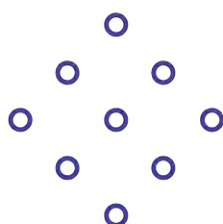


The Institution of Engineering and Technology Benevolent Fund

Annual Report and Financial Statements
for the year ended 30 June 2022



Foothold

Supporting engineers

Charity No: **208925**

Company Registration No: **00441284**

Registered Office:

**Unit A,
82 James Carter Road,
Mildenhall Industrial Estate,
Suffolk,
IP28 7DE,
United Kingdom**

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1. REFERENCE AND ADMINISTRATIVE DETAILS

Foothold is the working name of The Institution of Engineering and Technology Benevolent Fund and is referred as Foothold within this document unless required to be stated in full.

THE BOARD OF TRUSTEES

The Foothold Trustees during 2021/22, together with any others who served in the year.

Dr D Byrne	BE BSc MBA PhD CEng Hon FIET	Chair
Mr G Price	FCA	Treasurer
Dr P Connor	FInstD	
Mrs V Hodge	BSc MSc CEng Hon FIET	
Mr R North	BSc (Hons) CEng MIET	LRA Chair Retired 30/09/2021
Mr R Spalding	BSc CEng FIET RN	Vice-Chair Oct 2021
Mr F Fischer	Eng Tech MIET	Resigned 03/09/2021
Mr T Budd	BComm LLB LLM	
Professor K Sugden	BSc MSc PhD MIET	
Mr J Dunn	CEng MIET	Appointed 01/10/2021

FOOTHOLD'S PRINCIPAL OFFICERS

Mrs J Petit	Chief Executive Officer and Company Secretary
Mrs D Houslin	Support Services and Development Manager
Mrs L Quinn	Marketing and Communications Manager (role made redundant August 2021)
Ms B J Archer	Business Manager
Mrs F Rook	Fundraising and Communications Manager (role extended in August 2021 to include communications)

FOOTHOLD'S ADVISORS AND BANKERS

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London EC1Y 0TL

Rathbone Investment Management Limited
8 Finsbury Circus
London
EC2M 7AZ

Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham B3 2ES

Lloyds Bank plc
Thavies Inn House,
6 Holborn Circus
London
EC1N 2H



We're so grateful to Foothold for being there for us when we had nowhere else to turn.

We felt comfortable at every stage of the process, and our caseworker Maureen was simply brilliant.
- Lisa

2. CHAIR AND CEO REPORT

2021-22 saw the culmination of our three-year strategy which established our vision to increase the wellbeing of engineers and their families worldwide.

Externally the uncertainties of 2020-21 caused by the COVID-19 pandemic continued. We were concerned particularly about the effect that the end of the furlough provisions and reversion to standard eviction packages would have on our UK community members. We continued to monitor the situation alongside the ongoing issues arising from long covid and the global economic pressures being faced by all our community so that we could mount an appropriate response if required.

Internally we undertook a restructuring which focussed on increasing the momentum of our fundraising strategy to help meet the Board of Trustees objectives to achieve a balanced budget in 2023-24. The newly established Fundraising and Communications team were recruited and in post by the end of October 2021 and in line with our decision to surrender the lease on our offices at 24 High Holborn in April 2023 they were recruited on remote working contracts.

The resignation of one of our caseworkers in October 2021 gave us the opportunity to review our Support services team structure and establish a senior caseworker role. The new caseworkers, together with our new Senior Finance Officer, were also recruited on remote working contracts. Our framework for this approach has been termed event-led working, remote working led but coming together in larger or small teams where the activity requires collaboration. This approach combined with our continued commitment to flexible working has seen the whole team developing positive working relationships using technology to underpin communications alongside regular face to face meetings.

In September one of our eight Trustees resigned. The remaining seven Trustees continued with virtual Board and Committee meetings for most of the year following COVID-19 guidance and managing disruptions caused by transport strikes and fuel shortages. In January 2022 the Trustees considered the recommendations for our 2022-27 5-year strategy and budget plan, which was formally adopted in April 2022.

The annual review of Trustees skills and experience was undertaken and, in alignment with the 2022-27 strategy, it was agreed to advertise for a Trustee with strategic IT experience and a Trustee with Fundraising experience. We were very pleased with the response to the advert and were able to appoint two new Trustees with strategic information technology experience to join the Board in October 2022. A second round of recruitment for a Trustee with fundraising experience will begin in July 2022. If successful, this recruitment will bring the Board of Trustees to its full complement of 10 members in 2022-23.

As part of our review of our Memorandum and Articles of Association the Board agreed to undertake a review of our governance arrangements using an external facilitator. The Directory of Social Change was successful in their bid for the work, which will conclude in October 2022. The Chair of the Local Representatives Assembly has also undertaken a review of the role of the Local Representatives and the outcomes of both pieces of work will be used to inform our decisions.

The Trustees also began a review of our financial policies and to consider any additional steps necessary to ensure the financial sustainability of Foothold for the future whilst at the same time considering the needs of our community.

Alongside the Trustees, our volunteers continued to provide support both to the team and our community members, utilising their skills to meet individual community members' needs, undertaking activities such as mystery shopper exercises and giving their time to act as members of our committees. We are very grateful for the continued time and expertise they give.

As we moved out of COVID-19 lockdowns and into the roll-out of the vaccine programme the downward trend in requests for support which we had noticed towards the end of 2020-21 continued. We were also pleased to note that the end of the furlough provisions and support for vulnerable renters in the United Kingdom did not result in a sudden increase in requests for employment or housing support.

The Board considers these results to be a testament to the hard work and a strong relationship between the volunteers, staff and our partners which in these continuing turbulent times has enabled us to achieve our purpose of increasing the wellbeing of engineers and their families worldwide.

The Board would also like to acknowledge the generous contributions made by our donors and wishes to pass on their sincere thanks to everyone who contributes to our purpose to ensure that no engineer or their family needs to face life's challenges alone.

Dr D Byrne

Chair of Trustees

Mrs J Petit

Chief Executive Officer

3. THE TRUSTEES REPORT

The Trustees present their report for the year ended 30 June 2022, covering a review of achievements and performance, a financial review and plans for future periods, consideration of the principal risks they consider Foothold faces and the audited financial statements for the year ended 30 June 2022.

The Institution of Engineering and Technology Benevolent Fund (otherwise known as Foothold) is a registered charity No. 208925 and a company limited by guarantee incorporated in England and Wales with the registration No. 00441284. It is managed in accordance with its Memorandum and Articles of Association (amended by Special Resolution on 19 May 2010) and under the terms of a new Charity Commission Scheme of 29 January 2010 that established The Speirs Fund (which replaced the Chesters Trust Deed, otherwise known as the Speirs Memorial Trust, subsequently varied by the Charity Commissioners Scheme, dated 15 July 1975).

3.1 PURPOSES, AIMS AND ACTIVITIES

3.1.1. Purposes and aims

The objects of Foothold are “to provide financial or other assistance to persons of all ages who are in need who are beneficiaries of the Fund in any manner which the Trustees consider expedient”.

3.1.2 Public benefit

In setting out the activities for the year, Foothold’s Trustees have complied with the duty set out in Section 17 of the Charities Act 2011 to “have regard” to public benefit guidance published by the Charity Commission. We are a charity set up for the “relief of poverty”. We have interpreted “poverty” to mean not only those who are in desperate financial need but also those who cannot satisfy a basic need without assistance. We use the Charity Commission definition: “people in poverty generally refers to people who lack something in the nature of a necessity, or quasi-necessity, which the majority of the population would regard as necessary for a modest, but adequate standard of living”. Furthermore, not everyone who is in financial hardship is necessarily poor, but it may still be charitable to relieve their financial hardship or to prevent poverty.

Foothold helps individuals and families who fall within the remit of its objects wherever they are in the world and regardless of their background. The Trustees are aware that this represents a sizeable number of individuals worldwide, any of whom can approach Foothold for help at any time. Furthermore, the range of services provided means that it is not just the individual person who benefits. By helping someone at a difficult time, their close family are also helped and possibly others who have an interest or informal responsibility towards the person whether they be friends, relatives or close acquaintances from the local community.



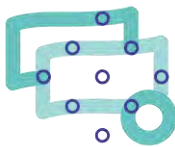

All of the charitable help is provided free of charge and community members do not need to have donated to Foothold to be eligible for our services.

The Trustees have reviewed whether any of the help that we provide could possibly cause any detriment or harm and have not identified any example where this might be the case. The only “downside” in terms of public benefit is that the work of Foothold has led to an increase in the uptake of State benefits by its community members. Clearly this is an added cost to the public

purse; that said, it is only a case of people now claiming benefits to which they were already entitled or have recently become entitled.

3.1.3 Our Activities

Our activities cover the eight domains of wellness and we provide a variety of channels to enable community members to find the support they need (Fig 1).

 <p>Coping with feelings</p>	<ul style="list-style-type: none"> • Anxiety UK (AUK) membership with mental health assessment, access to resources and therapy • individual counselling grants • 24/7 access to wellbeing hub with content and courses
 <p>Physical health and wellbeing</p>	<ul style="list-style-type: none"> • clinically validated advice on achieving a healthy lifestyle through our wellbeing hub • Sleepstation portal with access to sleep assessments and Cognitive Behavioral Insomnia therapy (CBTi) to support sleep issues • advice regarding the social care system, lasting power of attorney and other health related legal issues through our Foothold app and the Law express helpline. • awards towards respite breaks, costs of travel for treatment or visiting family in hospital or costs of treatment in limited circumstances where quality of life is severely affected
	<ul style="list-style-type: none"> • debt advice through Stepchange • support to manage mortgage and rent arrears through Shelter Helpline Plus • support with managing your money from Second sight through the wellbeing hub. • information from the Money Advice Service through our Foothold app • financial support for non-student community members on low incomes and savings of less than £16k • financial support for community members who are students and have savings of less than £3k
 <p>Relationships</p>	<ul style="list-style-type: none"> • advice, support and self-guided learning through the wellbeing hub • webinars through the wellbeing hub and on our YouTube channel • telephone or video chats through our Friendship team • awards towards costs of mediation or counselling




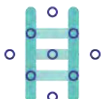
 <p>Keeping the brain active</p>	<ul style="list-style-type: none"> • awards towards costs of specialised equipment particularly for community members with learning differences • awards to support the continuation of activities for those who are socially isolated or have caring responsibilities.
 <p>The world around me</p>	<ul style="list-style-type: none"> • awards for home adaptations and equipment to promote independence. • bespoke equipment solutions through Remap
 <p>Meaning in life</p>	<ul style="list-style-type: none"> • vlogs on purpose and meaning on the Foothold You Tube channel • wellbeing sessions on our wellbeing hub
 <p>Work life</p>	<ul style="list-style-type: none"> • career coaching through Renovo and Chiumento for those under employed for more than six months. • referral to Stem Returners • planning for retirement webinar from Later Life on our YouTube channel • financial support for those with low household incomes and savings of less than £16k

Fig 1. Domains and activities



3.2 IMPACT, ACHIEVEMENTS & PERFORMANCE

3.2.1 Our Impact

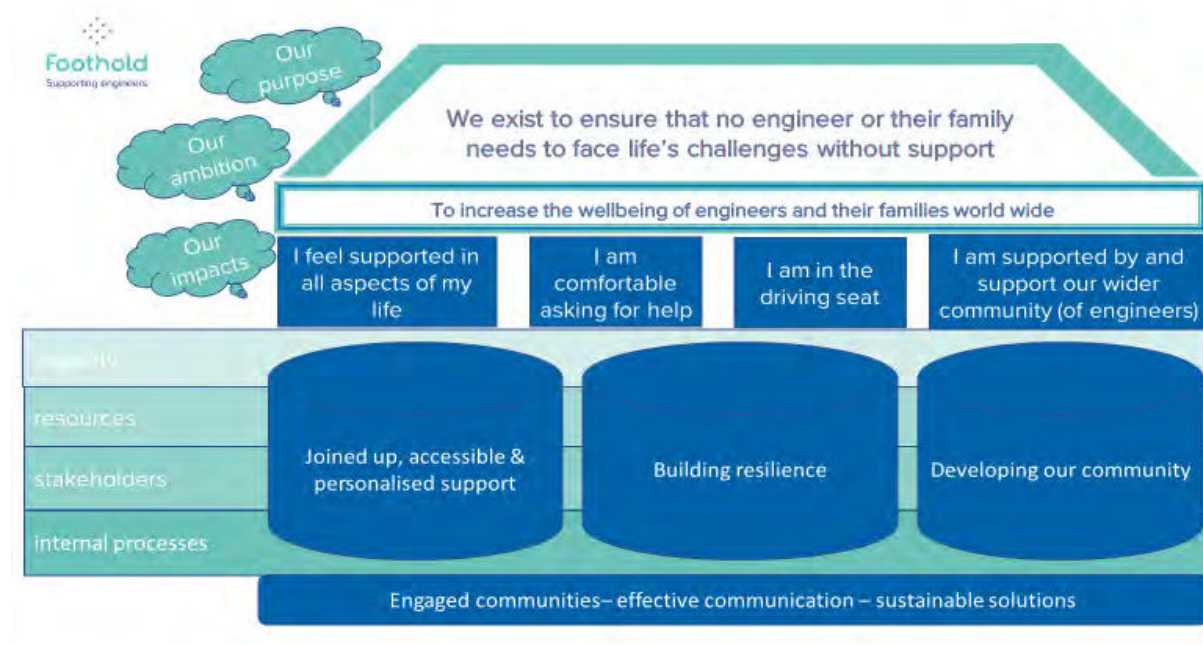


Fig 2 2019-2022 strategic framework

2021-22 marked the end of our three-year strategy (Fig 2), designed to increase the wellbeing of engineers and their families worldwide. And since we embarked on our three-year strategy we have provided 41,000 services at a cost of £5.4M (Fig 3):



Fig 3 Numbers of service and costs

During the period of the strategy, we began working with a platform called SocialSuite to understand how we could best measure the impact of our work. In 2020-21 we looked specifically at the work we undertook with our COVID-19 emergency grants and in the following year we decided to focus on the areas of our largest expenditure, our regular financial support and one-off grants. Questionnaires were distributed through the platform to those who had received a regular grant in the year and to those receiving a one-off grant excluding community members who had received a COVID-19 emergency grant, 272 people in total. We received 105 responses Fig 4 illustrates the impact we are achieving in the three main areas of concern recorded in the 2019 community members needs survey.

