need during your cancer journey with EIC

More than a third of UK population will develop some form of cancer during their lifetime. Cancer can occur in over 200 different forms and can be a life-changing illness which can bring many physical, emotional and financial challenges to an individual and their loved ones.

The Electrical Industries Charity (EIC) knows how critical support can be to employees and their families in the electrical sector who have been affected by cancer and this is why EIC launched the Employee Assistance Programme (EAP) which is funded by powerLottery.

Through the Employee Assistance Programme, EIC is able to offer crucial support to those who are struggling to cope with the added challenges that come with cancer by providing services including financial grants and assistance, counselling, complex case management and legal advice.

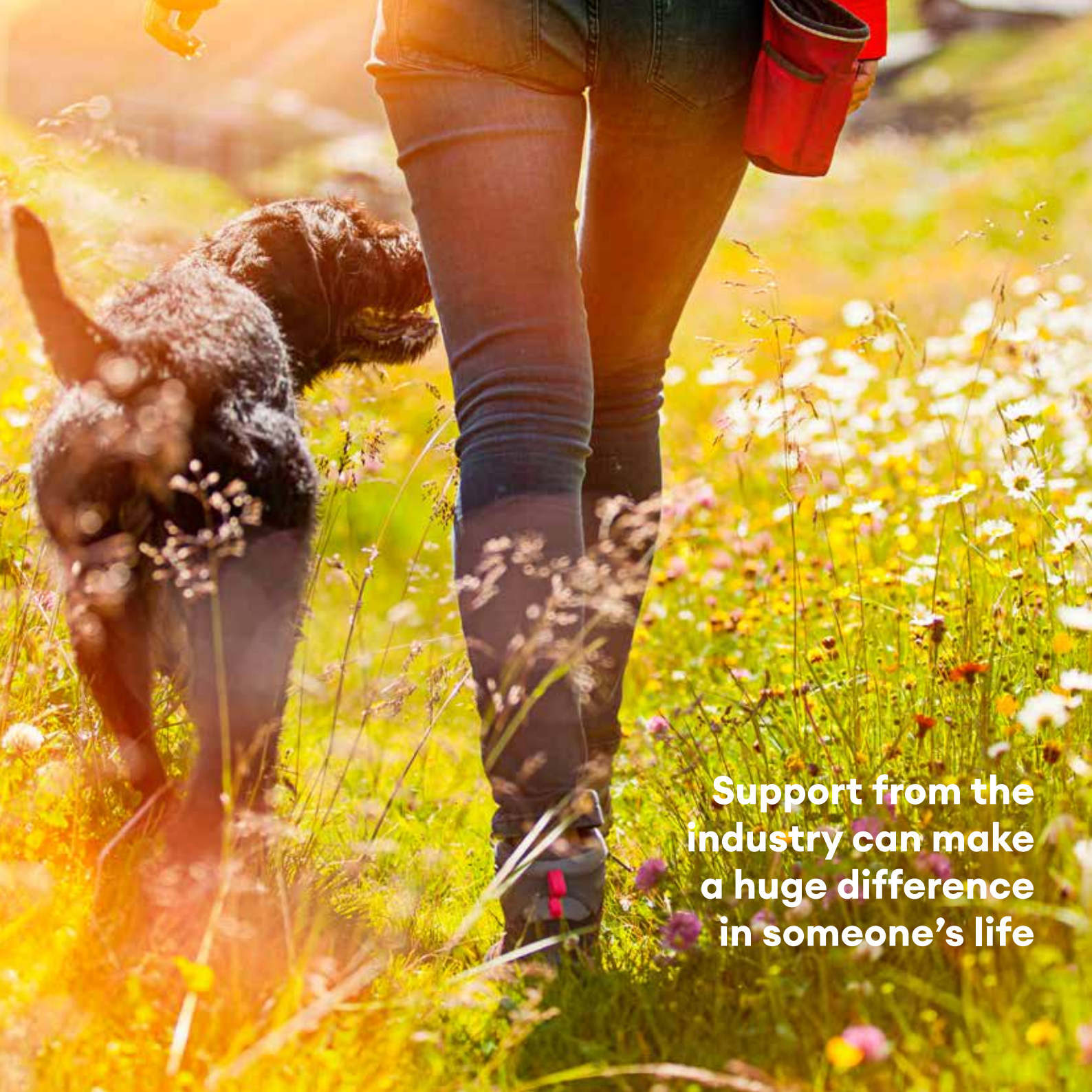
Recently through EAP, the Charity was able to offer financial support to 56-year-old James from Scotland, who is suffering from a form of throat cancer. James, who lives with his 65-year-old wife, was referred to EIC by Macmillan Cancer Support after struggling financially during his radiotherapy and chemotherapy treatments.

James went to see his GP after experiencing a prolonged sore throat. His GP simply prescribed him with antibiotics and assured him that it was nothing to worry about. Despite this, after seeing his dentist for a routine check-up the very next day, James was referred to the hospital where he was diagnosed with a form of throat cancer which is commonly known as oropharyngeal cancer.

Since the distressing diagnosis, James has undergone surgery and had six weeks of radiotherapy and two courses of chemotherapy. Although he is now feeling much better, it is likely that James will need to be fitted with a PEG feeding tube in his stomach.

Additionally, on top of the cancer worries, James and his wife are struggling financially, and although a couple are receiving Universal Credit and a small occupational pension, this is not enough to cover the daily costs including household bills and medical appointments. To lift the financial strain from the couple's shoulders during this difficult time, EIC offered a £600 grant to help them over the next three months, by when it is hoped that James will be free from cancer and will be able to lead as normal life as possible.

Coping with cancer and living a normal life can be challenging in many ways, but support from the industry can make a huge difference in someone's life. By becoming a member of the Charity's Employee Assistance Programme or taking part in powerLottery today, you can help EIC give hope and provide much-needed support to those who are experiencing financial and emotional difficulties as they embark on their road to recovery.



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

7 FUNDRAISING & PUBLICITY

7.1 KEY FUNDRAISING ACTIVITIES

7.1.1 Society Lottery

Company lottery schemes and the Electrical Industries Charity's powerLottery generated gross proceeds of £377k. powerLottery is EIC's number one fundraising stream which helps us provide support to apprentices, pensioners, employers and their families at the toughest times of their lives.

Workplace lottery

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

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

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

Strategy/planning

Companies are being targeted to actively support the promotion of power lottery sign up in-house with their employees through the workplace lottery and individually via email, social media comms, BD presentations and our EAP including mental health group awareness training rollouts to companies. Furthermore, we plan to encourage membership of powerLottery, and we will link it into the provision of our extensive counselling options, and key mental health services to larger companies who already have a comprehensive EAP in place.

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



Power Lottery

Play powerLottery and support those who are living with cancer

Nick was referred to the Electrical Industries Charity (EIC) by a work colleague concerned for his mental wellbeing after discovering that Nick had recently been diagnosed with terminal liver cancer.

Following the life-changing diagnosis, Nick was devastated and his struggle to come to terms with his condition left him needing psychological support. They estimated that his life expectancy was a year if not less and this is when Nick's life turned upside down and left him in emotional turmoil.

Nick was managing financially but didn't know how he would cope in the future as he was receiving chemotherapy and was not able to go to work which resulted in a reduced salary. Thanks to its number one fundraising stream and the kind donations of supporters like you who donate to powerLottery every month, EIC was able to immediately offer Nick much-needed support. The Charity arranged telephone counselling to help him emotionally during his treatment. Nick found talking to an external party very helpful.

During many visits, the Charity also discovered that Nick did not have a will in place and had not considered a lasting power of attorney which would enable him to give another person the right to make decisions about his care and welfare in the future. EIC provided him with all of the legal support and covered his mortgage payments. Additionally, the Charity also supported Nick through the process of releasing a pension he held with another company so that this could be used to support him and his family during his treatments.

Despite Nick's terminal diagnosis he maintains his high spirits and is looking forward to spending the time he has with his family and friends.

There are around 5,700 new liver cancer cases in the UK every year, that's 16 every day. Liver disease is on the increase in the UK and it can be a silent killer, with no clear symptoms noticeable until it is too late.

Through powerLottery, EIC can ensure that hundreds of our industry colleagues who are facing a devastating cancer diagnosis are not suffering in silence by offering them crucial support services, including counselling, financial assistance, legal advice, will assistance and practical support.



7.1.2 Big build project – Dickinson family

Electrical Industries Charity (EIC) is delighted to announce that through funds raised by their Big Build Project, they have purchased a house for Caz Dickinson and her family. This will enable Caz to regain her independence in a new home which will feature modifications to help her move around with greater ease.

