



The National Examination Board in Occupational Safety and Health

Annual Report and Financial Statements

for the year ended

31 March 2022

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Registered in England and Wales

Company Number: 2698100

Registered Charity Number: 1010444

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A welcome from our Chair & our Chief Executive Officer

NEBOSH is a very special organisation. Our Charitable objects are firmly educational. For more than forty years our colleagues, Learning Partners and many thousands of learners have been united by one thing; through education and the awarding of professional health, safety and environmental qualifications to contribute positively to higher standards of safety and health in the workplace. We explain in this report how NEBOSH has delivered against these charitable objects during 2021-22.

We are delighted that our expertise in furthering learning opportunities within the industry was recognised by our peers when NEBOSH won the Awarding Organisation of the Year at the Federation of Awarding Bodies (FAB) Awards in 2021. A wonderful achievement and well-deserved recognition for our team, who spend their careers dedicated to the advancement of health and safety education.

Everyone has a pandemic story but, for NEBOSH, it was a turning point for the organisation. It gave us the opportunity to transform the way we do things – and what a transformation it's been. The ability to gain a NEBOSH qualification from almost anywhere in the world has made health and safety education even more accessible; five new countries were represented in our registrations this year and more than 88,000 qualifications were awarded.

Collaboration not competition is our ethos; it focuses us on activities that offer the greatest benefits to the profession, and our collaborative efforts continued in 2021-22. Our relationship with the Health and Safety Executive, Great Britain's regulator, produced two new qualifications and we partnered with IIRSM to release a risk management qualification that provides a broader approach to risk thinking.

As we enter the second year of our five year strategic intent, the transformation activities so far have provided us with a record financial position. This gives us the resources to continue investing in the future of our charity and further the education of the health and safety profession. In 2021 we used the funds generated by our outstanding qualification performance to invest in even more educational opportunities, including the first NEBOSH Online Conference, the Michael Adamson Diploma Scholarship and the continuation of our Alumni activities. This Annual Report outlines many more of our highlights from the year and the positive impact we have had.

Thank you, as always, to our learners, Learning Partners, colleagues and partnering organisations for your continued support. The past two years have presented us with the most challenging of circumstances but we have demonstrated this year that working together we have not just survived, but thrived for the benefit of this important and rewarding profession.

A handwritten signature in black ink, appearing to read 'L. Philpott', with a horizontal line underneath.

Les Philpott,
NEBOSH Chair

A stylized handwritten signature in black ink, consisting of several loops and curves.

Andrew Wilkinson-Sharpe,
NEBOSH Chief Executive Officer
(Acting)

Trustees Report

Strategic Review

Awarding Organisation of the Year 2021; summing up NEBOSH's commitment and expertise in just a few words! The FAB (Federation of Awarding Bodies) Awards recognises the contributions made by awarding organisations and their employees to education and skills in the UK over the past year. The Awarding Organisation of the Year Award is a testament to Team NEBOSH and all of our supportive stakeholders. Together we are helping to make the world a healthier and safer place through quality learning.

Out of the unknown of the COVID-19 pandemic has been a transformation to be proud of; NEBOSH and our extended community have trained a record-breaking number of learners, delivered and marked more assessments than ever before, provided increasing educational opportunities and generated a stable financial basis from which to deliver our future ambitions.

This Annual Report looks back on a record-breaking 2021-22, highlights the work we've done towards achieving our charitable objects and the impact we've had on the communities we're part of.

2021-22: The impact we've had on learning

NEBOSH welcomed a record number of learners this year, all of them demonstrating a desire to develop their knowledge and skills, and contribute to creating safer and healthier workplaces. We recorded more than 220,000 assessments representing 175 countries and territories, resulting in more than 88,000 qualifications being awarded.

Increasing opportunities for professional development

Five new or revised qualifications were launched throughout the year, offering health and safety practitioners the opportunity to continue their professional development with NEBOSH. Of these, three qualifications were developed in collaboration with fellow industry experts.