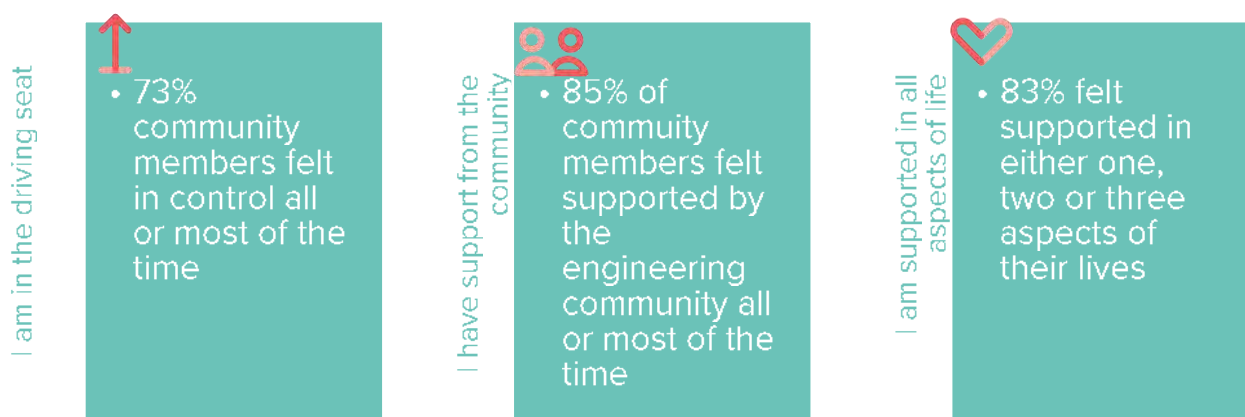


Fig 4 Achievements against our impact statements

Our impact reporting also showed that 89% of respondents were more or much more comfortable asking for help following their experience of seeking support from Foothold.

These results were from surveys conducted at a single point in time. As we move forward with our Socialsuite journey we are developing two and three-point surveys which can measure our impact immediately pre and post our interventions and at a later interval to see if our work is having an ongoing impact for our community.

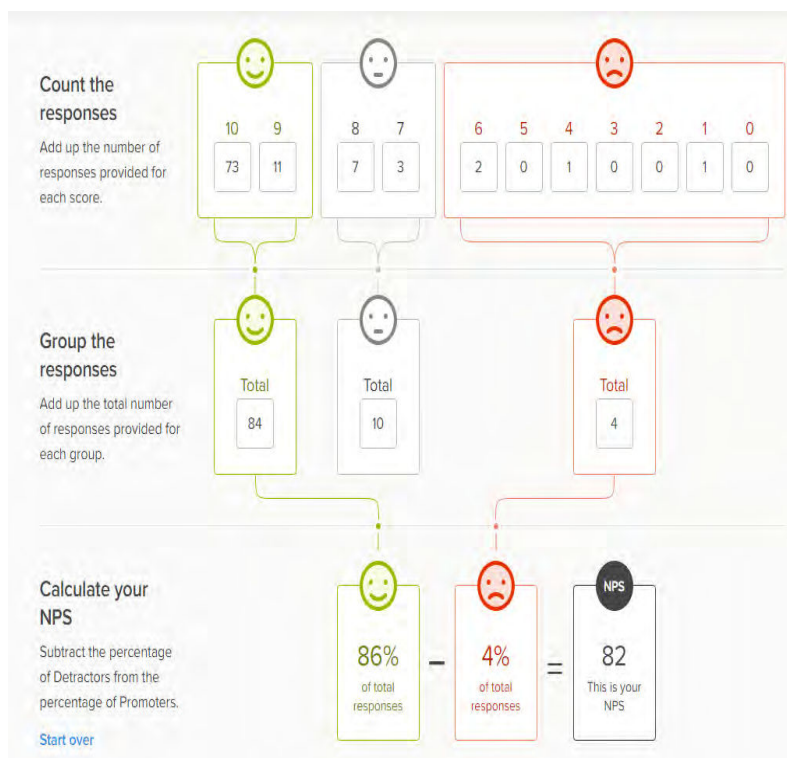


Fig 5 Net promoter score responses for Foothold 2021-22

NET PROMOTER SCORES

As part of our impact measurement, we also asked respondents if they would recommend Foothold to a friend or colleague. The resulting scores are used to calculate a net promoter score. These are used in industry as a proxy for customer satisfaction. As net promoter scores are not commonly used in the charitable sector there is little by way of benchmarking available. However, in the commercial sector a score of 72 or higher puts an organisation in the top twenty-five percent of responses.

Foothold scored 82 (Fig5)

3.2.2 Our achievements

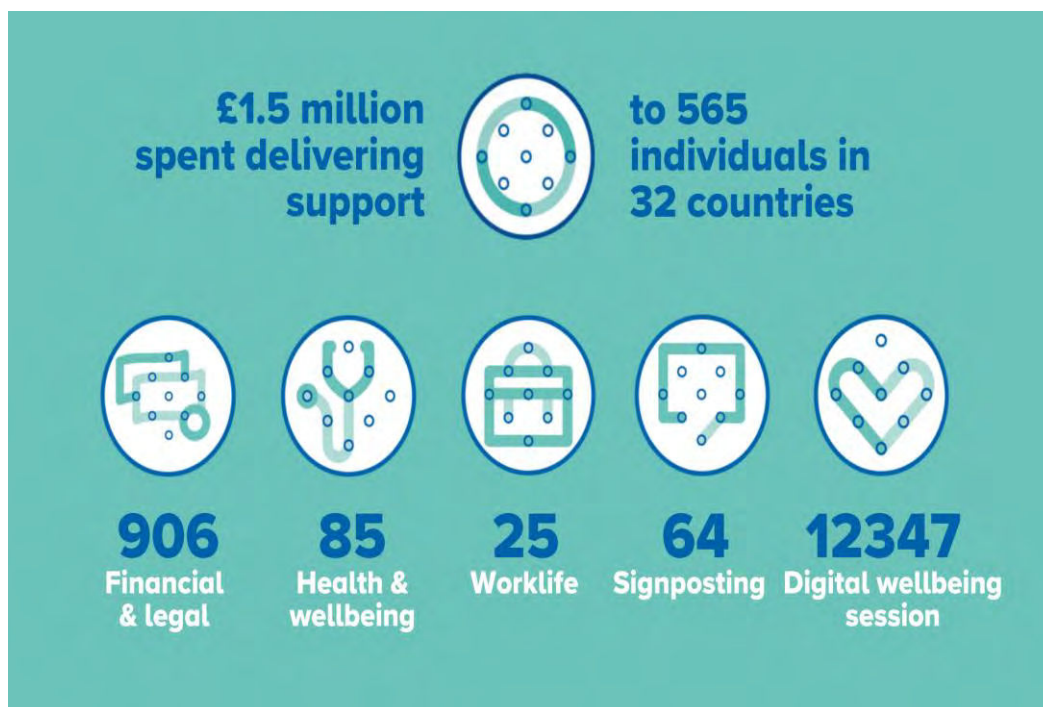


Fig 6 Support provided to community members in 2021-22 by programme

Our achievements are seen in the delivery of the support highlighted in Fig 6 which is provided across two main areas, direct support and digital health and wellbeing which are detailed below.



3.2.2.1 Direct support

Our direct support is managed by our support services team and covers our financial awards and services which are funded through third party providers (Fig 7).

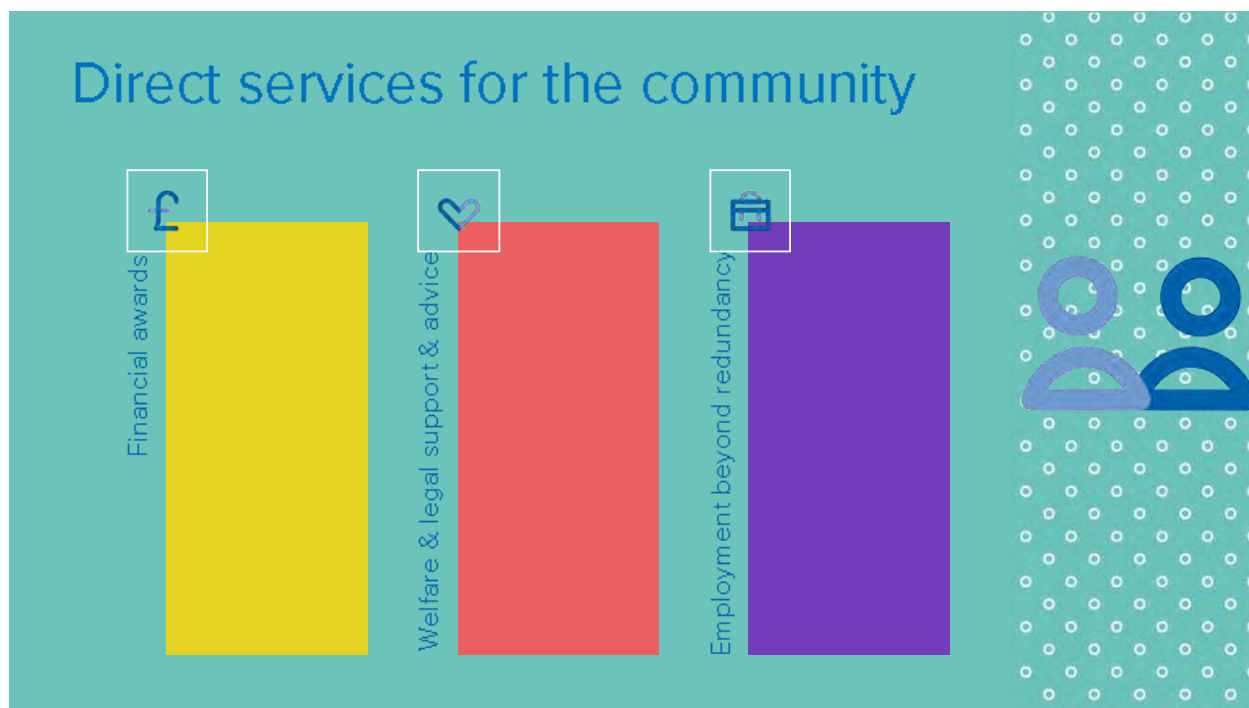
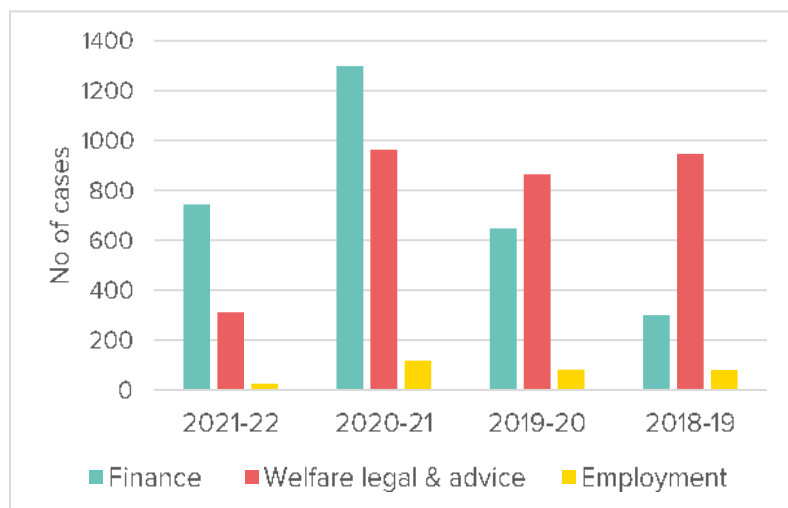


Fig 7 direct support services



Like many other charities requests for Foothold's support increased significantly following the first COVID-19 restrictions in March 2020. Fig 8 shows how the balance of direct support changed to be predominantly financial. This pattern has continued in 2021-22 even though requests for support have reduced.

Fig 8 Number of support services provided

Engineers and their families supported in 2021-22 were (Fig 9)

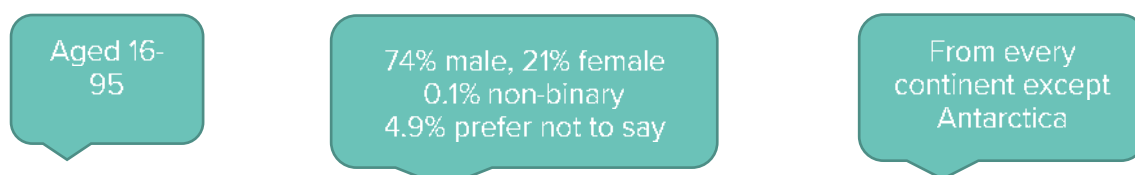


Fig 9 Characteristics of our community

Direct financial support

With the increasing pressure on our resources and the ambition to reach a balanced budget in 2023-24 we undertook a review of the structure of our financial awards and our eligibility criteria. The work was focussed on continuing to provide support for those with the greatest need within a sustainable framework and uncertain resources.

The outcome of the review led to a reduction in the numbers of community members receiving regular support. In all cases three months' notice of the changes were given before the grants ceased to allow the households to make appropriate adjustments.

Foothold reaffirmed its continuing commitment to using the Minimum Income Standards (MIS) published by the Joseph Rowntree Foundation and Loughborough University. The MIS is used to guide our eligibility decisions and enables us to identify households with incomes below 75% of the headline MIS figure. This is the point at which it is considered that households can get by day to day although they remain under pressure and find it difficult to manage unexpected costs and events. The standards are calculated across different household types from a single person to a lone parent with four children. We also provide additional support for housing costs where appropriate.