Sourcing a suitable house for Caz has been a lengthy process as it was important that the house met specific requirements in regard to the disability adaptations needed. After careful consideration, EIC found the perfect home in Coventry, local to the Dickinson family. The house was purchased for £196,000 with £30,000

funded by the government in relation to Caz's disability. The house features an extension while the backyard is big enough to accommodate Caz's hydro pool.

EIC and its partner Dhiran Vagdia, architect and Director of Vagdia and Holmes, will now meet with the family to discuss internal designs and test various solutions to see which best suits their needs. One example is moving the bathroom to the opposite side of the house to make it more accessible for Caz. An application for planning approval will be submitted for the hydro pool which should take up to 12 weeks. In the meantime, other internal infrastructure work can be completed. The plan is for the home to be finished by the beginning of October ready for the family to move in.

EIC Managing Director, Tessa Ogle, said:

“After looking at hundreds of properties, we are delighted to have purchased the perfect home for Caz and her family.

The entire family have shown remarkable resilience in the most difficult of times. They have remained positive and their fighting spirit is something to behold.

We would like to thank supporters from the electrical industry for kindly donating supplies and taking on various fundraising challenges to raise funds for the family.”

It has not been an easy time for Caz of late. In December last year, she was suffering with digestive issues due to being paralysed from the neck down. She was hospitalised for three weeks and on a liquid diet. Unfortunately, it flared up again in May this year.

At the same time, Caz’s husband Mick was diagnosed with throat cancer and had six rounds of radiation therapy. Following a recent CAT scan, Mick was given the excellent news that the cancer is gone. The family were thrilled to hear this as it had been a worrying time for them all. In total, an incredible £231,112, as of the 31st of March 2019, has been raised for the Big Build Project from the many dedicated and committed fundraisers.





7.1.3 Great Wall of China

Challenge for a Cause team conquers the Great Wall of China

On 13th September 2018 the three trekkers, including Jess Vailima of the Electrical Industries Charity (EIC), Mark Doré of Edmundson Electrical, and Monika Gaubyte of Keystone Communications, embarked on the 10-day journey to one of the Seven Wonders of the World – the Great Wall of China, which stretches up to 6,000km in a dotted line across China.

The journey of a lifetime started in a small town of Huangyaguan, which is located in a beautiful valley in the Yanshan Mountains, where the team combated thousands of steep, renovated steps until they reached ‘Heaven’s Ladder’.

Throughout their 10-day trek, the team were faced with many different challenges, including steep rocky hillsides scattered with scrub, dirt tracks, and thousands of renovated and unrestored steps. During the trip, they experienced different parts of the old and restored wall as they followed the contours of the beautiful hills and mountains in the remote areas, north of Beijing, through woodland and terraced farmland. It was all worth it as they experienced some of the most fascinating scenery of rolling purple hills fading into the distance dotted with many watchtowers and a breath-taking panorama.

Mark Doré of Edmundson Electrical, said: “We met up as 14 strangers, shared amazing experiences, laughed our way through the hard times and came back the closest of friends with memories to savour for the rest of our lives.”

Over the 10-days, the team completed over 158,336 steps and trekked over 107 kilometres to show their support for the Dickinson family.



7.1.4 Powerball

extraordinary success at powerBall 2018

The Electrical Industries Trading Company, in support of the Electrical Industries Charity (EIC), is proud to announce that the industry event of the year – powerBall 2018 – was a tremendous success which saw over 700 guests raise £180,000.

Every year powerBall brings hundreds of industry professionals together under one roof to celebrate a successful year in the electrical industry – and this year was no different. On Friday 9th November nobody was left in the corner as the biggest event in the industry’s calendar whisked its guests back to the summer of 1963 and the famous Kellerman’s Resort, where guests witnessed the unforgettable Dirty Dancing show choreographed by Nikki Trow and got to sing along to all-time classic hits including ‘Hungry Eyes’, ‘She’s Like the Wind’ and ‘Be My Baby’.

But the fun didn’t end there as returning band Madhen, and DJ Laura, made sure that each guest had the ‘Time of their Life’ dancing to some of this era’s best hits until the early hours of the morning.

In addition, this year’s powerBall highlighted the mental health crisis that the electrical industry is currently facing, having lost 37 members to suicide in the last year alone. To highlight the mental health problems that affect so many people within the sector, EIC filled the stage with 37 lights – one for each person who lost their life to suicide – and encouraged the industry to show support by donating £1,000 for each light. Dozens of companies took part and the lights were gone in minutes, allowing EIC to assist hundreds of those within the industry who are struggling with mental health issues every day.



Pedalling for a Purpose!

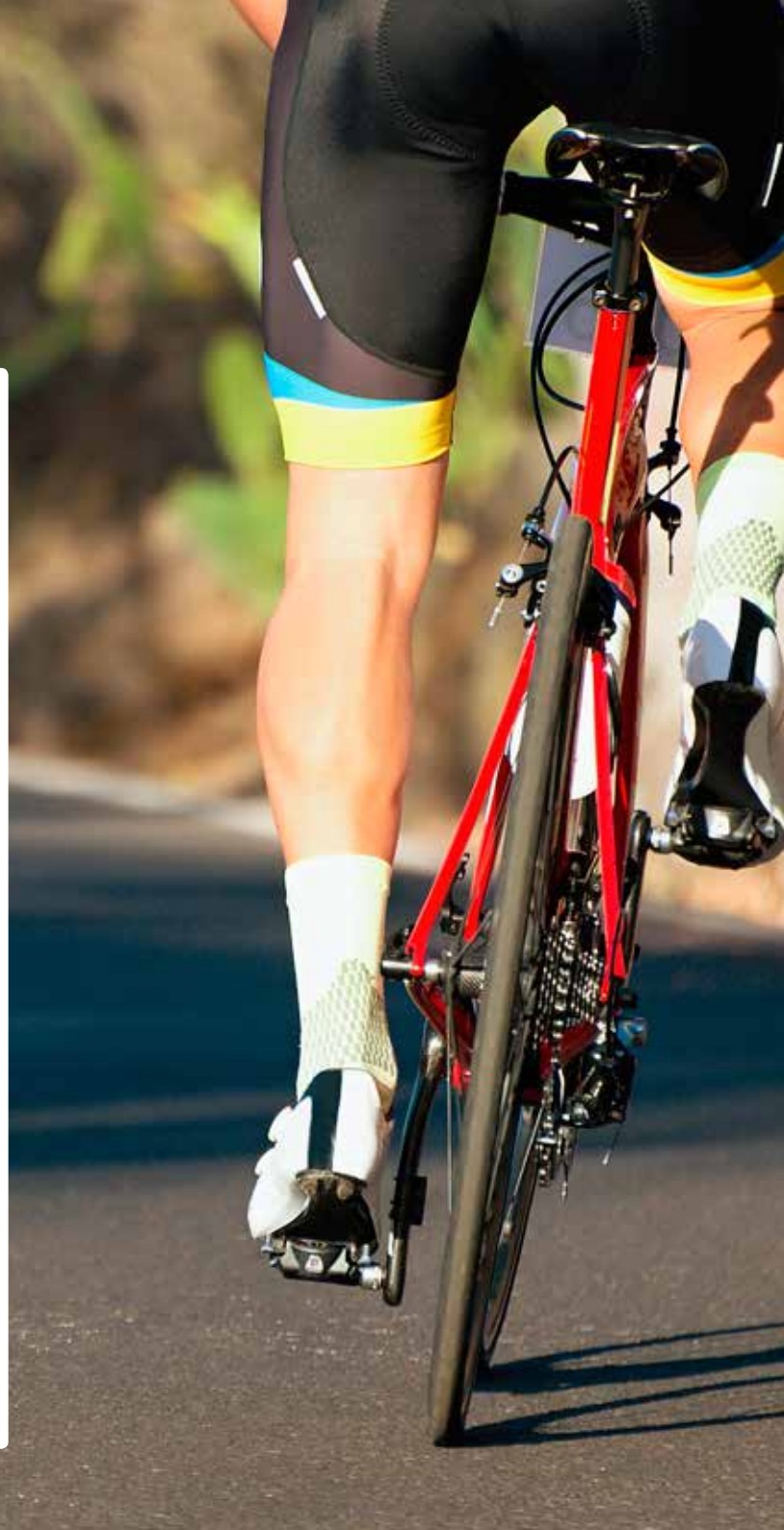
Two brave Edmundson Electrical, Tobbell Electrical and BAM teams pledged to cycle from London to Paris and from Leeds to Amsterdam this summer.