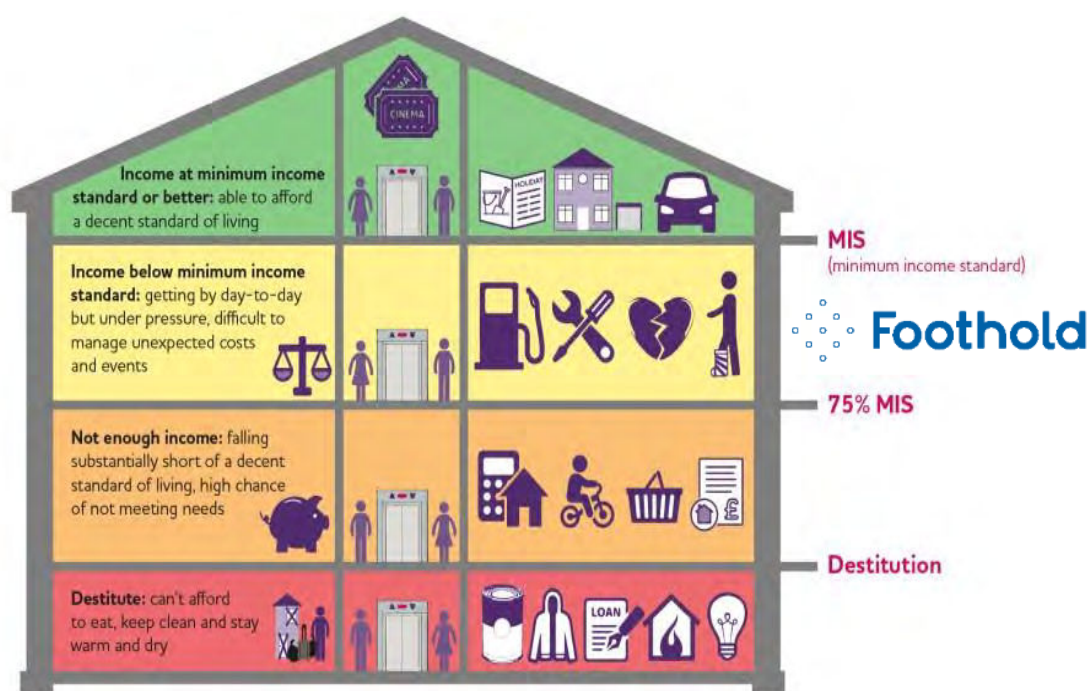


Fig 10 House of MIS Joseph Rowntree Foundation 2014

We are committed to maintaining household incomes for eligible members above the 75% headline MIS with additional housing support where appropriate (Fig 10). We use an overseas calculator based on the GDP and cost of a basket of goods in a given country to determine the grant requirements for households outside of the UK in line with the 75% threshold.

To support households with unexpected costs and life events we also provide one off grants, to help with living costs and health and wellbeing, including grants for counselling and grants to support care and disability needs. In May 2021 the Board agreed an additional one-off payment of

£350 to all the households receiving regular support from Foothold to help with the rising costs of living and the increasing pressures on household incomes. This resulted in a total outlay of £37,575.

As can be seen in Fig 6 our regular grants form the bulk of our charitable expenditure supporting an average of 127 households a month on an ongoing basis (Fig 11), and as shown in Fig 12 18% of our 2,025 grants were paid to community members living outside the UK.

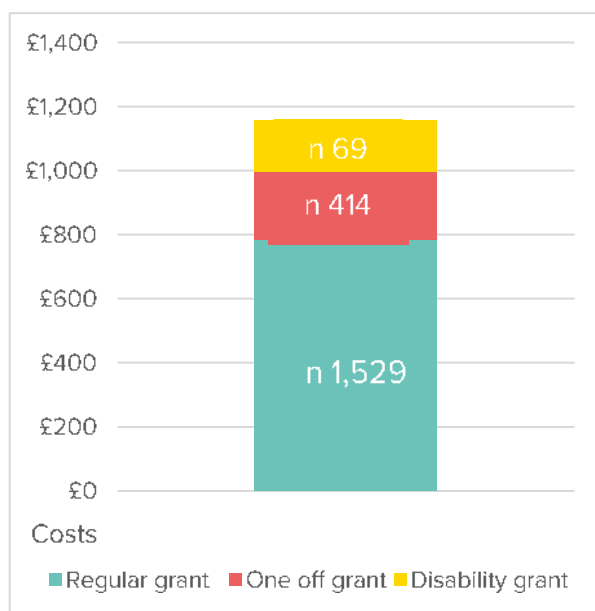


Fig 11 Breakdown of costs (£k's) and numbers of different types of grants

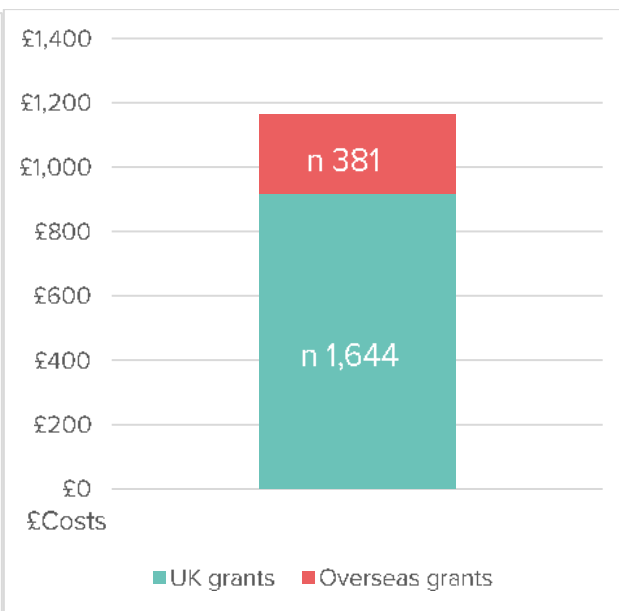


Fig 12 Balance between grants given in UK and rest of the world.

Direct health and wellbeing support

Through our partnerships with a number of health and wellbeing and advice organisations we are able to fund a variety of interventions to support community members who have issues in areas such as sleep and anxiety or concerns around housing, debt and legal issues (Fig 13)

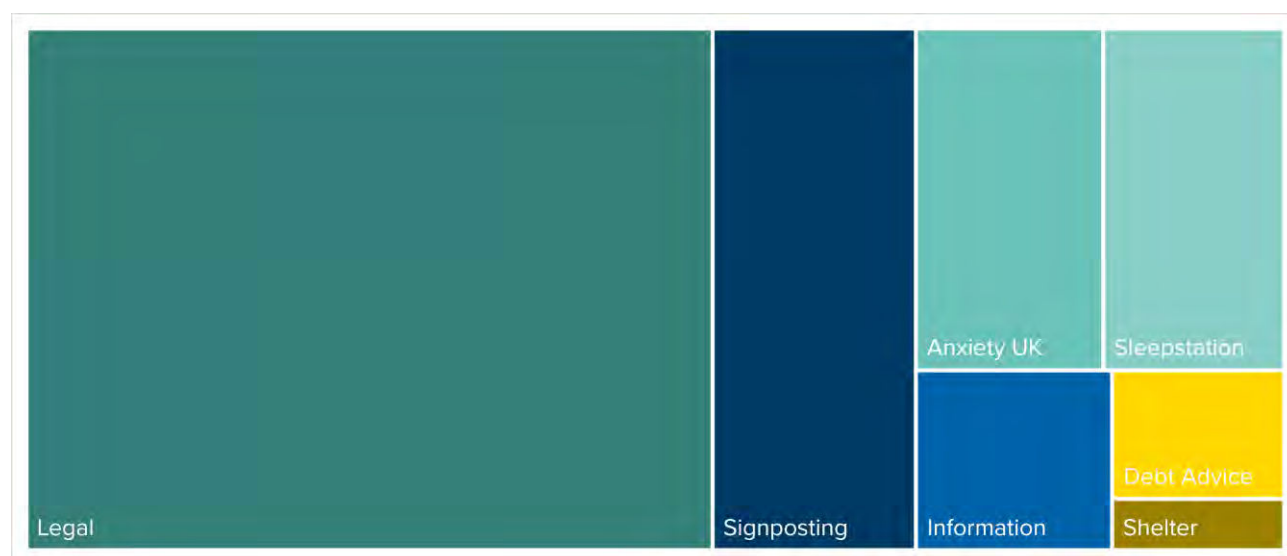


Fig 13 Proportion of interventions by category

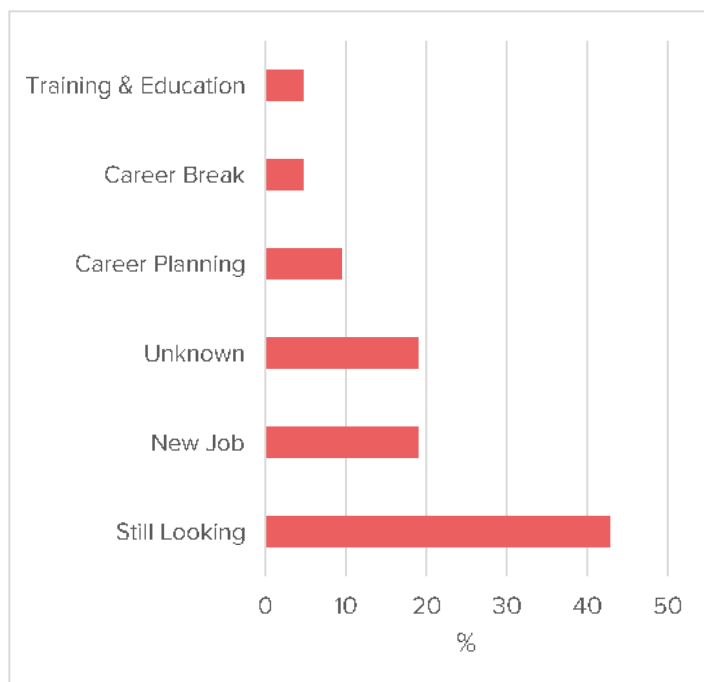


Fig 14 Outcomes of work life support programmes

Direct work life support

We continued to fund career coaching programmes for community members who have been out of work for more than six months through our partnerships with Renovo and Chiumento. Where community members with have little or no recent work experience maybe due to ill health or caring responsibilities we refer to Stem Returners

In 2021-22 we achieved a positive outcome for 40% of community members entering a programme as shown in Fig 14.

3.2.2.2 Digital health and wellbeing support

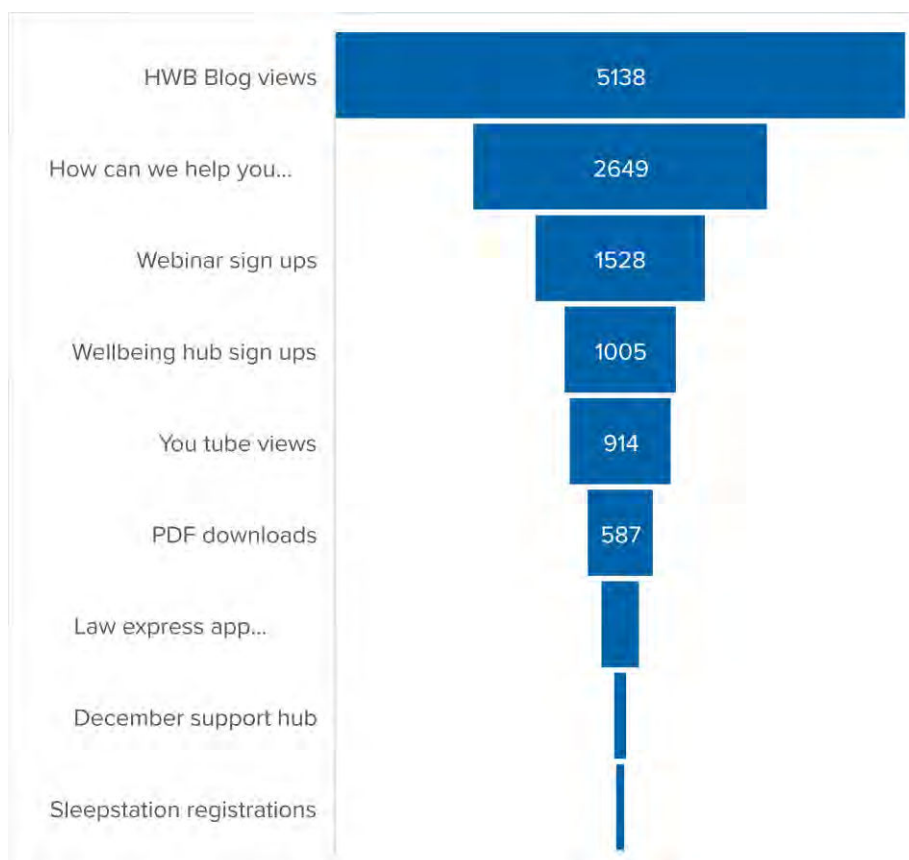


Fig 15 Digital health & wellbeing support by type in 2021-22

Our digital support is managed by our marketing and communications team and is detailed in Fig 15

2021-22 saw a reduction in our overall digital support from the 23,967 sessions we delivered in 2020-21 to 12,347. This was mainly due to a decrease in website traffic following a decision to move away from paid advertising to help reduce costs.

A focus on non-paid traffic has slowed the decline and the average page view time has increased by 36 seconds.

All other areas of our digital support have grown in 2021-22

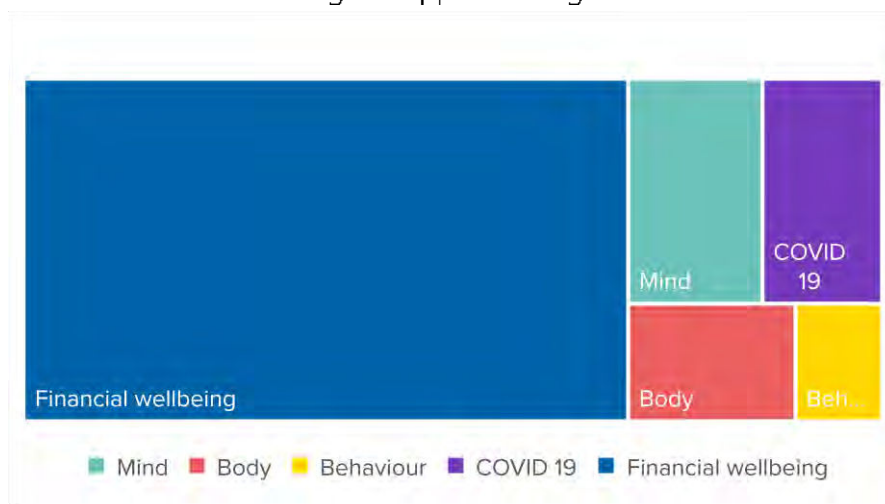


Fig 16 "Find out more" pages usage 2021-22

Our **Wellbeing Hub** continued to develop with 1005 community members signing up to the wellbeing hub with a strong interest being shown in our financial wellbeing support in the Find Out More area. (Fig 16)

Community members are also increasing their use of the **Foothold App**, which provides legal advice from Law Express and financial advice from the Money Advice Service, as well as our blogs and webinars (Fig 17)

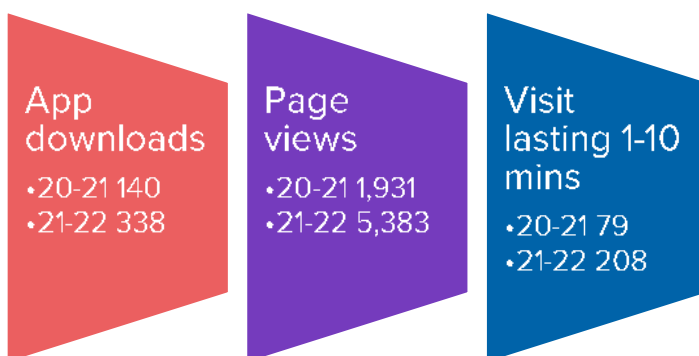
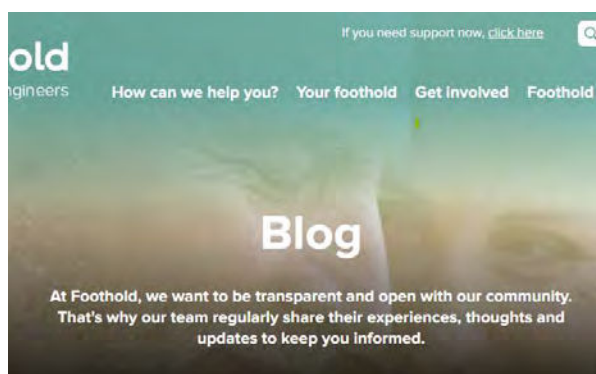


Fig 17 Foothold App, webinar and blog usage

3.2.3 Our performance against our strategy

In common with many other charities the last three years have been challenging as demand for our support has grown and we utilised our investments to meet the increased costs. To help mitigate this additional expenditure and work towards a balance budget, we consulted with staff in Q1 on a restructure proposal which would enable us to accelerate the progress of the fundraising strategy in line with our sustainable solutions objective. This led to seven posts being put at risk and five new posts being created. The restructuring was agreed, and the new team structure came into place on 10th August 2021 (Fig 18)

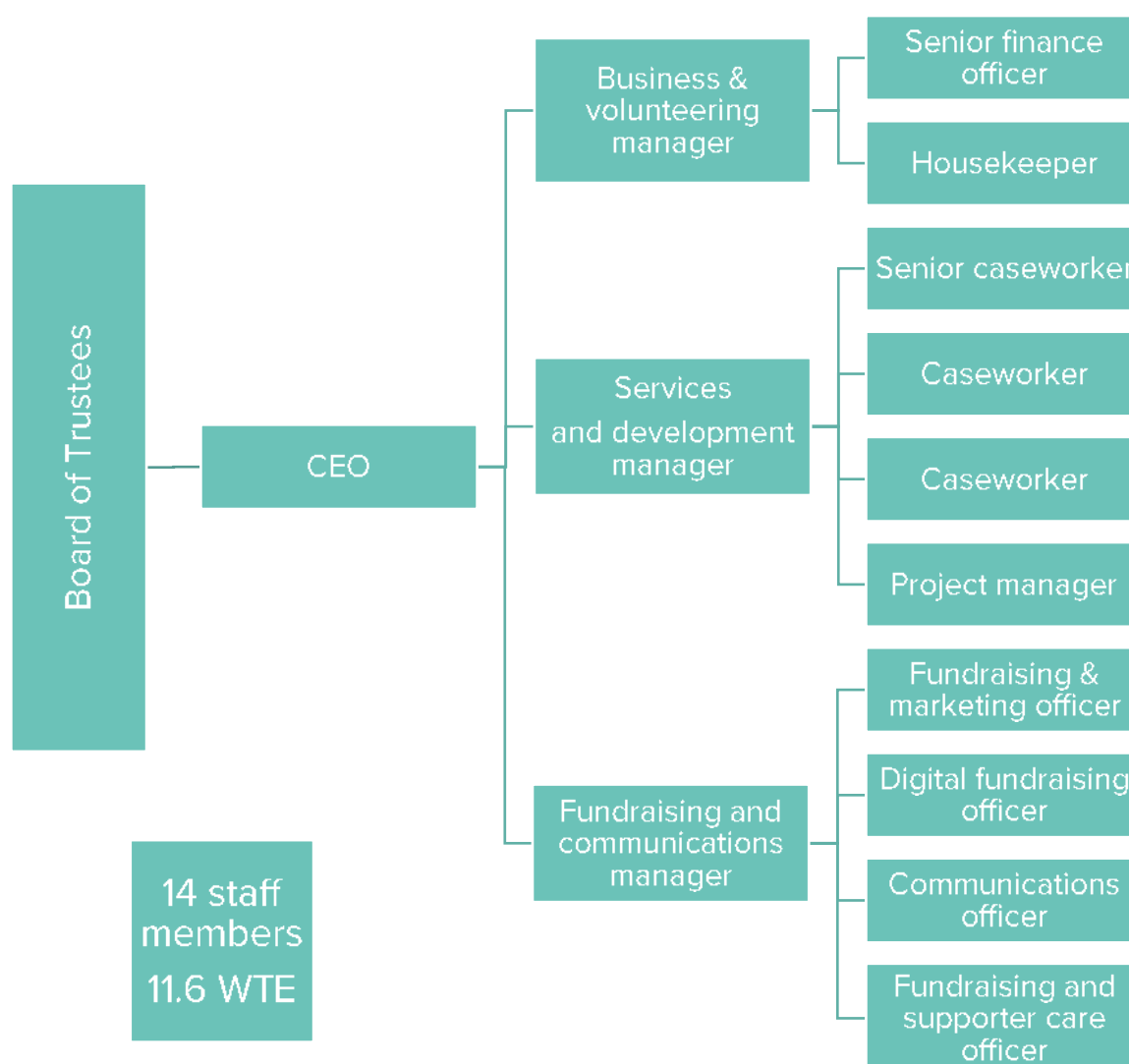


Fig 18 August 2021 Foothold organogram

Although there was a shift in focus to accelerate our fundraising, we believed the strategic objectives we had set in 2019-22 for the third year of the strategy were still valid and achievable. With the restructure completed we began work on the 2021-22 objectives in Q2 with the new

team members settling quickly into their roles and making significant progress in the remaining nine months of the year with only one project being delayed until 2022-23 (Fig 19)












Key	 Achieved	 Ongoing action	 Working on it
Objective			Status
Providing joined-up, accessible and personalised support 1) initiate a project to consider the feasibility of a grants funding programme for care and disability grants, Lord Hirst and Wilde Fund grants disbursement 2) explore expanding our legal advice to cover our community outside the UK 3) pilot an online “Return to work following parental leave” course in partnership with the NCT and Lionheart			  
Developing our community 1) engage with the wider benevolent fund and charitable community, leading discussions on best practice and exploring partnerships that will benefit our community.			
Building resilience 1) explore the potential of social prescribing in supporting our wider community 2) amplifying the voice of other organisations campaigns which positively affect our community through our digital channels			 
Establishing the foundations 1) effective communication - Identifying community member, supporter and donor journeys to ensure appropriate and timely communication in line with best practice. 2) sustainable solutions - increasing income generation capacity to support growth of our voluntary income focussing on individual donors, legacies, corporate collaborations and third party event			 

Fig 19 Performance against objectives

As part of our business-as-usual activities the Trustees and staff worked together with the support of the Diversity Trust to develop a two-year EDEI action plan which was agreed by the Board in April 2022. We also made the planned transfer of our grant making database to our CRM provider BeaconCRM. The change has enabled us to reduce the administrative burden on our support services team, improve our ability to report across all aspects of our work and have oversight of all our interactions with our community in one place.

3.2.4 The Contribution of Volunteers



“The way I see it is, taking half an hour out of my day to connect with someone who’s struggling costs me nothing, but it makes a world of difference to them” – Tania .”

Typically volunteers support community members to complete financial forms, undertake mystery shopper exercises on our website and like Tania provide much needed social contact.

We also ran a campaign in Volunteers Week in June which featured blogs from support volunteers, trustees and staff which were promoted through our social media channels and helped raise the profile resulting in several enquiries from potential recruits.

Our volunteers bring a wealth of experience, skills and viewpoints to our work with the engineering community. Our Business & Volunteering manager has been working with them to develop a set of support volunteer roles that meet both the skill sets of our volunteers and the needs of the community (Fig 20)

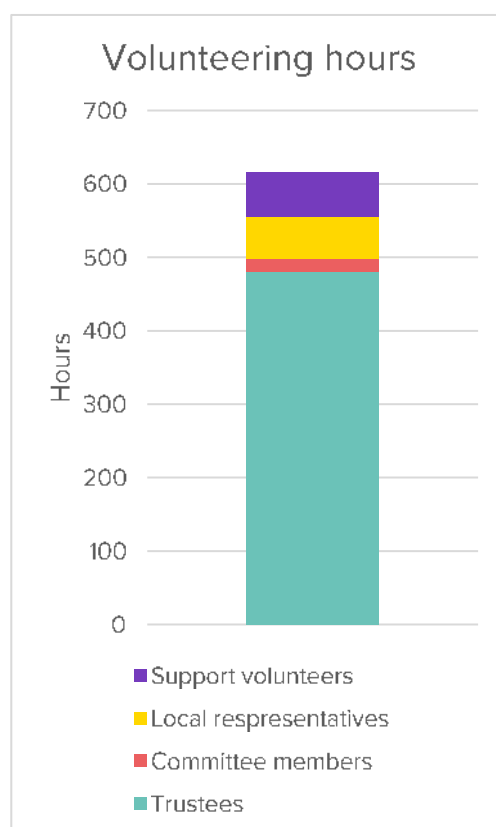
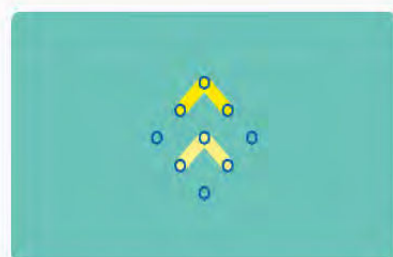
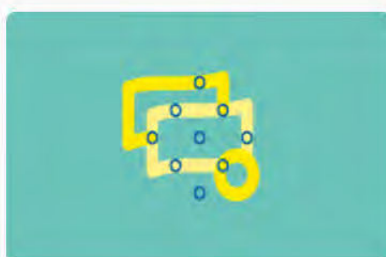


Fig 20 Volunteer hours 2021-22



**Foothold Ambassador
Volunteer**



Support volunteer



**Service development
volunteer**

4. FINANCIAL REVIEW AND RESULTS

Our income primarily comes from three sources, donations, legacies and investments (Fig 21). During the year we received £588,838 (2020/21 £548,795) in voluntary income, mainly from donations made by members of the Institution of Engineering and Technology, £263,191 (2020/21 £180,874) in legacies and £621,703 (2020/21 £567,303) in investment income totalling £1,444,818 (2020/21 £1,297,315).

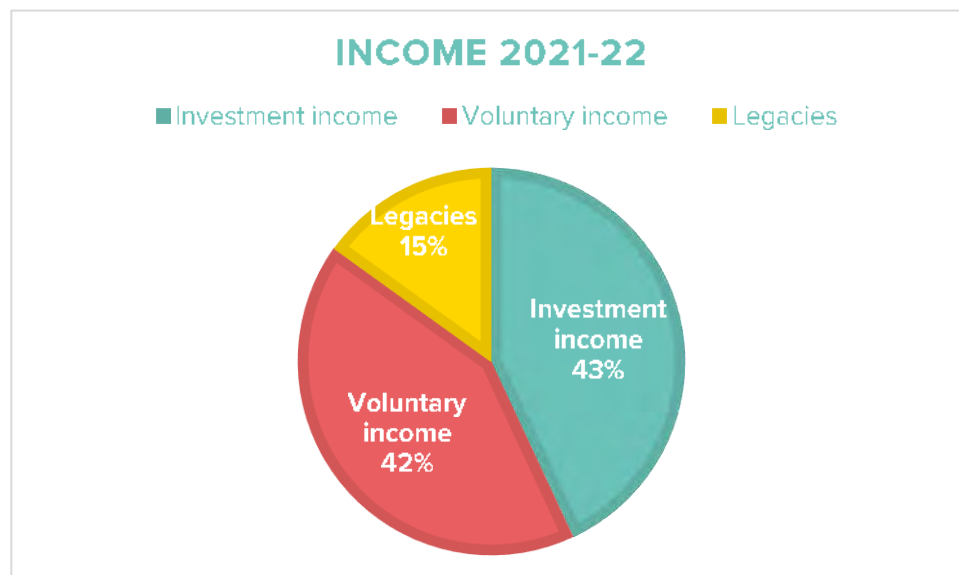


Fig 21 Income sources 2021-22

In total we spent £2,198,577 (2020/21 £2,674,363) on our charitable activities (financial assistance, welfare support and advice, employment support and digital health and wellbeing (Fig 22) of a total expenditure of £2,486,576 (2020/21 £2,917,711)

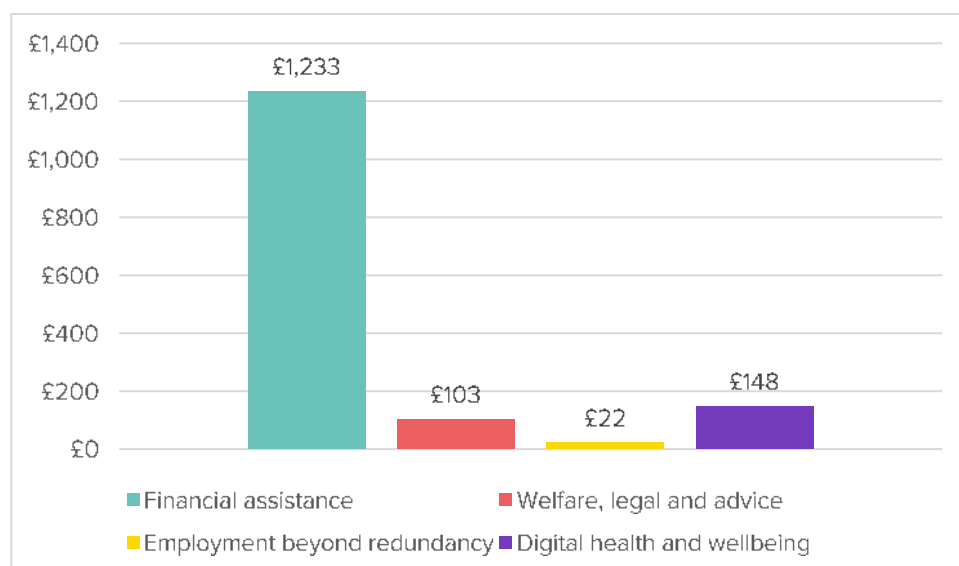


Fig 22 Breakdown of expenditure (£100k's) across different programmes of charitable assistance

The decrease in charitable expenditure at £2,198,577 (2020/21 £2,674,363) was mainly attributable to the 22% decrease in grants to individuals totaling £1,256,747 (2020/21 £1,669,713). There were also savings due to the restructure being completed in Q1 rather than Q2.