Stepping up to the challenge first was the ten-man strong Leeds team, wearing their EIC stripes. Team Leeds (Neil Wright, Andrew Sykes, Steve Thewlis, Andy Myers, Adam Avison, Chris Sandford, Gary Wheelhouse, Matt Garnett, Richard Chew and Rob Fowler) took this challenge in their stride, battling with aching limbs, punctures and spectacular crashes to ultimately push through the barriers to cross into Amsterdam.

The 13 men who made up Team Paris (Joe Roberts, Alan Bailey, Mike Burnard, Neil Smith, Phil Addis, Chris Platt, Paul Atkins, Steven Barber, Richard Moyes, Kelvin Drinkwater, Nicola Scirocco, Anthony Gillespie and Mervyn Peers) were keen to start their journey. Spirits were high, the Lycra was tight, and the selfie king Kelvin Drinkwater was ready to capture all the hilarious moments along the way. The team made it to the Eiffel Tower after facing off with livestock, treacherous terrain and tender legs.

Over two gruelling days, John Cox and Rob Mitchell from Zumtobel Group cycled from west Silloth to east Tynemouth. The historic coast-to-coast track covers 120 miles and climbs 1,800 metres. John and Rob were both tested to their limits on the beautiful Hadrian's Wall path but faced the obstacles with ease for the EIC Challenge for a Cause.

In early May, before summer was upon us, Steve Brawley from the Joint Industry Board showed us what strict training and dedication look like with an amazing feat of cycling 250 miles in 27 hours!



Q1

Devon to Dorset

Pen-y-ghent, Whernside and Ingleborough are three jaw-dropping peaks in Yorkshire. The 24-mile trek across them, which includes a 1,585 m ascent, was no match for the LEW Electrical Distributors Barnsley Team, who mastered the peaks in ten hours. As tough as the peaks were, the pain was overshadowed by the incredible views, great company and determination to support the EIC.

Barnsley Mastered the Peaks

Steve Pope from CEF achieved a boyhood dream of jumping out an airplane not once but twice this spring. To get his money's worth from a slower descent, Steve got his weight well below the limit. Over four days in Empuriabrava, Spain, Steve completed one tandem skydive jump and one solo skydive jump to raise money for the EIC and Macmillan Cancer Support.

The Sky's the Limit

To raise money for the EIC, Aico put on a carnival family fun day extravaganza. The mild summer's day saw teams face off in the sumo ring, nerves tested in giant Jenga and the management take one for the team as they stepped into the stocks.

Roll Up, Roll Up!

EEL - Newquay hosted a lavish regional Summer Ball for their customers and employees. The evening saw gorgeous gowns, perfect bowties and dapper waist coats. During the course of the evening over £1,500 was raised for EIC.

It's a Black-Tie Occasion

The biggest ever Fegime Conference was held this year with 187 people in Barcelona. During the Gala Dinner Alan Reynolds held a "guess the venue" for 2019 Conference and raised £2,000 for EIC.



A close-up photograph of a person's legs and feet splashing through deep, brown mud. The person is wearing a bright yellow t-shirt, black shorts, and black athletic shoes with white socks. The mud is splashing upwards and outwards, creating a dynamic and messy scene. The background is a blurred expanse of mud, suggesting a rugged outdoor obstacle course environment.

Q2

7.1.5 OUR INDUSTRY SUPPORT

LEW Electrical got dirty for EIC!

Five of LEW Electrical Distributors Lincoln and LEW Electrical head office members faced the gruelling Tough Mudder Yorkshire course in August. The mud was deep and the obstacles relentless, but the team smashed through to raise over £600 for EIC.

Q2

Bryan Armstrong takes on The Crossing!

The Dowds Group's contracts director Bryan Armstrong cycled a gruelling 200 miles over three intense days at the beginning of August. The Crossing tracks ran through the Lake District, the Yorkshire Dales, and the North Yorkshire Moors. The tracks saw Bryan tackle three national parks, each providing their own challenges, including steep climbs, waterways, and uneven terrain.

Edmundson Electrical teed off for EIC

Edmundson Electrical London Region hosted a corporate golf day at Foxhills Golf Club in Surrey on the 19th July. A huge thank you goes to Edmundson Electrical London Region as well as everyone in attendance who helped to raise £1,765 for your industry charity.

Western Electrical sweep up in the Football World Cup

Western Electrical hosted raffles and sweepstakes throughout the Football World Cup in support of EIC. It may not have come home for England but with the amazing prizes on offer, the disappointment of losing the cup was slightly reduced for the lucky winners.



60 years of success for Drake & Taylor

To mark their Diamond Anniversary, Drake & Taylor held a celebratory garden party for current and past employees. With the sun shining and a delicious hog roast, the event was a huge success with the raffle raising over £1,000 for EIC.

Mysterious Aico evening

Aico raised over £22,000 at their gilts and glam masquerade ball for EIC! The night got off to a great start with delicious food and with everyone in their dancing shoes, the night went on into the early hours. Special thank you to Edmundson Electrical, Rexel UK, CEF, Moss Electrical and Building Services, Kew Electrical, Medlock Electrical Distributors, Eyre & Elliston, BEW Electrical Distributors, LEW Electrical Distributors, COURTS Design Agency, Publicity Overload & Charisma, 7Video, Oswestry and Life, and Lion Quays Hotel who were an integral part of ensuring the evening was such a success.

Edmundson Electrical were on the edge of their seats!

The first goal was eagerly awaited in the England vs. Belgium match for the Football World Cup. Who was going to win the first goal competition and were England going to make it through to the next stage? England weren't so lucky, but Edmundson's raised over £300 for EIC.



Truro fired up the barbie Western Electrical

Truro fired up the barbeque and made the most of the heatwave that hit England this summer. With employees and suppliers enjoying the sunshine and grilled sausages it was an ideal way to raise funds for EIC.

Birdies in Rotherham

Electric Center, Edmondson Electrical and B&F Edmondson's hosted employees and suppliers for a tough day of golf in Rotherham in September. There were some very skilful teams on the green with some fantastic scores, considering the strong winds they were faced with.

EEL Dartmoor

Thirteen of Edmondson Electricals' elite camped out in the wilderness of the legendary Dartmoor Tors after hiking through ancient woodland and sprawling moorland. Some considerably steep inclines and descents were conquered on the trek, but it was all worth it for the amazing views and over £4,500 was raised for EIC.

Getting Fit for 100...

BELL Lighting turn 100 in 2020 and to celebrate this momentous occasion they have decided to put their best foot forward and explore their local areas. While taking on various tracks, the BELL team will be fundraising for EIC. BELL Lighting have already ticked Pen-Y-Ghent off the list of must-do treks in Yorkshire.

NAPIT Summer Carnival

This summer NAPIT held a summer carnival in honour of EIC. The carnival took place in Mansfield and was attended by NAPIT staff and partners. The colourful day was filled with games, activities and raffles with all proceeds going to EIC to assist in supporting our industry.

Cakes and Coffee Legrand are great supporters of EIC.

This September to raise funds and create awareness the team hosted a mouth-watering, delicious cake and coffee morning.





Foot Darts for EIC

Electric Center supported EIC during the Football World Cup by hosting an open day with over 60 customers and suppliers in attendance. This fun filled day had lots of football-related activities including a Foot Dart competition, which tested ball skills, balance and accuracy.

Wet and Wild in the Midlands

Paul Hodgson from Edmundson Electrical braved the punishing wet and wild X-Runner Midlands course in September for EIC. The course tested Paul's endurance, balance, and all-round physical ability with an added factor of mud!

PLANTx 2018

On a glorious sunny day at Chester Racecourse, EA Technology hosted their PLANTx 2018 event. The event was attended by many and finished with an enjoyable BBQ with fundraising activities in support of EIC.

3 Peaks in 24 hours

The intrepid Schneider team of 20 completed the national 3 peaks: Ben Nevis, Scafell Pike, and Snowdon, all within 24 hours! That's 26 miles of walking and 3,500m of elevation! The team pushed through the blisters, sore legs, and tiredness for the beautiful views to support our industry.



A large wooden sign with the words 'BEN NEVIS' carved into it in white, set against a backdrop of green hills and a forest. The sign is positioned diagonally across the frame, pointing towards the right. The background shows a lush green landscape with rolling hills and a dense forest of evergreen trees. The sky is overcast and grey.