The deficit was met by realising investment gains and drawing down capital from our investments. The net effect of these movements in addition to the external economic environment has seen the level of our funds decrease by 10% to £24,062,813 (2020/21 £26,863,872).

The financial results of the year are set out in the Statement of Financial Activities in Section 8 which has been prepared in accordance with the Financial Reporting Standard 102 Statement of Recommended Practice.

4.1 Fundraising



Fig 23 Overview of Foothold Fundraising 2021-22

We're very grateful for the continued support of the engineering community who choose to donate to Foothold. We rely on donations and legacy gifts from supporters to fund our work and our achievements would not be possible without them (Fig 23)

The goal of our fundraising strategy, set in 2020-21, is to grow and diversify our income to meet the increasing needs of the community we support. We're pleased to note that donations were up 10% from £548,795 in 2020/21 to £604,682 in 2021/22.

38,206 IET members donated via their annual membership subscription generating £560,082 and we are grateful to the IET for administering these donations.

Our programme of targeted fundraising appeals continued in 2021-22 giving us the opportunity to share the individual impact of the support services we provide funded by voluntary giving. In 2021/22 we raised £66,927 in contrast to £76,000 in 2020/21 when we saw an enhanced response rate due to our COVID-19 crisis appeal.

Our collaboration with Gattaca Plc continued throughout 2021/22 with their staff taking on several fundraising challenges throughout the year to raise funds for our online Wellbeing Hub. As part of their 'Move Til It Hertz' challenge, staff took on the Thames Path Challenge, Cycling the Isle of Wight and many more events raising a total of £5,320 for 2021/22.

In March 2022, we were pleased to launch a new corporate collaboration with Neptune Energy to develop the support we can offer to neurodiverse engineers. An initial donation of £8,500 was made to fund the development of an online support hub, 'The Differently Wired Hub'. We look forward to continuing our collaboration with Neptune Energy in 2022/23.

Legacy gifts are also an important income stream for Foothold. During the year we received generous legacies from six supporters totalling £263,191 up from £180,874 in 2020/21:

George Costa MSc MIET
Ian Wilson MIET
Jean Wickens
Roy Leslie Stephens
Beryl Mary Coates
Peter Brimelow

We continued our collaboration with the National Free Wills Network to offer a number of Foothold supporters the opportunity to update or make a will. In 2021/22 there were 25 people who made their will using our scheme.

4.1.1 Our fundraising practices

Foothold recognises the requirements of the Charities (Protection and Social Investment) Act 2016 which contains a range of provisions aimed at raising standards in fundraising. We also voluntarily subscribe to the Fundraising Regulator and abide by the fundraising code of conduct.

We do not employ professional fundraising agencies or commercial participators. Our fundraising is carried out by our small in-house team. This year there have not been any breaches of regulation or code and no complaints have been received.

We take particular care to safeguard and protect vulnerable supporters and our staff receive annual training in this area. We also pay close attention to the changing regulatory environment to ensure our fundraising is transparent, honest and non-intrusive.

It is our practice to keep supporters up to date with how their gifts are being used, but everyone is given the option to control if and how we contact them and we have processes to ensure this. We do not sell our supporters data and don't buy in any data lists.

4.2 The Funds

The assets managed by Foothold are divided between two funds, the General Fund and the Speirs Fund (previously known as the Chesters Trust or the Speirs Memorial Fund). The Speirs Fund is further sub-divided into two. The income from the sale of the Speirs House business forms a permanent endowment. The capital in the permanent endowment fund is to be retained for the future use of Foothold and will be increased or reduced by any capital gains and losses.

The previous funds held in the Chesters Trust or Speirs Memorial Fund form a restricted income fund. The income from the permanent endowment fund is transferred into the restricted income fund to be spent on the charitable objects of the Speirs Fund

Prior to the sale, Speirs House was run by a wholly owned charitable subsidiary company established by the Board of Trustees. The Speirs Fund has a broader remit than the General Fund as it is open to anyone with an interest in engineering and it is used primarily in the areas of care, disability assistance, promoting and maintaining independence and support for carers of all ages. The General Fund is used to provide financial, legal, welfare and employment support to current and former members of the Institution of Engineering and Technology and their dependents.

4.3 Investments Policy

The Trustees' investment powers are governed by charity and trustee legislation and regulations. Foothold's memorandum of association permits it to invest monies not immediately required for its purposes in securities, property, or other investments as may be thought fit. Our investment managers are signatories to the United Nations-backed Principles for Responsible Investment and the Board has decided not to apply any further social, environmental or ethical limitations on the Foothold's investment. The investment objectives are to generate a sustainable income stream which at least maintains its real value in future years, and at least to maintain the real capital value of the portfolio over the long term.

When the Trustee Board identified Foothold as a "Retail Investor" they decided to move the portfolio to Rathbone Investment Management Limited and to adopt the Total Return style of investing. However, currently we do not use total return accounting.

4.4 Investment Performance

The investment target is set as a total return over a 10-year period of CPI +4%. Since inception (January 2015) until 30 June 2022 CPI +4% has been +61.8%. The portfolio has increased on a total return basis by +60.7% compared to the composite index benchmark (which is used for shorter term comparison purposes) of +59.2%. During this year, the portfolio produced a total return of -5.0%, behind the composite index benchmark which returned -2.7%, as investment values fell as a result of the difficult macroeconomic backdrop.

4.5 Reserves Policy

Although our expenditure in 2021 reduced to £2,454,576 (2020-21 £2,917,711) our expenditure again exceeded our income by £980,844 (20-21 £1,620,396). Our capital reserves were essential to bridge the gap between expenditure and total income. While Foothold received an increased level of legacies in 21-22, this income stream is subject to variability. Likewise returns from our investment funds are dependent on many factors and can also fluctuate. Having two mainstream sources of income greatly increases the resilience of Foothold.

It is imperative that Foothold has reserves that it can fall back on either when there is a deficit due to reduction in voluntary income, a drop in investment return or there is a sudden increase in demand for Foothold's services. The Trustees annually review the adequacy of Foothold's reserves, which in this case are defined as that part of Foothold's accumulated surpluses that are available to spend once it has met its commitments and covered its other planned expenditure, often called "free" reserves. It excludes endowed funds that have been invested to provide a secure and predictable income stream; property held for Foothold use; funds accumulated for a designated purpose within the overall purpose of Foothold; and restricted funds.

The total reserves as of 30 June 2022 were £24,062,813 (2020/21 £26,863,872) of which £3,580,662 (2020/21 £3,833,313) represented restricted funds and £4,710,407 (2020/21 £5,084,147), represented endowment funds. Of the £14,930,952 (2020/21 £17,946,412) unrestricted funds, the following amounts are designated:

- £10,880 which represents fixed assets
- £279,558 which is tied up in repayable grants
- £14,640,514 which is the value of unrestricted investment funds, less any cash held within investments

This results in general free reserves excluding the above being £642,282 (2020-21 £95,037) as of 30 June 2022. Investments are designated, as they are vital to the annual income generation. This level of free reserves represents 3 months (2019/20 <1 month) of annual expenditure. Although this is below the level of the target set by the Trustees of 6 months expenditure, there are sufficient funds within the investment portfolio to draw down for working capital purposes.

4.6 Pension Liability

Foothold has a historic pension liability. After new case law (Merchant Navy Ratings Pension Fund Trustees Ltd v Stena Line Ltd 2015) there was no longer felt to be a risk of a Section 75 Pensions Act 2004 debt repayment requirement. The triennial pension review as of 31 March 2017 revealed that the previous plan dated 5 March 2015 had been insufficient to clear the deficit by 31 March 2017 due to the pension investments heavy weighting towards gilts. The new plan following the latest review was issued in December 2020 and outlines a requirement for Foothold to make contributions of £1,000 per month until 31 March 2027 to clear the shortfall. See note 1 in the financial statements for further detail.

4.7 Viability of Foothold

It is the Board's view that Foothold remains financially viable. Given the volatility of the global economy and uncertainties around the longer-term effects of COVID-19 pandemic the senior management team and Trustees regularly reviewed the costs of providing support against our financial position to maintain control of our expenditure. With this oversight and taking into account

our reserves, voluntary and investment income streams and current cash flow forecast the Trustees believe that there are no material uncertainties about the ability to continue as a going concern.

4.8 Statement of trustees' responsibilities for the annual accounts

The Trustees (who are also directors of Foothold for the purposes of company law) are responsible for preparing the Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice 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 Foothold will continue in operation

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

In so far as the Trustees are aware:

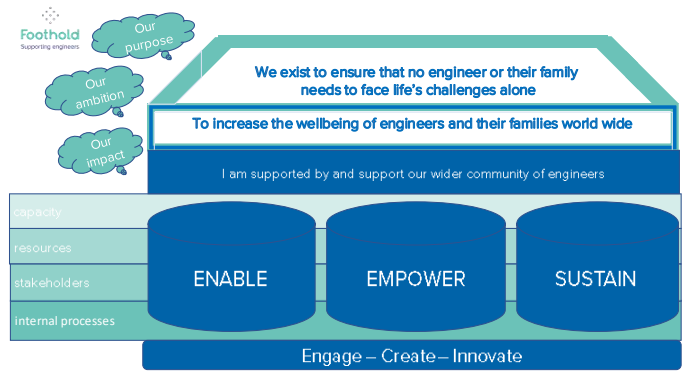
- there is no relevant audit information of which Foothold's auditor is unaware
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on Foothold's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of Foothold guarantee to contribute an amount not exceeding £1 to the assets of Foothold in the event of winding up. The total number of such guarantees at 30 June 2022 was 14 (2021:21). The Trustees are members of Foothold, but this entitles them only to voting rights. The Trustees have no beneficial interest in Foothold.

5. PLANNED DEVELOPMENTS FOR 2022/23

5.1 Implementing new 5-year strategy



Following the Board strategy day in October 2021 the senior management team worked to develop the new 5-year strategy. It builds on the existing purpose and ambition of Foothold from the 2019-2022 strategy and develops the themes of support both from and for our community of engineers and their families, set against the backdrop of delivering a balanced budget in 2023-24 (Fig 24).



Fig 24 Strategic objectives 2022-27

5.2 Governance review

The work on reviewing our governance which began in 2021-22 with a mapping exercise of our 2010 Memorandum and Articles of Association (M&A's) will continue in 2022-23 and will have three main strands of work.

- review of the Board's effectiveness against the 2020 update of the Charity Governance Code facilitated by the Directory of Social Change
- review of the role of the Local Representatives who form the membership of Foothold by the Chair of the Local Representatives Assembly
- consideration of changes to the M&A's informed by both these strands of work which will be presented to the Local Representatives Assembly in 2023-24

5.3 Reprise the 2019 "Future needs of engineers" survey

In 2019 we undertook a survey of Institution of Engineering and Technology members looking at their views on their current and future health and wellbeing needs which helped inform our strategy and business planning for the next three years.

Given the huge societal changes that have occurred due to the COVID-19 pandemic we have agreed to re-run the original survey in 2022-23 with additional Equality, Diversity, Equity and Inclusion monitoring questions to gauge any changes in our community's views of their situation and provide a framework for the further development of our digital health and wellbeing support in 2022-27.

5.4 Surrender of lease on Napier House, 24 High Holborn WC1V 6AZ

In 2019 the Trustees had considered looking for smaller premises that were more suitable for the size and activities of our team when our lease on the office in High Holborn expired on April 15th 2023. In July 2021 taking into consideration the costs associated with a dedicated office space at a time when our resources were being stretched and the team's preference for home-working, the Board decided that following the surrender of the lease the team would adopt a remote working model and permanent office accommodation would not be required. There will be a consultation with those team members who remain on office-based contracts in August 2022 with a plan to move to remote working contracts from 1 September 2022.

This change will coincide with the withdrawal of information and technology and payroll support by the IET and it is intended that we will circulate a Request for Proposals for our IT support going forward in Q1 of 2022-23.

5.5 Equality, Diversity, Equity and Inclusion (EDEI) action plan

Foothold's policy on EDEI states that we oppose all forms of discrimination and are committed to promoting equality, diversity, equity and inclusion in all areas of our work and responsibilities. The Board of Trustees are responsible for setting Foothold's policy and reviewing, monitoring and developing it with reviews taking place at a minimum of every three years. To improve our practice Foothold reviewed its policy in 2022 and has drawn up a three-year action plan detailing which sets out proposals for implementation of this policy for our community, staff and volunteers. The senior management team is responsible for the policy's day-to-day implementation. The work is divided into two areas our community and our staff and volunteers and the main themes for 2022-25 are set out below (Fig 25)

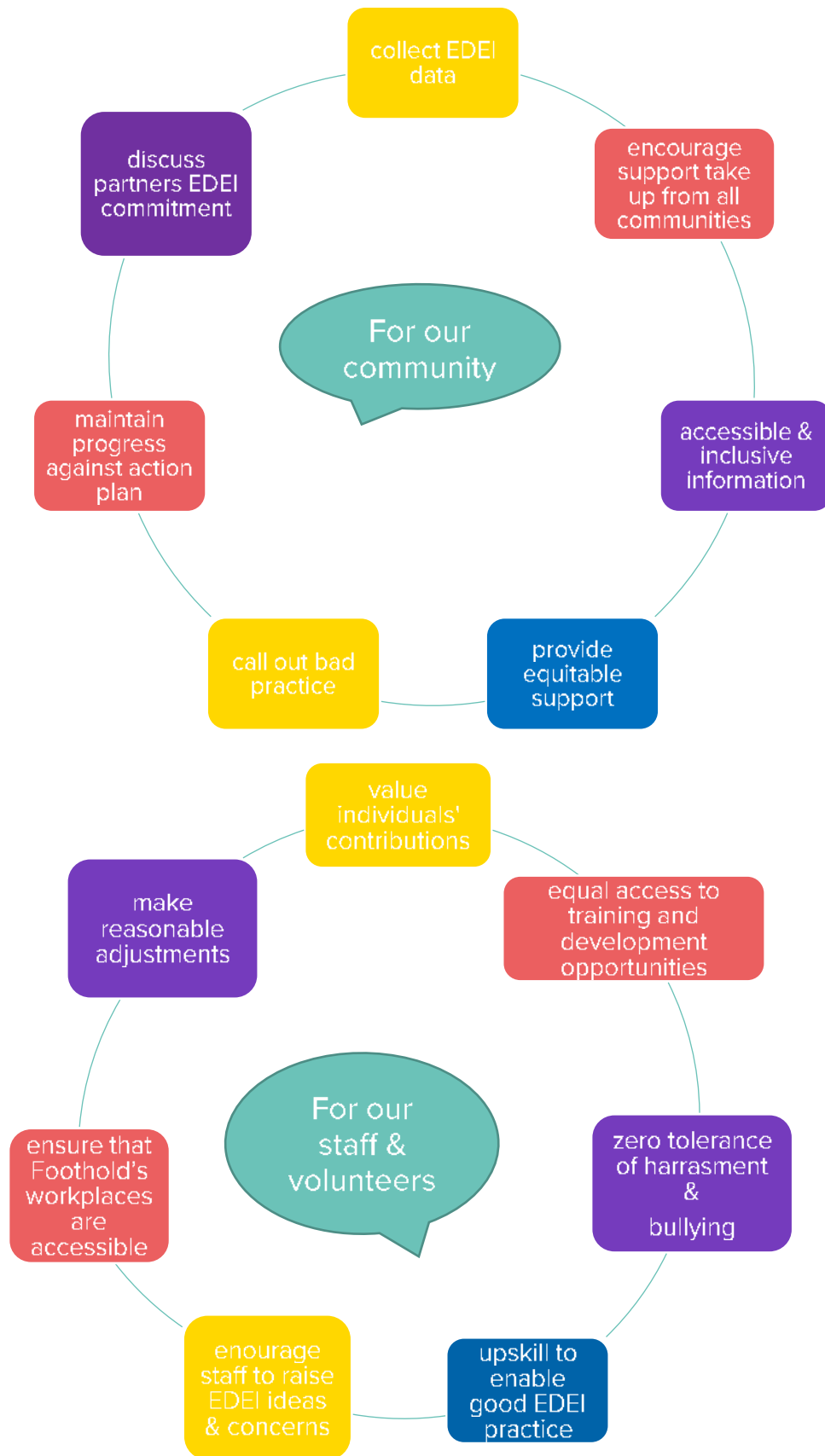


Fig 25 2022-25 EDEI action plan

5.6 Engineering Diverse Futures Programme

Following our discussions on collaboration with Neptune Energy in 2022-23 we plan to launch our Engineering Diverse Futures programme in Q2 2022-23.

The programme is designed to empower neurodiverse engineering professionals, students and apprentices to achieve their full potential, so that they can thrive in both their career and personal lives.

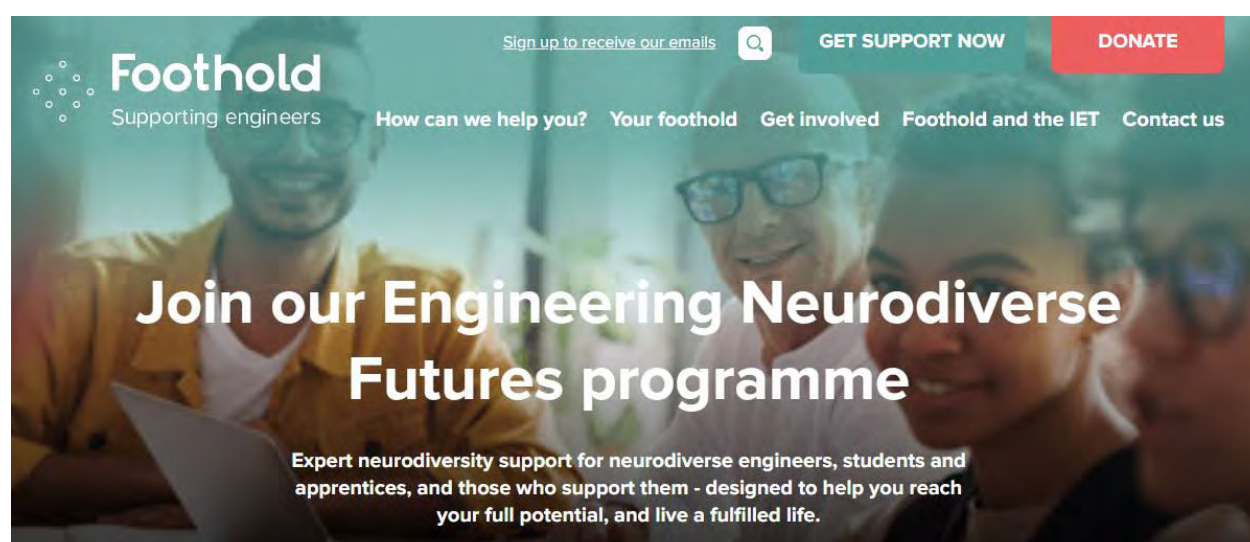
It will include a '[Differently Wired Hub](#)', a new online resource offering expert advice, information and content on a variety of neurodiverse conditions – such as autism spectrum disorder, ADHD, dyslexia and dyspraxia. Engineering employers will also be able to access information and guidance to help them empower their neurodiverse colleagues to perform at their best and contribute to the success of their business.

The programme will also offer direct support to fifty engineering students and apprentices who have not been able to access a formal diagnosis of a neuro diverse condition. Support will include access to a diagnosis, counselling support to help them understand their feelings about their diagnosis, and financial grants to fund assistive equipment or help with day to day living costs.

Mentorship and internship opportunities will be provided as part of the collaboration with Neptune Energy staff also providing desktop research to extend our understanding of the provision of neurodiverse support outside of the UK.

The driver for the programme is the upswing in calls for neurodiversity support we've seen particularly from students and apprentices. Research has indicated a greater incidence of neurodiversity among engineers more broadly and an increased rate of dropouts from higher education courses for those who are neurodiverse.

It is also an opportunity for us to expand our impact monitoring to a longitudinal programme for the first time, examining the effects of our support on the resilience and personal wellbeing of participants.



6. STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1 Governing document

Foothold is a company limited by guarantee, incorporated and registered as a charity on 27 August 1947. Foothold was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. It is administered by a Board of up to 10 Trustees, who are also the directors of Foothold for the purposes of company law and under the company’s articles. Trustees also serve on Foothold’s committees that control various aspects of Foothold’s business under delegated authority. All Trustees give their time voluntarily and receive no benefits from Foothold. Any expenses reclaimed from Foothold are set out in note 7 to the accounts.

6.2 Administrative details

Reference and administrative information set out on pages 2 and 3 forms part of this report. The Financial Statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors’ report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

6.3 The Trustee Board

The Articles of Association were amended by special resolution of the members of the Fund on 23 March 2006 to help strengthen its links with the Institution of Engineering and Technology (IET), to allow the IET Board of Trustees to appoint two Foothold Trustees with the necessary skills and experience to contribute to the governance of Foothold, and to give the Local Representative Assembly a significant representation on the Board (Fig 26). Whilst the appointment of Trustees was reviewed by the 2009/10 Working Group reviewing the articles of association, it was felt that the appointment system for Trustees worked well and should not be changed.

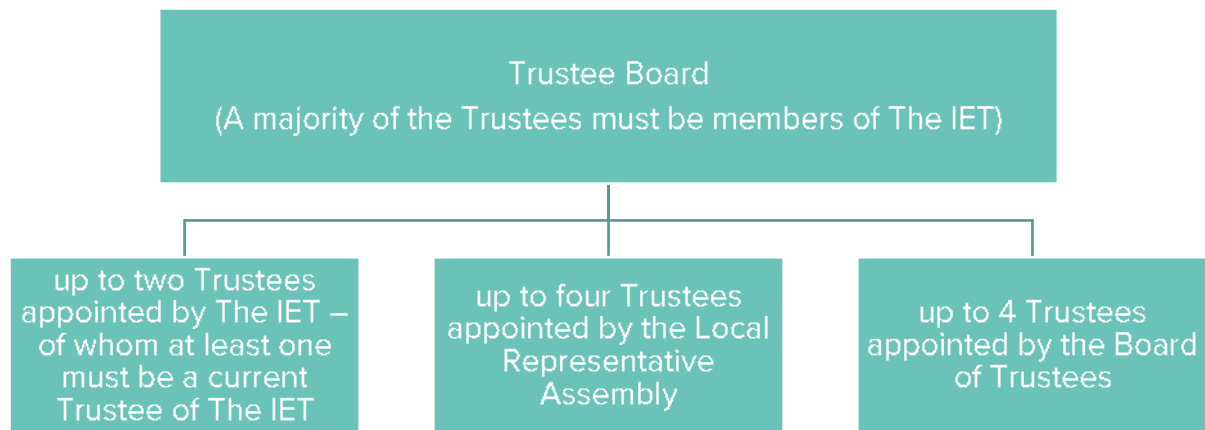


Fig 26 Composition of Trustee Board

The Board, which in 2021-22 comprised of eight Trustees meets quarterly. Since the COVID-19 restrictions this has been achieved through video conferencing. The Board is supported by four principal committees and the Local Representative Assembly. The Board met on four occasions during this reporting year with an additional meeting as a strategy day.

The Memorandum and Articles of Association allow for a minimum of three and a maximum of ten Trustees. The Trustees have responsibility for the strategic direction of Foothold, delivering its charitable objectives, ensuring that it is a going concern and operating in a professional manner.

The Chief Executive Officer is appointed by the Trustees with delegated authority for operational matters including finance, employment and community member related activity. The Chief Executive is responsible for ensuring that Foothold delivers the services specified and key performance indicators are met.

The senior management team has responsibility for the day-to-day operational management of Foothold, individual supervision of their teams, and ensuring that staff develop their skills and maintain good working practices.

6.3.1 Trustee Appointment and Competence

The Board actively manages succession planning for its Trustees. In advance of a Trustee vacancy arising from retirement, the Board considers the skills it requires to fulfil its responsibilities for the strategic direction of Foothold. With reference to the Trustee skills audit, the Board agrees the competencies it requires in any new post. A role description for this appointment is drawn up, together with a recruitment pack and the role is advertised widely. Candidates are asked to submit a CV and covering letter which are then considered by the Remuneration and Nominations Committee and where appropriate an interview is offered.

The Local Representative Assembly is entitled to review any Board appointed Trustee and in exceptional circumstances may, if it considers it is in the interests of Foothold, recommend to the members that their statutory powers to remove a Trustee under the Act should be exercised in respect of that Trustee. The Trustees appointed by The IET are subject to The IET's process of appointment.

A Trustee Skills Register is maintained in accordance with The Institute of Chartered Secretaries and Administrators Guidance and Trustees are asked to complete a skills audit form as part of the annual review process.

6.3.2 Trustee Induction and Training

As part of their induction Trustees receive information from Foothold to brief them on their legal obligations under Charity and Company law. They also receive information on the organisation's objectives and recent financial performance as well as online modules on our Training tracker database covering subjects such as GDPR, staying safe online and safeguarding. Some of these modules are also repeated annually by all of the Trustees and successful completion supports the mitigation for some of the risks identified on the strategic risk register.

Trustees are also encouraged to undertake external training to broaden their knowledge of both their role as Trustees but also of the issues affecting the wider charity sector.

A record is maintained of training undertaken and in 2021-22 Trustees completed thirteen training tracker modules on topics such as equality and diversity, risk assessment and GDPR. Three Trustees attended an Equality, Diversity, Equity and inclusion workshop with the staff team in May.

6.3.3. Trustee offices and attendance at Board and sub-committees is set out below (Fig 27)

	Board of Trustees	Finance audit and risk	Service development	Remuneration and nominations
Dr D Byrne	6/6	4/4 *	2/2 *	4/4
Dr P B Connor	4/6	4/4		
Mrs V M Hodge	6/6	4/4	2/2	
Mr R North	1/2			
Mr G Price	6/6	4/4		4/4
Mr T Budd	5/6	4/4		
Mr R E H Spalding	6/6	3/4 *		4/4
Professor K Sugden	5/6			
Mr F Fisher	2/2			
Mr J Dunn	3/4			

Fig 27 Trustees attendance * denotes in attendance.

6.4 Committees

6.4.1 Service Development Committee

The Service Development Committee has an overview of the policies and principles governing grant decisions and decides on unusual cases and high value grants. The Service Development Committee also regularly reviews a cross-section of cases to ensure due process has been applied. It works closely with staff to identify trends in requests for assistance particularly where there is a need for new policies (both financial and non-financial) to help meet the ever-evolving needs of IET members and the wider engineering community. Recommendations for new policies are presented to the Board of Trustees for the Board's approval.