Conquering new heights for Kyle

In early September Kyle Livingston's family trekked the unforgiving terrain of Ben Nevis in support of EIC and to raise awareness of mental health in our industry.

Q3

The Riviera of the Highlands

Everyone was in their finest for the EDA Scotland dinner, which was held at the ‘Riviera of the Highlands’, the Gleneagles Hotel. The evening was enjoyed by all who attended with over £2,700 being raised for EIC to continue to support those who need it in our industry.

Leeds Castle

Edmundson Electrical London Region At the picturesque Leeds Castle in early October, R&B Star Electrical Wholesalers hosted a magical evening for the industry that included class entertainment and delicious food. The evening was all in support of EIC and encouraging the mental health work that the Charity is doing for industry members.

CEF dust off their boots

CEF dusted off their boots and faced the treacherous weather in October for their football tournament in support of EIC. The day wasn’t perfect for football, but it was one to remember with all money raised going to help industry members.



40 for forty

Dowds Group were celebrating their 40th year in business last year, and to celebrate they held multiple fundraising events in their bid to reach £40,000 for their chosen charities. The finale was their Gala dinner in October held at the Galgorm Resort, where they smashed their target and raised £60,000 for charity with £16,000 going to EIC to assist with continuing to support our industry.

Let’s do it for Kyle!

A team of Kyle Livingston’s friends and family braved the damp Edinburgh weather and conquered Arthur’s Seat. Their hike was not only to celebrate Kyle’s life but to raise funds for EIC to continue to offer mental health support for those in need in the industry.

Select Awards

The Select 2018 Awards was an unforgettable night with many deserving individuals walking away with great awards. Everyone in attendance also did fantastic fundraising for EIC with over £2,700 being raised that evening.

Swinging for BELL's centenary

In the big build-up to BELL Lighting's centenary in 2020, and as part of their Getting Fit for 100 campaign, the company held a golf day in October in Leeds. The weather was perfect for a few rounds of golf with one keen golfer winning the day with 39 points.



Bright Spark Wives

The Bright Spark Wives in October laced up their walking boots and hiked the 10-mile Lighthouse trail in Galloway, Scotland. The team were inspired to complete this hike to fundraise for a 19-year-old man who was knocked over at a pedestrian crossing and left paralysed. The ladies raised over £2,500 for EIC to support this young man to regain some independence.

Leeds dash

The BELL Lighting Get Fit for 100 team dashed through Leeds in early November for the Leeds Abbey 10km run. The weather was beautiful, and the team came in with some great finish times in support of EIC and the BELL Lighting centenary challenge.



Hitting the pitch for Kyle Livingstone

Greenhills Dynamo took on Kyle Livingstone's family and friends in a friendly football tournament to raise awareness of Mental Health and raise funds for EIC.



Lunch with Beama

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

ECA Summer Ball

ECA East Midlands held a summer ball in support of EIC. The evening was one to remember with delicious food, everyone dressed to the nines and over £2,000 being raised for our industry.

Trade day racing

The Electric Center Harrogate held a trade day in November where attendees got to test their racing skills and support your industries charity.

The hosts with the most

What an evening for our Scottish industry members. Thank you to SM Electrical who hosted a fantastic evening at the Radisson Blu in Edinburgh which raised over £500 for EIC.

Showcasing our industry

The Highway Electrical Association's Conference and Awards Dinner 2018 was a fantastic evening. The Awards showcased some top talent from the industry and raised over £4,000 for industry families in need.

Cake and coffee

Legrand Electric whisked, rolled and mixed in support of EIC at their cake and coffee morning in November. The cakes looked outstanding and tasted even better!

Leeds to Liverpool Canal Half Marathon

Leeds to Liverpool was no issue for the strong BELL Lighting team who are getting fit for their centenary. The team hit their £2,000 fundraising target, which made the sore legs and blistered feet all worth it to support our industry members.



Q4

71.5 OUR INDUSTRY SUPPORT

Knees-up in Glasgow

Terasaki Electric held a lavish social evening in support of the Electrical Industries Charity. The night was enjoyed by all, with over £400 being raised for industry members.



Our biggest supporters in the South

ECA South East, Maidstone and East Kent branches are huge supporters and promoters of the Electrical Industries Charity each year. They are involved in hosting or attending fundraising events, and this year is no different, with over £5,000 being raised through their various activities.

Strelia Interim

We would like to thank Strelia Interim who, in the midst of going into liquidation, made a generous donation to the Charity. We thank you for thinking of our industry members in need during your transition period.

It's been a dry one

Congratulations to Steve and Debra Bratt who gave up alcohol for 2018 in support of the Electrical Industries Charity. Together they raised over £700 and we thank you for your willpower and commitment.



IBA Christmas extravaganza

IBA held a Christmas extravaganza which had everyone singing along to those classic festive tunes and tucking into a seasonal mince pie or two. The festivities were not without a charitable aspect: IBA raised over £500 for EIC to help members in need.

'Tis the season for giving

BM Electrical Wholesalers went above and beyond during the festive season. The team made the selfless decision to forgo Christmas gifts this year and donate the funds to Charity. We would like to thank everyone at BM Electrical for this kind and selfless act that will help many industry members.

40 for Forty

Dowds Group were celebrating their 40th year in business last year, and to mark this they held multiple fundraising events in their bid to reach £40,000 for their chosen charities. The finale was their gala dinner in October, held at the Galgorm Resort, where they smashed their target and raised £60,000 for charity, with £15,000 going to EIC to assist with continuing to support our industry.



Twelve Electric Club

The Twelve Electric Club are a group of twelve people from the electrical industry who meet monthly to entertain clients and raise money for charity. The group supports many local charities, but always donates at least 50% of everything they raise to the EIC. This has resulted in £17,000 from recent events being donated to our fundraising total. The EIC would like to say a huge thank you to the individuals of Twelve Electric Club for their efforts and support of the charity, and to those attending the events for their generous contributions.

Aico is changing the industry

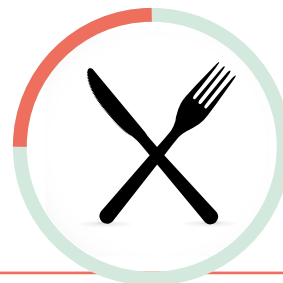
After hearing of the huge influx of cases the charity has seen in the last quarter, Neal Hooper of Aico made an overwhelming contribution of £20,000! Aico have always been advocates and supporters of the Charity and we could not thank them enough for this generous donation to ensure the Charity's sustainability in the coming year.

Electricbase

Electricbase held their Annual Conference and Awards Dinner on Thursday 31st January 2019. The whole day was a roaring success, with £1,445 being raised to help industry members in need through the Charity's support services.

EDA Dinner

EDA held their annual lavish awards dinner in March. The evening saw many well-deserving industry members gain recognition for their efforts as well as raising over £7,000 for industry members in need.





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





Spring Ball
2017 January

WINDMILL

LAGOS

aico

YES

23

18

47

POWER TO BUSINESS
ELECTRICITY

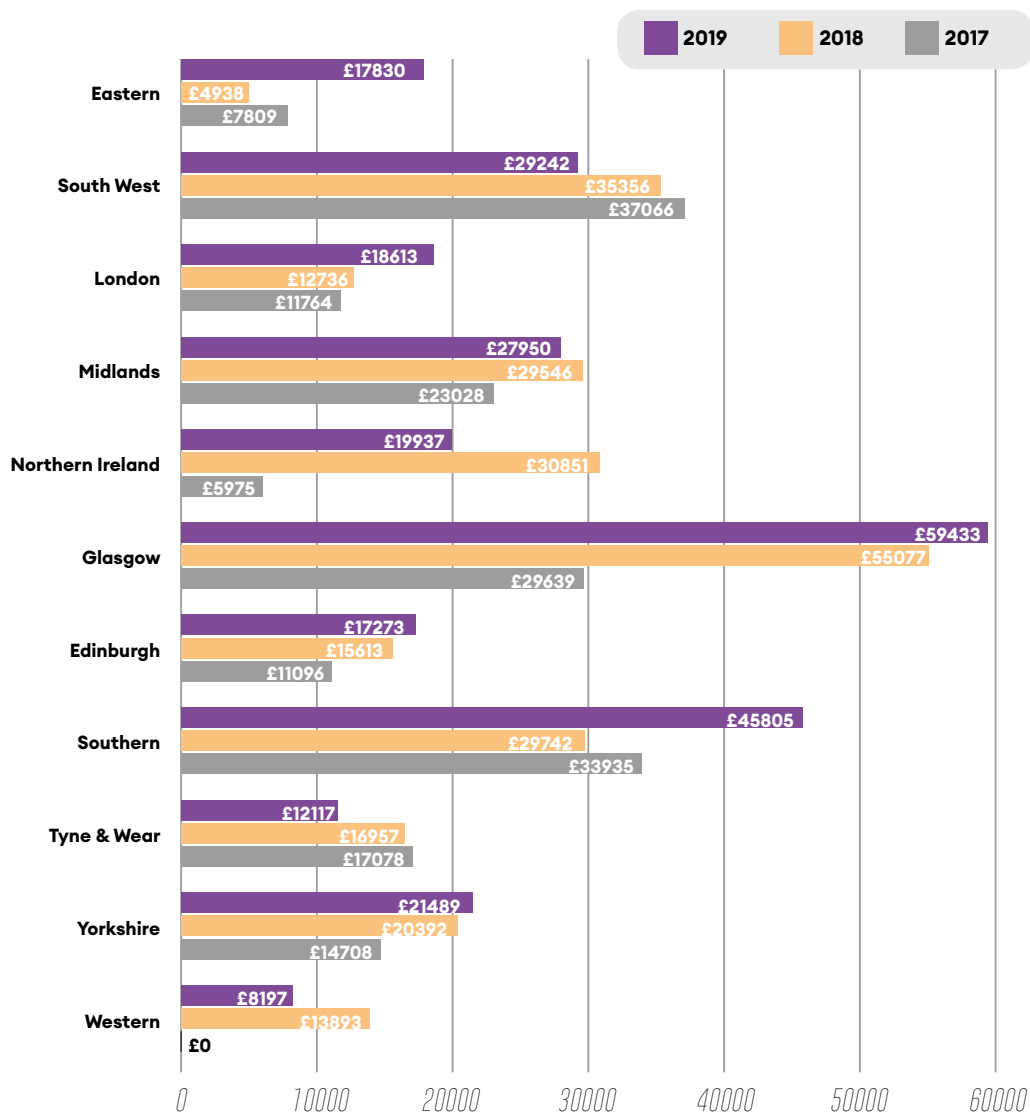
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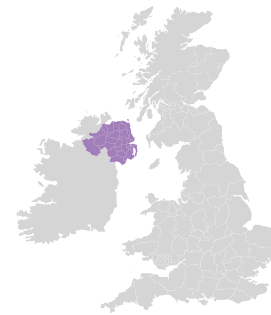
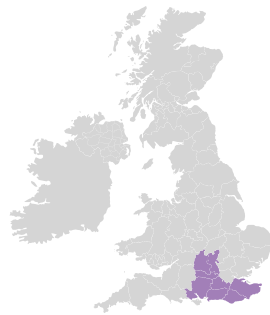
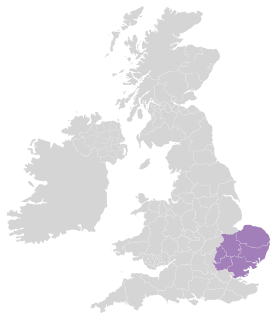
7.1.4 REGIONAL COMMITTEE FUNDRAISING

Our Regional Committees organised and hosted over 43 events throughout the year. From golf days to dinners, and fishing days to glamorous balls they generated income of £594,466.

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

PROFIT (£) GENERATED BY REGIONAL EVENTS





Eastern Regional Committee

Andie Morris (Chairman) - Glen Dimplex
 Martin Cordrey - ECA
 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

Eastern Sportsman's Dinner - Finished the evening on a high, raising a considerable £15,000 contribution to the Charity that goes directly to those who need to most.

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
 Chris Tolfrey - LE Installations

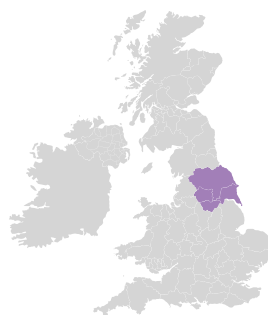
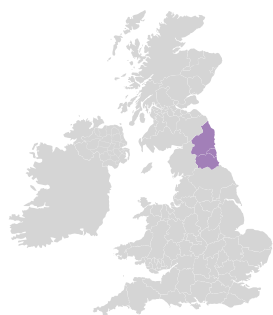
Northern Ireland Regional Committee

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

Northern Ireland Electric Ball - Overall it was an amazing effort raising funds of over £3,000 that goes directly to those seeking assistance with the Charity.

Northern Ireland Electric Lunch - Attendees left smiling after raising almost £11,000 for the charity! Always a great way to start the year

£28,878	£103438	£44,845	Income
£17,850	£78977	£63,892	
£36,865	£79539	£12,820	
£10,072	£57273	£23,852	Expenditure Region
£12,798	£48455	£32,654	
£28,909	£43045	£6,245	
£977	£360	£1,056	Expenditure HO
£114	£780	£387	
£147	£2559	£600	
£17,830	£45805	£19,937	Net Profit
£4,938	£29742	£30,851	
£7,809	£33935	£5,975	



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 – Skanwear
 Mike Johnston – Skanwear
 Alan Woodhead – Skanwear
 Mark Ginn – Hager
 James Cross – CEF

Yorkshire powerBall - Over £4,000 was raised for EIC with the all-time favourite activity being the tombola

Yorkshire Christmas Lunch - The event raised over £13,700 for Electrical Industries Charity, a big thank you to everyone in attendance

Tyne & Wear Committee

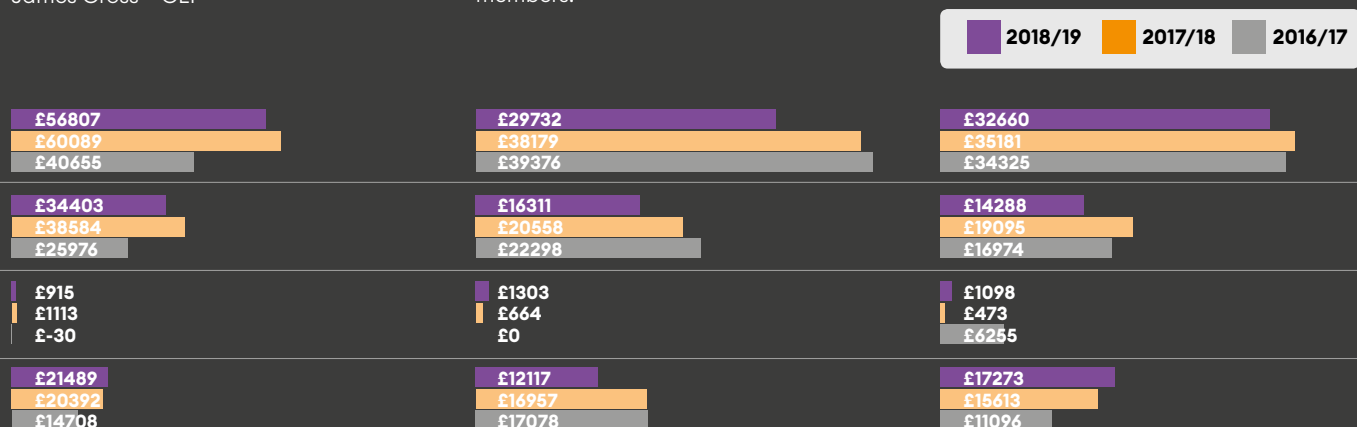
Fred Dickinson (Chairman) - CP Electronics
 Fred Hood (Secretary) - McNally and Thompson
 Chris Burt (Treasurer) - Dougal and Railton

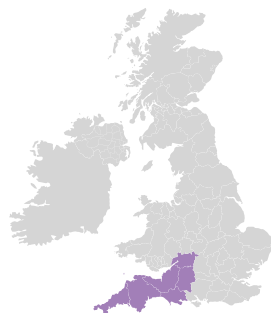
Tyne & Wear Christmas Lunch - The lunch raised over £6,000 for our industry members!

Edinburgh Regional Committee

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

Edinburgh Christmas Lunch - EIC would like to thank everyone who attended and helped raise funds of over £11,000 to go towards those in our industry.





Glasgow Regional Committee

Isabel Smith (Chairperson)– Edmundson Electrical Ltd
 Ken McQuaker– (Secretary) Rexel
 Barry McInally – Schneider Electric Ltd
 Gerry Young – Siemens
 David MacDonald - MACD Electrical Ltd
 Douglas Little - Glasgow Caledonian University
 Gregor Morrison – Electrium

Glasgow Christmas Lunch - A significant contribution of over £21,000 was also raised for the Charity which will go directly to helping those in the industry who need it most!