6.4.2 Finance Audit and Risk Committee

The Finance, Audit and Risk Committee monitors the effectiveness of Foothold's quality controls and risk management including the monitoring and overseeing mitigation of the strategic and operational risk registers. It also monitors the performance of investments and the investment management advisors. A key responsibility of this Committee is to make recommendations to the Board on the appointment of Auditors.

6.4.3 Remuneration and Nominations Committee

The committee serves two purposes.

- 1) as the Remuneration Committee its purpose is to determine the appropriate remuneration and any changes to terms and conditions of employment of the staff of Foothold.

- 2) as the Nominations Committee, the committee's purpose is to select new Trustees or a new Chief Executive Officer and to assist the Chief Executive Officer in the selection of new members of the senior management team as well as making decisions on the recruitment, selection and appointment of Trustees and committee members based on the findings of the Trustee skills audit.

6.4.4 Disciplinary Committee

The Disciplinary Committee is appointed by the Board of Trustees as required by the 'Removal of a Volunteer Policy' and disbanded by the Board of Trustees on completion of its work.

6.5 Remuneration Policy

The remuneration of the Senior Management Team, as Foothold's key management staff, is set by the Board following recommendations made by the Remuneration and Nominations Committee. The objective is to ensure that the Chief Executive Officer and senior staff are provided with appropriate incentives to encourage enhanced performance and are, in a fair and responsible manner, rewarded for their individual contributions to Foothold's success. The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other charities, to ensure that Foothold remains sensitive to the broader issues such as pay and employment conditions elsewhere. We aim to recruit the most skilled candidates for us to achieve our strategic objectives and have the scope to reward for excellence. The Board of Trustees is in no doubt that the delivery of Foothold's objectives is primarily dependent on our senior management team.

6.6 Staff and volunteer information

Foothold is committed to providing information to staff and volunteers and consulting with them, or their representatives, on a regular basis so that their views can be considered when making decisions.

6.7 Risk Management

The Trustees continue to consider risk and a section of the Foothold strategic risk register at every FARC meeting as well as every Trustee board meeting so that during a 12-month period they will have considered all identified risks.

The operational risk register is managed by the senior management team and is reviewed monthly and as new risks are identified. The operational risk register is presented to the Finance, Audit and Risk Committee annually.

The Board also considers new risks as they become apparent rather than waiting for the annual review of the appropriate section of the risk register.

The Board of Trustees operates a formal risk management procedure that:

- continuously reviews the strategic risks facing Foothold
- establishes systems and procedures to mitigate identified risk

6.7.1 Strategic risks to Foothold and steps taken to manage and or mitigate them.

Turbulent economic environment leading to potential violent fluctuations in the value of investments and considerable increase in applications for assistance to Foothold. This is

mitigated by a robust investment policy, regular communications with our investment advisors, annual review of the strategy by the Board to ensure that the economic environment is a key consideration, monitoring of numbers of grants and beneficiaries and financial reporting at each Board meeting.

Changing government policy leading to a dramatic impact on the number of applications for support that are received including from overseas beneficiaries. This is mitigated by maintaining awareness of Government policy and welfare benefits that impact Foothold and an update on government policy and laws both in the UK and where possible globally at the annual Board strategy day and reviewing the support offered considering these changes and Foothold's financial constraints.

Failure to comply with the rules and regulations of statutory and regulatory authorities including data protection, leading to complaints, reputational damage, prosecution under the relevant legislation, financial penalties and other regulatory censure. This is mitigated by the continuing support and scrutiny of our external Data Protection Officer from Hope & May Ltd who works with our Chief Executive Officer as Senior Responsible Individual for Foothold to continue the review of our policies and procedures, updating where necessary and assisting us in maintaining up to date knowledge of the legislation. This new expertise builds on the previous mitigations of quarterly review of compliance by the Board of Trustees and the completion of annual GDPR training for all staff and volunteers in line with our data protection policy and procedures.

Failure to plan against a cyber-security breach leading to fraud and or compromise of data or operations leading to damaged reputation, significant loss of funds and inability to conduct charitable activity. This is mitigated by a cyber-security policy underpinned by online training for both staff and volunteers, learning from internal and external incidents and changing systems and processes as required, having insurance cover in place and access to external advisors as necessary.

6.8 Stakeholders

Foothold has relationships with many organisations and individuals who support us in achieving our objectives (Fig 28)

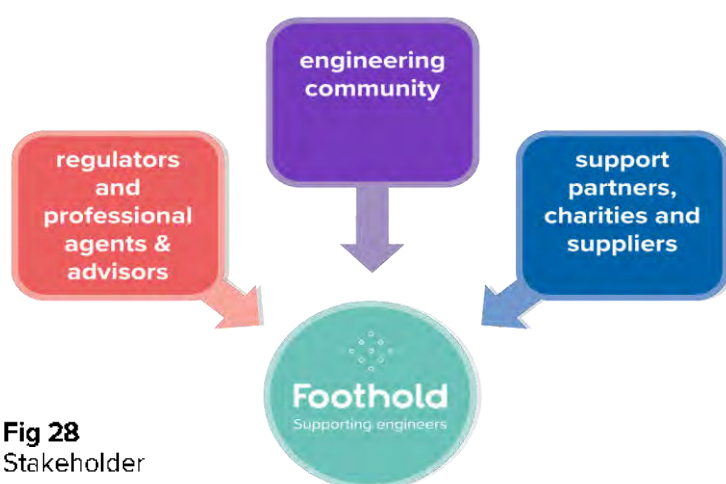


Fig 28
Stakeholder
groups

Our main stakeholder community are the past and present members of The Institution of Engineering and Technology (IET) and their dependants who Foothold seeks to assist. The IET is a separate company (No. RC000263) and a separate charity (in England & Wales No. 211014, and in Scotland No. SC038698). In recognition of this relationship The IET nominates two of Foothold's Trustees. However, the governance, objectives, administration and funding of Foothold is separate from that of The IET.

Alongside the individual members of The IET who support Foothold through direct donations, legacies and volunteering we work together with other engineering institutions, engineering education and training bodies and media, engineering employers and benevolent funds to ensure that the support we provide is best suited to increase the wellbeing of engineers and their families worldwide.

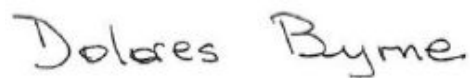
6.9 Small companies' exemption statement

The Trustees annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

AUDITOR

In accordance with Foothold's articles, a resolution proposing that Sayer Vincent LLP be reappointed as auditor of Foothold was agreed at the Annual General Meeting on 28 February 2019.

ON BEHALF OF THE BOARD OF TRUSTEES

A handwritten signature in dark ink that reads "Dolores Byrne". The signature is written in a cursive, slightly slanted style.

Dr D Byrne OBE BSc MBA PhD CEng HonFIET

Chairman

Date 13 March 2023

Opinion

We have audited the financial statements of The Institution of Engineering and Technology Benevolent Fund (the 'charitable company') for the year ended 30 June 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 charitable company's affairs as at 30 June 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or

- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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

Independent auditor's report to the members of The Institution of Engineering and Technology
Benevolent Fund

charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in dark ink that reads "Sayer Vincent LLP". The signature is written in a cursive, flowing style.

Fleur Holden (Senior statutory auditor)

17 March 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

The Institution of Engineering and Technology Benevolent Fund (trading as Foothold)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 June 2022

		Unrestricted	Restricted	Speirs		Unrestricted	Restricted	Speirs		
	Note	General Fund £	Speirs Fund £	Permanent Endowment £	2022 Total £	General Fund £	Speirs Fund £	Permanent Endowment £	2021	Total £
Income from:										
Donations		588,377	–	–	588,377	548,795	–	–		548,795
Legacies		263,191	–	–	263,191	180,874	–	–		180,874
Events and sundry income		461	–	–	461	343	–	–		343
Investment income		409,813	91,660	120,230	621,703	383,133	78,444	105,726		567,303
Total income		1,261,842	91,660	120,230	1,473,732	1,113,145	78,444	105,726		1,297,315
Expenditure on:										
Raising funds	3	243,629	19,395	24,975	287,999	205,056	16,879	21,413		243,349
Charitable activities										
Advice and guidance	3	114,554	–	–	114,554	219,307	–	–		219,307
Employment advice and support	3	33,436	–	–	33,436	161,011	–	–		161,011
Financial Support	3	1,893,635	156,953	–	2,050,588	2,135,354	158,690	–		2,294,044
Total expenditure		2,285,253	176,348	24,975	2,486,576	2,720,728	175,569	21,413		2,917,711
Net (expenditure) / income before net (losses)/gains on investments		(1,023,411)	(84,688)	95,255	(1,012,844)	(1,607,583)	(97,125)	84,313		(1,620,396)
Net (losses)/gains on investments		(1,151,257)	(282,220)	(354,738)	(1,788,215)	2,759,286	581,766	762,105		4,103,157
Net (expenditure)/income for the year	4	(2,174,669)	(366,907)	(259,483)	(2,801,059)	1,151,703	484,641	846,418		2,482,761
Transfers between funds		–	114,257	(114,257)	–	–	103,717	(103,717)		–
Net movement in funds		(2,174,669)	(252,650)	(373,740)	(2,801,059)	1,151,703	588,358	742,701		2,482,761
Reconciliation of funds:										
Total funds brought forward	15	17,946,412	3,833,313	5,084,147	26,863,872	16,794,709	3,244,955	4,341,446		24,381,110
Total funds brought forward (as restated)		17,946,412	3,833,313	5,084,147	26,863,871	16,794,709	3,244,955	4,341,446		24,381,110
Total funds carried forward		15,771,743	3,580,663	4,710,407	24,062,813	17,946,412	3,833,313	5,084,147		26,863,871

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Notes 15 to the financial statements.

The Institution of Engineering and Technology Benevolent Fund (trading as Foothold)

Balance sheet

Company no. 00441284

As at 30 June 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	9		10,880		20,471
Investments	10		23,565,726		26,506,342
Repayable grants	11		279,558		359,784
			23,856,164		26,886,597
Current assets:					
Debtors	12	568,125		256,584	
Cash at bank and in hand		165,039		277,630	
			733,164	534,214	
Liabilities:					
Creditors: amounts falling due within one year	13	481,515		496,939	
Net current assets			251,649		37,275
Total assets less current liabilities			24,107,813		26,923,872
Creditors: amounts falling due after one year	14		45,000		60,000
Total net assets			24,062,813		26,863,872
The funds of the charity:					
Restricted income funds	15a		3,580,662		3,833,313
Endowment	15a		4,710,407		5,084,147
Unrestricted income funds:	15a				
Designated funds		13,890,084		15,180,728	
Revaluation reserve		1,239,377		2,670,647	
General funds		642,282		95,037	
Total unrestricted funds			15,771,743		17,946,412
Total charity funds			24,062,813		26,863,872

Approved by the trustees on 13 March 2023 and signed on their behalf by

Dolores Byrne

Dr D Byrne OBE BSc MBA PhD CEng HonFIET
Chairman

The Institution of Engineering and Technology Benevolent Fund (trading as Foothold)

Statement of cash flows

For the year ended 30 June 2022

	Note	2022 £	£	2021 £	£
Cash flows from operating activities	17				
Net cash used in operating activities		(1,886,695)		(2,407,998)	
Cash flows from investing activities:					
Dividends and interest from investments		621,703		567,303	
Proceeds from sale of investments		5,228,113		9,503,391	
Purchase of investments		(3,676,076)		(8,485,092)	
(Increase)/Decrease in cash held for investment by investment managers		(399,636)		814,959	
Net cash provided by investing activities		1,774,104		2,400,561	
Change in cash and cash equivalents in the year		(112,591)		(7,437)	
Cash and cash equivalents at the beginning of the year		277,630		285,067	
Cash and cash equivalents at the end of the year		165,039		277,630	

Notes to the financial statements

For the year ended 30 June 2022

1 Accounting policies

a) Statutory information

The Institution of Engineering and Technology Benevolent Fund is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Napier House, 24 High Holborn, London, WC1V 6AZ.

b) Basis of preparation

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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees has considered key risks and consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

g) Investment income and dividends

Investment income is included when receivable.

Notes to the financial statements

For the year ended 30 June 2022

1 Accounting policies (continued)

h) Fund accounting

The assets managed by the charitable company are divided between two funds, the General Fund and the Speirs Fund. The Speirs Fund is further sub divided into two funds: Speirs Restricted Fund and Speirs Permanent Endowment Fund.

- The General Fund is an unrestricted fund, which receives funds, which are expendable at the discretion of the trustees in furtherance of the objects of the group.
- The Speirs Fund has a broader remit than the General Fund in terms of who it can assist and it will be used primarily in the area of care, assistance for the disabled and promoting independence where possible and assistance for carers.

Transfers may take place from the General Fund to the Speirs Fund but not vice versa in accordance with the Charity Commission scheme.

- Designated Funds represents the value of unrestricted non current assets (fixed assets, investments and repayable grants) which are not freely available as reserves for the charity.
- The Revaluation Reserve represents the accumulated unrealised gains made on the Charity's unrestricted investment portfolio.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Grants payable

Grants paid comprise amounts paid to individuals needing financial assistance.

The full costs of grants are included in the statement of financial activities in the year in which they are approved and communicated to the recipient. If grants that are approved during the year have not been paid, in part or in full, by the end of the year, any unpaid amounts are included, as creditors in the balance sheet.

k) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Administration and support costs and governance costs have been allocated on the proportion of time spent. These costs have then been reallocated to charitable activities and raising funds on the proportion of direct expenditure under each activity.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 30 June 2022

1 Accounting policies (continued)

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|--------------------------|-------------------|
| ● Furniture and fittings | 10% straight line |
| ● Leasehold improvements | 10% straight line |

n) Repayable grants

These are loans that have been made as part of our charitable activities and are included in the accounts at cost less any impairments and amounts repaid. An annual impairment review is undertaken and any impairment identified is charged to resources expended on charitable activities.

Outstanding grants are accounted for as assets of Foothold, and in some cases may be repaid after more than one year from the balance sheet date.