Glasgow Valentine's Ball 2019 - Thanks to their generosity, £15,000 was raised for Electrical Industries Charity so that we can continue supporting people across our industry.

South West (former Gloucester) Regional Committee

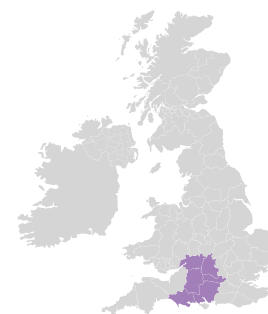
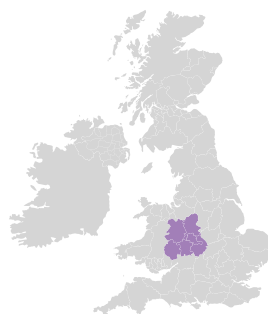
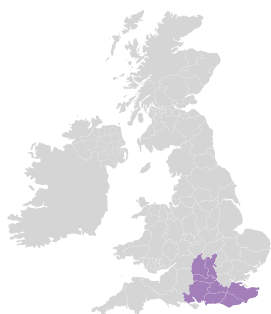
Steve Vaslet (President) - EDF Energy
 Dave Chalk (Secretary)
 Dave Miller (Treasurer) – EDF Energy
 Roy Christie (Vice Chairman)
 Tony Mills (Golf Chairman) - EDF Energy
 Phil Millington – Edmundson Electrical Gloucester
 Paul Meddings (golf)
 Tony Vearncombe (golf)

EDF Energy have been a continuous pillar of support in the Gloucestershire region for many years. The Gloucestershire team contribute £10,000 to EIC each year and we would like to thank you for allowing not only the Gloucestershire region to prosper but EIC nationwide.

South West Regional Golf Day - South West Region would like to thank all the sponsors, players, and Lilley Brook Golf Club for their continued support of this popular event, which raised in excess of £22,000.

South West Region Annual Ball - Over £8,000 was raised for the industry by all companies in attendance.

Glasgow		South West (former Gloucester)		
£95736	£99259	£43,063	£49,979	Income
£69154		£49,907		
£35401	£42846	£12,844	£14,249	
£28874		£12,777		
£902	£1336	£977	£374	Expenditure HO
£10641		£65		
£59433	£55077	£29,242	£35,356	Net Profit
£29639		£37,066		



London Regional Committee

David Fielder (Chairman) Edmundson Electrical Ltd

Tina Hemmings Edmundson Electrical Ltd

Ian Young Edmundson Electrical Ltd

Malcolm Conby - Electrical Contractors' Association

EIC London Region 2018 Fishing Day - All in all, the event raised a superb £1,600 for EIC.

London Valentine's Ball 2019 - In support of this year's EIC cancer awareness campaign, all attendees dug deep to raise over £16.5K for our industry charity!

Midlands Regional Committee

Eddie Featherstone - Edmundson Electrical

Jon Chamberlain - Marshall Tufflex

Tracey Hazlewood - Hager

Belinda Colwell - Hilclare

Lee Austin - Legrand

Steve Jerram - Schneider

Chris Gibson - Rexel UK

John Fellows - Edmundson Electrical

Midlands Golf Day - Another great event in the Midlands Region, which raised £3,000 so that we can continue helping people in electrical industry.

Midlands Christmas Gala Ball - A big thank you to everyone in attendance, with your help £12,000 was raised for our industry!

Western Regional Committee

Gary Hutchins, Rexel UK - Chairman

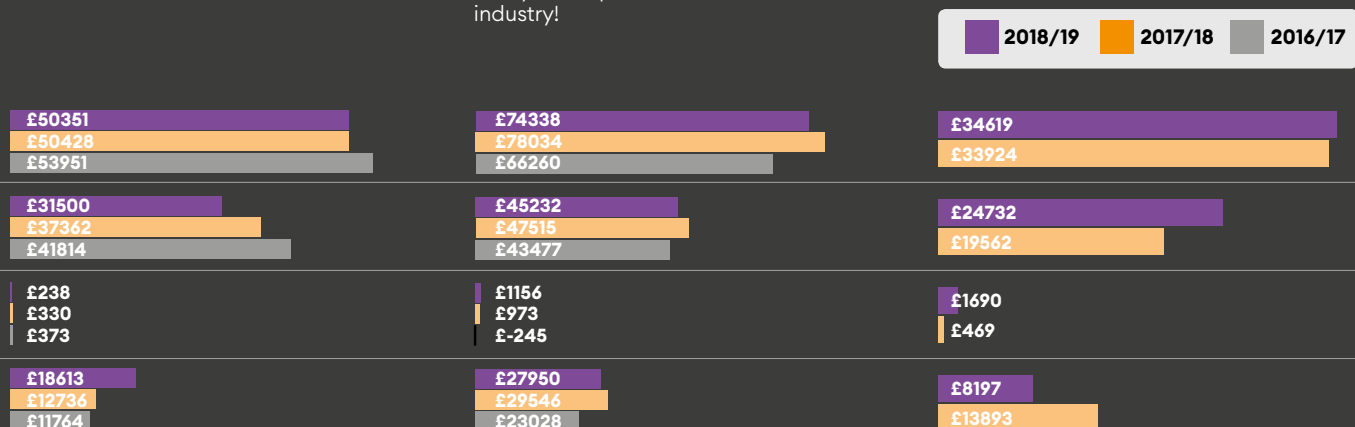
Steve Mace

Mick Brown, Vice Chair

Neville Brent, Shayla Electrical

Ciara Grant, Collingwood Lighting

2018 Western Equinox Ball - All in all, the event is estimated to have made over a fantastic £10,000



8 INDUSTRY ORGANISATIONS AND MEDIA

7.1 KEY FUNDRAISING ACTIVITIES

The Electrical Industries Charity is fortunate to have close ties with many industry organisations who generously provide a platform at their events to raise money and awareness of the Charity. Events and donations in 2018-19 included:

ECA East Midlands (Derbyshire and Burton Branch) hosted a Summer Ball and raised over £2,000 for EIC.

ECA South East, Maidstone and East Kent branches are involved in hosting or attending fundraising events, and this year raised over £5,700 through their various activities and branch dinner.

EDA Dinner – EDA held their annual lavish awards dinner in March. The evening saw many well-deserving industry members gain recognition for their efforts as well as raising over £7,000 for industry members in need.

The biggest ever **Fegime Conference** was held this year with 187 people in Barcelona. During the Gala Dinner Alan Reynolds held a “guess the venue” for 2019 Conference and raised £2,000 for EIC.

ECA West Midlands hosted a West Midlands Ball and generated a cool £1,000 in fundraising for the charity.

EDA Scotland held their annual function at Gleneagles and raised over £2,400 in support for the charity’s services.

NAPIT stepped into their hiking shoes and took on the Jurassic Walk in support of the EIC and raised over £3,200.

The annual EW Awards for the Electrical Wholesalers saw a great effort on the night with over £800 being raised for the charity.

The BEAMA annual lunch was again a great success and raised over £1,800 towards supporting our services at the EIC.

SELECT organised a Presidents walk over the Allemuir Hills in Edinburgh to raise over £3,200 for our industry members in need.

The Highway Electrical Association hosted their annual event in November with roaring success, raising over £4,800 in support of the EIC.

ECA West Riding of Yorkshire raised a generous £1,200 in support for the EIC at their summer lunch earlier in the year.

Collectively the ECA across all their regions in the UK have shown dedicated support for the EIC with continuous donations across their branch meetings to raise over £1,500 on top their fundraising events.

OUR PR & MEDIA PARTNERS

Building Services

Commercial
BSEE
Building Engineer
CIBSE Journal

Energy in Buildings &
Industry (EiBI)
Modern Building
Services

The Energyst
Smart Buildings
Building Services News,
Ireland

Electrical

Large contractors
Cable Talk (Scotland
SELECT)
ECA Today

Electrical (Ireland)
Electrical Contracting
News
Electrical Engineering

Electrical Review
Electrical Trade
Magazine
Voltimum

Small contractors

Electrical Times
Professional Electrician

Apprentices

Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical

News
Innovative Electrical
Retailing
reNEWS
Voltimum

ECA Today
Process Engineering
Trimble
NAPIT Magazine
NIC EIC

Lighting

LEDs Magazine
RIBA Journal
Lighting
Lighting Industry
Association
Architecture Today

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

Architects Journal
Icon
Dezeen
Architect's Choice

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 SCO38811).