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The Charity does not acquire put options, derivatives or other complex financial instruments.

p) Debtors

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

q) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

r) Creditors and provisions

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

s) Financial instruments

With the exception of the listed investments described above the charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Notes to the financial statements

For the year ended 30 June 2022

1 Accounting policies (continued)

t) Pensions

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the Charity to the fund.

The pension charge in the accounts also relates to employees who are members of the IEE Superannuation and Assurance Scheme, a defined benefit pension scheme. Foothold is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reasonable basis to meet the full requirements of the Financial Reporting Standard on Pensions, FRS 102. Therefore Foothold's contributions to the scheme are accounted for as if the scheme was a defined contribution scheme.

2 Detailed comparatives for the statement of financial activities

			2021	
	Unrestricted £	Speirs Fund £	Permanent Endowmen t £	Total £
Income from:				
Donations	480,121	–	–	480,121
Legacies	71,505	–	–	71,505
Events and sundry income	799	–	–	799
Investment income and interest	482,905	84,141	116,776	683,822
Total income	1,035,330	84,141	116,776	1,236,247
Expenditure on:				
Raising funds	185,973	15,441	20,943	222,357
Charitable activities expenditure:				
Advice and guidance	414,745	–	–	414,745
Financial Support	1,848,786	100,860	–	1,949,646
Total expenditure	2,449,504	116,301	20,943	2,586,748
Net (expenditure)/ income before gains / (losses) on investments	(1,414,174)	(32,160)	95,833	(1,350,501)
Net (losses) on investments	(695,807)	(113,393)	(152,280)	(961,480)
Net (expenditure) /income	(2,109,981)	(145,553)	(56,447)	(2,311,981)
Transfers between funds	–	117,931	(117,931)	–
Net movement in funds	(2,109,981)	(27,622)	(174,378)	(2,311,981)
Total funds brought forward	18,904,690	3,272,577	4,515,824	26,693,091
Total funds brought forward (as restated)	18,904,690	– 3,272,577	– 4,515,824	– 26,693,091
Total funds carried forward	16,794,709	– 3,244,955	– 4,341,446	– 24,381,110

The Institution of Engineering and Technology Benevolent Fund (trading as Foothold)

Notes to the financial statements

For the year ended 30 June 2022

3a Analysis of expenditure (current year)

	Charitable activities						2022 Total £	2021 Total £
	Raising funds £	Welfare, employment/ career, legal, money and general advice £	Employment beyond redundancy £	Financial Assistance £	Governance costs £	Support costs £		
Staff costs (Note 5)	115,986	33,559	10,382	87,412	131,919	146,090	525,348	559,094
Staff recruitment and other costs	0	-	-	-	3,200	1,967	5,167	13,762
Investment management fees	126,105	-	-	-	-	-	126,105	121,563
Grants payable to individuals	-	35,792	10,779	1,210,176	-	-	1,256,747	1,669,713
Marketing & publicity	356	-	-	-	-	53,431	53,787	75,884
Rent & services	618	-	-	-	-	277,732	278,350	275,226
Travelling & meeting costs	-	-	-	165	1,233	-	1,398	212
Legal & professional fees	-	3,146	-	-	16,150	-	19,296	29,633
Accountancy and audit fees	-	-	-	-	5,390	-	5,390	9,130
Depreciation	-	-	-	-	-	9,591	9,591	9,570
Other costs	44,934	-	-	-	930	159,534	205,398	153,923
	287,999	72,497	21,161	1,297,753	158,822	648,345	2,486,577	2,917,710
Support costs	-	33,781	9,860	604,704		(648,345)	-	-
Governance costs	-	8,275	2,415	148,131	(158,821)		-	-
Total expenditure 2022	287,999	114,554	33,436	2,050,588	-	-	2,486,577	2,917,710
Total expenditure 2021	243,348	219,307	161,011	2,294,044	-	-	2,917,710	

All Grants are to individuals

The Institution of Engineering and Technology Benevolent Fund (trading as Foothold)

Notes to the financial statements

For the year ended 30 June 2022

3b Analysis of expenditure (prior year)

	Charitable activities						
	Raising funds £	Welfare, employment/ career, legal, money and general advice £	Employment beyond redundancy £	Financial Assistance £	Governance costs £	Support costs £	2021 Total £
Staff costs (Note 5)	88,839	63,581	19,180	89,507	108,355	189,633	559,094
Staff recruitment and other costs	-	-	-	-	-	13,762	13,762
Investment management fees	121,563	-	-	-	-	-	121,563
Grants payable to individuals	-	72,615	92,967	1,504,131	-	-	1,669,713
Marketing & publicity	1,709	-	-	-	-	74,175	75,884
Rent & services	288	-	-	-	-	274,938	275,226
Travelling & meeting costs	-	-	-	-	212	-	212
Legal & professional fees	-	17,958	-	-	11,675	-	29,633
Accountancy and audit fees	-	-	-	-	9,130	-	9,130
Depreciation	-	-	-	-	-	9,570	9,570
Other costs	30,949	-	-	13	-	122,961	153,923
	243,348	154,154	112,147	1,593,651	129,372	685,039	2,917,710
Support costs	-	54,803	41,102	589,133		(685,039)	-
Governance costs	-	10,350	7,762	111,260	(129,372)		-
Total expenditure 2021	243,348	219,307	161,011	2,294,044	-	-	2,917,710

Notes to the financial statements

For the year ended 30 June 2022

4 Net income / (expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Depreciation	9,591	9,570
Operating lease rentals:		
Property	153,449	119,155
Auditor's remuneration (excluding VAT):		
Audit	8,700	8,300
Other services	2,000	2,000

5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	448,918	484,285
Social security costs	46,626	49,099
Employer's contribution to defined contribution pension scheme	18,040	25,710
Redundancy costs	11,765	–
	525,349	559,094

The Senior Management Team's employee remuneration including national insurance and pension totalled £225,151 (2021: £219,731). Foothold now operates a defined contribution pension scheme for all permanent staff.

In 2022 one member of staff (2021: 1) received a salary excluding national insurance between £70,000 and £80,000.

Payments under the previous deficit reduction plan continue to be made until March 2027. Following the 2017 triannual review, an agreement was made and Foothold will continue to make additional contributions to reduce the share of the deficit on past service at the previous rate of £1,000 a month, which has been recognised with staff costs. This was fully recognised in 2018.

6 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 14 (2021: 15).

7 Related party transactions

No members of the Board of Trustees received any remuneration for the services to Foothold for the year. During the year travel and subsistence cost totalling £1,072 were reimbursed to 6 trustee (2021: £117 to 1 trustees), and £4,131 was incurred by Foothold on behalf of the trustees for meetings, training and recruitment costs (2021: £95). Foothold provides and pays for trustee indemnity cover.

Donations were made by Trustees in the year totalling £419 by 5 trustees, there were donations totalling £260 from 4 trustees in the prior year.

8 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 30 June 2022

9 Tangible fixed assets

	Leasehold improvements £	Furniture & equipment £	Total £
Cost			
At the start of the year	73,973	22,660	96,633
Additions in year	–	–	–
At the end of the year	73,973	22,660	96,633
Depreciation			
At the start of the year	59,177	16,985	76,162
Charge for the year	7,397	2,194	9,591
At the end of the year	66,574	19,179	85,753
Net book value			
At the end of the year	7,399	3,481	10,880
At the start of the year	14,796	5,675	20,471

All of the above assets are used for charitable purposes.

10 Listed investments

	General fund (Unrestricted) £	Speirs Fund (Restricted) £	Speirs Permanent Endowment (Restricted) £	2022 Total £
Fair value at the start of the year	17,471,120	3,808,200	4,957,176	26,236,496
Purchases	2,279,999	634,695	761,383	3,676,076
Sales proceeds	(3,760,838)	(610,924)	(856,351)	(5,228,113)
Realised and unrealised gain/(loss)	(1,151,257)	(282,220)	(354,738)	(1,788,215)
	14,839,023	3,549,751	4,507,470	22,896,244
Cash held by investment broker pending reinvestment	238,109	229,753	201,620	669,482
Fair value at the end of the year	15,077,132	3,779,504	4,709,090	23,565,726

10b Listed investments (prior year)

	General fund (Unrestricted) £	Speirs Fund (Restricted) £	Speirs Permanent Endowment (Restricted) £	2021 Total £
Fair value at the start of the year	15,954,731	3,047,120	4,149,787	23,151,638
Purchases	5,535,411	1,332,606	1,617,075	8,485,092
Sales proceeds	(6,778,308)	(1,153,292)	(1,571,791)	(9,503,391)
Realised and unrealised gain/(loss)	2,759,286	581,766	762,105	4,103,157
	17,471,120	3,808,200	4,957,176	26,236,496
Cash held by investment broker pending reinvestment	78,150	62,558	129,138	269,846
Fair value at the end of the year	17,549,270	3,870,758	5,086,314	26,506,342

Notes to the financial statements

For the year ended 30 June 2022

11 Repayable grants

	2022 Total £	2021 Total £
Repayable grants at the start of the year	359,784	360,384
Repayments	(80,226)	(600)
Repayable grants at the end of the year	279,558	359,784

12 Debtors

	2022 £	2021 £
Trade debtors	21,085	12,948
Other debtors	–	6,416
Accrued income & prepayments	547,040	237,220
	568,125	256,584

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	39,771	151,766
Other creditors	47,991	3,793
Accruals	155,961	106,331
Defined benefit pension scheme	12,000	12,000
Grants payable	225,792	223,049
	481,515	496,939

14 Creditors: amounts falling due after one year

	2022 £	2021 £
Defined benefit pension scheme	45,000	60,000
	45,000	60,000

At 30 June 2022 Foothold had future commitments of £60,000 in respect of the pension scheme (2021: £72,000). £12,000 is within current liabilities. Contributions of £1,000 a month will continue to be made until March 2027.

Notes to the financial statements

For the year ended 30 June 2022

15a Movements in funds (current year)

	At 1 July 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 June 2022 £
Restricted funds	3,833,313	91,660	(458,567)	114,257	3,580,662
Endowment funds	5,084,147	120,230	(379,713)	(114,257)	4,710,407
Designated funds:					
Fixed assets	20,471	–	(9,591)	–	10,880
Repayable grants	359,784	–	(80,226)	–	279,558
Investments	14,800,473		(1,200,827)	–	13,599,646
Total designated funds	15,180,728	–	(1,290,644)	–	13,890,084
Revaluation reserve	2,670,647		(1,431,270)	–	1,239,377
General funds	95,037	1,261,842	(714,597)	–	642,282
Total unrestricted funds	17,946,412	1,261,842	(3,436,511)	–	15,771,743
Total funds	26,863,872	1,473,732	(4,274,791)	–	24,062,813

The narrative to explain the purpose of each fund is given at the foot of the note below.

15b Movements in funds (prior year)

	At 1 July 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 30 June 2021 £
Restricted funds	3,244,955	660,210	(175,569)	103,717	3,833,313
Endowment funds	4,341,446	867,831	(21,413)	(103,717)	5,084,147
Designated funds:					
Fixed assets	30,041	–	(9,570)	–	20,471
Repayable grants	360,384	–	–	(600)	359,784
Investments	14,669,276	131,197	–	–	14,800,473
Total designated funds	15,059,701	131,197	(9,570)	(600)	15,180,728
Revaluation reserve	1,285,455	1,385,192	–	–	2,670,647
General funds	449,553	2,356,042	(2,711,158)	600	95,037
Total unrestricted funds	16,794,710	3,872,431	(2,720,728)	–	17,946,412
Total funds	24,381,110	5,400,472	(2,917,710)	–	26,863,872

Purposes of restricted funds

The Speirs Fund has a broader remit than the General Fund in terms of who it can assist and it will be used primarily in the area of care, assistance for the disabled and promoting independence where possible and assistance for carers.

Purposes of endowment funds

The Speirs Fund is further sub divided into two funds: Speirs Restricted Fund and Speirs Permanent Endowment Fund.

Transfers may take place from the General Fund to the Speirs Fund but not vice versa in accordance with the Charity Commission scheme. Also between the permanent endowment and restricted funds for the income.

Designated Funds

Designated Funds represents the value of unrestricted non current assets (fixed assets, investments and repayable grants) which are not freely available as reserves for the charity.

Notes to the financial statements

For the year ended 30 June 2022

16a Analysis of net assets between funds (current year)

	Restricted £	Endowment funds £	Designated funds £	Revaluation reserve £	General funds £	Total funds £
Tangible fixed assets	–	–	10,880	–	–	10,880
Repayable grants	–	–	279,558	–	–	279,558
Investments	3,779,504	4,709,090	13,599,646	1,239,377	238,109	23,565,726
Net current assets/ (liabilities)	(198,842)	1,317	–	–	449,174	251,649
Long term liabilities	–	–	–	–	(45,000)	(45,000)
Net assets at 30 June 2022	3,580,662	4,710,407	13,890,084	1,239,377	642,283	24,062,813

16b Analysis of net assets between funds (prior year)

	Restricted £	Endowment funds £	Designated funds £	Revaluation reserve £	General funds £	Total funds £
Tangible fixed assets	–	–	20,471	–	–	20,471
Repayable grants	–	–	359,784	–	–	359,784
Investments	3,870,758	5,086,314	14,800,473	2,670,647	78,150	26,506,342
Net current (liabilities)/ assets	(37,445)	(2,167)	–	–	76,887	37,275
Creditors: amounts due after one	–	–	–	–	(60,000)	(60,000)
Net assets at 30 June 2021	3,833,313	5,084,147	15,180,728	2,670,647	95,037	26,863,872

17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income/ (expenditure) for the reporting period (as per the statement of financial activities)	(2,801,059)	2,482,762
Depreciation charges	9,591	9,570
Losses / (Gains) on investments	1,788,215	(4,103,157)
Dividends and interest from investments	(621,703)	(567,303)
Decrease in repayable grants	80,226	600
(Increase) in debtors	(311,541)	(45,780)
(Decrease) in creditors	(30,424)	(184,690)
Net cash (used in) operating activities	(1,886,695)	(2,407,998)

Notes to the financial statements

For the year ended 30 June 2022

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2022 £	2021 £
Less than one year	101,729	128,500
One to two years	–	101,729
Two to five years	–	–
	101,729	230,229

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.