Patron

Her Majesty the Queen

Council

The Electrical Industries Charity is governed by a Council which meets a minimum of four times during the year. The President is the Chair of Council, which consists of up to 11 Members including the President.

Members of Council

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

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 (resigned October 2018)

S Mackenzie (President)

Managing Director & Company Secretary

Tessa Ogle

Registered office

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

Bankers

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

Finance

WeWork Moorgate
1 Fore Street Avenue
London EC2Y 9DT

Investment Managers

UBS
5 Broadgate Cir
London EC2M 2QS

Statutory Auditors

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

Solicitors

MacRoberts LLP
Capella, 60 York Street
Glasgow G2 8JX

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.

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 2018/19. Welfare Audit Group members during 2018/19: 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 2018-2019 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.

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 2018-2019 we received no complaints from members of the industry about our fundraising activities.

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

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

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

From four wellbeing programmes and our Access Assistance service in 2016/2017 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.

Partnership²

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.

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

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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

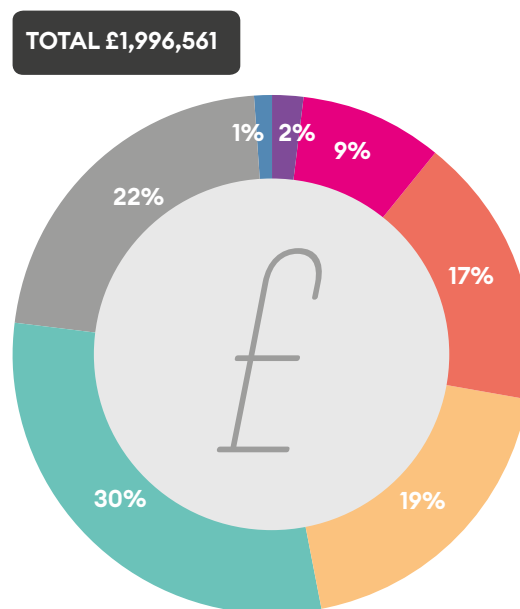
FINANCIAL POSITION

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

Total income slightly increased from £1.910m in 2017/18 to £1.997m in 2018/19. This is largely attributed to the corporate donations and individual fundraising efforts. The Challenge for a Cause events pushing up both individual and corporate donations. Total costs increased from £2.394m in 2017/18 to £2,839 in 2018/19.

The cost increases were a direct result of increasing the amount of financial grants (specifically the big build purchase of £196k) 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.

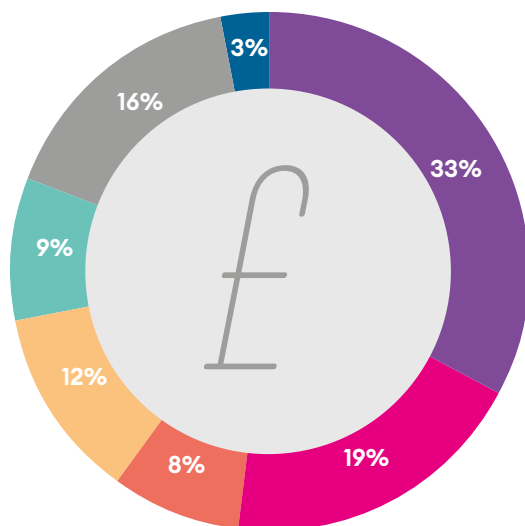
The basis of allocation is disclosed in accounting policies note (e) on pages 105 to 113. Certain income streams of the Charity are seasonal while costs are incurred on an ongoing basis throughout the year.



WHERE THE MONEY CAME FROM

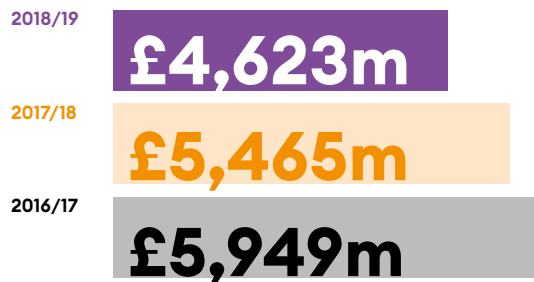
- Investments £190k
- Donations & legacies £342k
- Lottery proceeds £377k
- Regional Committees events £594k
- powerBall £433k
- Fundraising at HO £26k
- Other fundraising £35k

TOTAL £2,839,135



NET ASSETS

Net assets amounted to £4,623m as at 31 March 2019, 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. Also due to the cost increases in 2018/19.



HOW WE SPENT THE MONEY

- Direct financial assistance £952k
- Support, helpline, advice & information £534k
- Lottery prizes & administration £241k
- Regional Committees events £334k
- powerBall £253k
- Other fundraising £441k
- Governance and management £85k

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.

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

Here is an example of how it works:

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

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

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

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

Assets

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

The Finance Working Group supported by the Charity's Independent Investment Advisor will have a role of reviewing 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 10years.

Staff & trustees

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

Banding	Group 2019 No.	Group 2018 No.
£20,001 - £30,000	3	3
£30,001 - £40,000	7	6
£40,001 - £50,000	1	1
£50,001 - £60,000	0	0
£60,001 - £70,000	0	0
£70,001 - £80,000	0	0
£80,001 - £90,000	0	0
£90,001 - £100,000	0	0
£100,001 - £110,000	0	0
£110,001 - £120,000	0	0
£120,001 - £130,000	1	1

a) Remuneration

The pay of all staff is reviewed annually and normally increased in accordance with average earnings. In view of the nature of the Charity, the Trustees' benchmark against pay levels in other benevolent associations and other charities of a similar size and take into account industry experience. The remuneration benchmark is the 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 £131,159.

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

2 Trustees were reimbursed in 2019 a total of £839. 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 2018/19 and appointing an independent financial advisor to provide expert advice and assist with managing UBS.

Principal funding sources

The principal sources of funds are:

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

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

Reserves policy

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

Designated funds

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

Auditors

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

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

OPINION

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 31 March 2019 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 2019, 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 ...], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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



Susan Plumb, 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 2019

			2019	2018	
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Notes	£'000	£'000	£'000	£'000
INCOME					
Income from:					
Donations and legacies	2	248	148	396	321
Trading activities at Branches		220	-	220	535
Trading activities at Head Office	3	237	186	423	472
Trading activities from subsidiary	5	733	-	733	402
Investments	4	124	22	146	163
Other income		35	-	35	25
Total income		1,597	356	1,953	1,918
EXPENDITURE					
Raising funds 6					
Raising funds at Branches		83	-	83	317
Raising funds at Head Office		180	230	410	524
Raising funds by subsidiary		775	-	775	388
Charitable activities 6					
Support, advice and helpline		448	45	493	443
Financial assistance (grants)		590	362	952	500
Other charitable costs	6	41	-	41	73
Other Costs					
Governance and management costs	6	78	7	85	149
Total expenditure		2,195	644	2,839	2,394
Net gains/(losses) on investments		37	7	44	(8)
NET EXPENDITURE / INCOME		(561)	(281)	(842)	(484)
Transfers between funds		(148)	148	-	-
NET MOVEMENT IN FUNDS		(709)	(133)	(842)	(484)
RECONCILIATION OF FUNDS					
Total funds brought forward		4,574	891	5,465	5,949
TOTAL FUNDS CARRIED FORWARD	17	3,865	758	4,623	5,465

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 105 to 113 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET
 AS AT 31 MARCH 2019

2018
2019

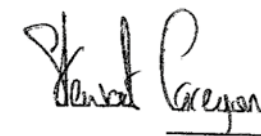
	Notes	2019		2018	
		£'000	£'000	£'000	£'000
		Group	Charity	Group	Charity
FIXED ASSETS					
Tangible assets	10	14	14	12	12
Investments	11	5,123	5,123	5,118	5,118
Programme related investments	12	101	101	106	106
		5,238	5,238	5,236	5,236
CURRENT ASSETS					
Debtors	13	387	256	451	233
Cash at bank and in hand		534	443	212	151
		921	699	663	384
CREDITORS: Amounts falling due within one year					
	14	(1,536)	(1,263)	(434)	(155)
NET CURRENT ASSETS		(615)	(564)	229	229
NET ASSETS		4,623	4,674	5,465	5,465
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	17	758	758	891	891
Unrestricted	17	3,865	3,916	4,574	4,574
TOTAL FUNDS		4,623	4,674	5,465	5,465

Company Number: 2726030

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



Stuart Mackenzie
 President and Council Member



Stewart Gregory
 Council Member

The notes on pages 105 to 113 form
 part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASHFLOW STATEMENT
 FOR THE YEAR ENDED 31 MARCH 2019

		2019	2018
	Notes	£'000	£'000
Cash flow from operating activities	18	280	(504)
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(3)	-
Receipts from sale of investments		40	400
Receipts from programme related investments		5	28
Net cash flow from investing activities		322	(76)
Cash flow from financing activities			
Receipt from overdraft facility		(850)	-
Interest paid		(9)	-
Interest received		-	-
Net cash flow from financing activities		(859)	-
Net (decrease)/increase in cash and cash equivalents		(537)	(76)
Cash and cash equivalents at start date 2018		212	288
Cash and cash equivalents at end date 2019		(325)	212
Cash and cash equivalents consists of:-			
Cash at bank and in hand		534	212
Overdraft		(859)	-
Cash and cash equivalents at end date 2019		(325)	212

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 84 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 102.

(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	2019	2018
	£'000	£'000	£'000	£'000
Donations by:				
Companies	28	162	190	102
Individuals	120	46	166	128
Gifts in kind	-	14	14	12
Legacies	-	26	26	79
	148	248	396	321

3. TRADING ACTIVITIES AT HEAD OFFICE

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

	Restricted Funds	Unrestricted Funds	2019	2018
	£'000	£'000	£'000	£'000
Donations by:				
Annual Ball (powerball)	-	34	34	39
Lottery income	179	198	377	386
Legacies	7	5	12	47
	186	237	423	472

4. INVESTMENT INCOME

	Restricted Funds	Unrestricted Funds	2019	2018
	£'000	£'000	£'000	£'000
Donations by:				
Interest on deposits and bank accounts	-	-	-	-
Investment income	22	124	146	163
	22	124	146	163

5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2019	2018
	£'000	£'000
Turnover	733	402
Cost of sales and administration costs	(783)	(395)
Net (loss) / profit	(50)	7
Amount gift aided to the charity	-	(7)
Retained by the subsidiary	-	-
Assets	471	533
Liabilities	(521)	(533)
Net (liabilities) / assets	(50)	-

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

6. EXPENDITURE

	Direct staff costs	Other direct costs	Allocated Support Costs	Total Costs 2019	Total costs 2018
	£'000	£'000	£'000	£'000	£'000
Fund Raising:					
Fund-raising by Branches	-	71	12	83	317
Fund-raising by Head Office	64	334	12	410	524
Fund-raising by subsidiary	140	635	-	775	388
Charitable activities:					
Support, advice and Help Line Services	330	96	67	493	443
Financial assistance (grants)	-	952	-	952	500
Other charitable costs	-	29	12	41	73
Governance and management costs	-	73	12	85	149
	534	2,190	115	2,839	2,394

	2019	2018
	£'000	£'000
Support costs were as follows:		
Information technology	16	39
Premises and facilities	63	76
Accountancy and finance costs	40	46
Other costs	(6)	31
Consultancy	2	13
	115	205
Total expenditure for the year includes:		
Audit fees	10	9
Depreciation	5	6

7. STAFF COSTS AND NUMBERS

	2019	2018
	£'000	£'000
Total remuneration of employees was:		
Salaries	462	391
Social Security costs	46	38
Pension contributions	26	13
	534	442

One employee in 2018/19 received annual remuneration in the band of £100,000 - £109,999. (2017/2018 one employee in the band of £100,000 - £109,999).

The average number of employees during the year based on full time equivalents was 12 (2018: 11) They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and Helpline services	4	3
Fundraising	4	4
Business Development	1	1
Finance and Administration	1	1
Graphic Designer	1	1
	12	11

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £26k (2018 £13k).

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 £131,159 (2018:£126,584).

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 2019 totalled £839 paid to two Council Members (2018: £2,981 to three Council Members).

9. PARENT CHARITABLE COMPANY

The unconsolidated deficit of the parent charitable company for the year was £792k (2018 deficit £483k).

10. TANGIBLE ASSETS

	Computer Equipment	Total
	£'000	£'000
Cost or valuation		
At 1 April 2018	28	28
Additions	7	7
Disposals	(1)	(1)
At 31 March 2019	34	34
Depreciation		
At 1 April 2018	16	16
Charge for the year	5	5
Disposals	(1)	(1)
At 31 March 2019	20	20
Net Book Value		
At 31 March 2019	14	14
At 31 March 2018	12	12

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS - CHARITY

	2019	2018
	£'000	£'000
Investments held		
Market value at 31 March 2018	5,118	5,522
Unrealised investment gains/(loss)	45	(8)
Cash withdrawn	(40)	(400)
Dividends reinvested	-	4
Market value at 31 March 2019	5,123	5,118
Cost at 31 March 2019	4,937	5,154
Market value comprises		
Bonds	1,440	1,318
Equities	1,836	1,911
Alternative Assets	770	843
Cash	222	164
Other	95	89
RWENBS	760	793
	5,123	5,118

11. INVESTMENTS - GROUP

	2019	2018
	£'000	£'000
Investments - as above	5,123	5,118
Investment in subsidiary	-	-
	5,123	5,118

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.

	2019	2018
	£'000	£'000
Opening balances at 1 April 2018	106	131
Advanced in year	-	2
Redeemed in year	(5)	(27)
Closing balance at 31 March 2019	101	106

Included in loans to beneficiaries are loans of £67,060 on which no interest is charged (2018: £69,979). During the year interest rates in the range of 0.5% to 2.33% (2018: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,359 (2018: £38,691) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

13. DEBTORS

	Group 2019	Charity 2019	Group 2018	Charity 2018
	£'000	£'000	£'000	£'000
Amounts falling due within one year				
Branch debtors	2	2	6	6
Other debtors	199	36	313	40
Amount owed from group undertakings	-	160	-	160
Prepayments and accrued income	186	58	132	27
	387	256	451	233

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

14. CREDITORS: Amounts falling due within one year

	Group 2019	Charity 2019	Group 2018	Charity 2018
	£'000	£'000	£'000	£'000
Amounts falling due within one year				
Overdraft	859	859	-	-
Trade creditors	56	29	23	13
Taxation and social security	58	27	56	11
Accruals and deferred income	563	348	355	131
	1,536	1,263	434	155

Included on the above is deferred income at 31 March 2019 of £327,845 for the group and £27,151 for the charity, all of which is released in the next period.

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

15. FINANCIAL COMMITMENTS – group and charity

	2019	2018
	£'000	£'000
Total future minimum lease payments under operating leases are as follows:		
Not later than one year (land and buildings)	6	6
Later than one and not later than five years (other)	3	9
Later than one and not later than five years (other)	-	-
	9	15

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds	Unrestricted Funds	2019	2018
	£'000	£'000	£'000	£'000
Tangible fixed assets	-	14	14	12
Investments	760	4,363	5,123	5,118
Programme related investments	-	101	101	106
Current assets	27	894	921	663
Current liabilities	(29)	(1,507)	(1,536)	(434)
Net assets at 31 March 2019	758	3,865	4,623	5,465

17. RESTRICTED FUNDS

	1 April 2018	Income	Expenditure	Transfers	31 March 2019
	£'000	£'000	£'000	£'000	£'000
RWENBS	808	208	(258)	-	758
Edmundson	(13)	8	(98)	103	-
Fundraising for a Cause	96	109	(250)	45	-
Mental Health Awareness	-	38	(38)	-	-
	891	363	(644)	148	758

UNRESTRICTED FUNDS

	1 April 2018	Income	Expenditure	Transfers	31 March 2019
	£'000	£'000	£'000	£'000	£'000
General funds	4,574	1,634	(2,195)	(148)	3,865
	4,574	1,634	(2,195)	(148)	3,865

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. It was agreed at the year end the restricted fund would no longer operate.

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.

Mental Health Awareness – A light-up-a-life campaign was launched at powerBall and £38,000 raised to support mental health services back to the Industry. In counselling support alone the Charity has spent £155,439 in 2018/19.

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

	2019	2018
	£'000	£'000
Net deficit for year	(842)	(484)
Depreciation and impairment of tangible fixed assets	5	6
(Gains) / losses on investments	(44)	8
Movement in debtors	64	(110)
Movement in creditors	1,097	92
Net cash flow from operating activities	280	(504)

19. CONTROLLING INTEREST AND RELATED PARTY TRANSACTIONS

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

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

During the year £nil (2018: £7,640) 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.



**2018
2019**





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