In addition, our two qualifications assessed by multiple-choice questions – the NEBOSH HSE Certificate in Process Safety Management and the NEBOSH Environmental Awareness at Work Qualification – moved online. Remotely proctored to maintain the integrity of the assessment, this technological change will help us to provide these qualifications to people in more countries and regions.

Collaboration with IIRSM

Most recent was the launch in March 2022 of the NEBOSH IIRSM Certificate in Managing Risk. In a NEBOSH first, the qualification was launched as an online qualification only making it accessible to anyone in the world with internet access.

Risk management is transferable to any industry, profession, organisation or country. By working together, NEBOSH and IIRSM have combined their expertise in education and risk to deliver a qualification that broadens learners' thinking beyond their own discipline, enabling them to understand the important relationship between risk management and other business functions.

"The NEBOSH IIRSM Certificate in Managing Risk course was well structured, and the training material was second to none. The relevant examples given throughout helped me gain a better understanding of the concepts covered."

Paula Ireland, a Senior Health and Safety Manager at Fujitsu

Maintain high standards of existing qualifications

During the year we also updated the specifications for the NEBOSH Environmental Management Certificate and Health and Safety at Work Award.

Designed as a solid introduction to workplace health, safety and risk, the Health and Safety at Work Award is applicable to all industries, and a new assessment – a workplace review – is designed to help learners apply their new knowledge. This makes it a great option for employers too because they can give their workforce practical skills that improve organisational health and safety performance.

Health and safety professionals are often tasked with environmental responsibilities too; the protection of people, communities and the planet make them complementary functions. The new NEBOSH Environmental Management Certificate provides a solid technical and practical introduction to the subject, meaning learners are well equipped to make a positive impact in their workplace.

Working with the UK's regulator

Our continued relationship with the Health and Safety Executive (HSE), United Kingdom's regulator, resulted in the launch of two qualifications; the NEBOSH HSE Award in Managing Risks and Risk Assessment at Work in April 2021, followed in February 2022 by the NEBOSH HSE Certificate in Manual Handling Risk Assessment.

The Award in Managing Risks and Risk Assessment at Work is rooted in a proportional approach to risk; it provides the fundamentals needed to build an effective approach to risk management in the workplace that focuses not only on the risk assessment itself, but on the practical actions needed to control and monitor those risks in order to protect people from harm.

Musculoskeletal disorders (MSDs) accounted for 8.9million lost working days in Great Britain in 2019/20, with manual handling estimated to be the main cause. 0.5 million workers suffered from a work-related musculoskeletal disorder in 2020/21. This is a global problem; the World Health Organization estimates 1.71 billion people experience musculoskeletal conditions worldwide. Three in five workers in Europe report MSD complaints and more than half of US adults experience an MSD, which is estimated to cost countries between 0.5-2% of Gross National Product. Our new NEBOSH HSE Certificate in Manual Handling Risk Assessment is a one-day qualification which tackles this significant issue, focusing on practical solutions to help recognise, assess, and manage manual handling risks.

“Many organisations jump straight to providing training on manual handling – how to lift etcetera. In developing this qualification we’re encouraging organisations to take a step back and take the time to effectively risk assess their manual handling activities. By doing so they may be able to eliminate or reduce an activity and, if manual handling is required, then they’ll have all the information they need to protect their workers.”

Matt Powell-Howard, NEBOSH Head of Product Development

A bespoke qualification for the railway industry

Inspired by our bespoke qualification for Health and Safety Executive inspectors, NEBOSH was commissioned by the Office of Rail and Road (ORR) to develop a qualification that could be delivered in-house for its regulatory inspectors. The NEBOSH Diploma in Regulatory Railway Occupational Health and Safety is made up of three units and has been designed to reflect the regulations and requirements of the rail industry in England, Scotland and Wales. The qualification was accredited by SQA Accreditation in March 2022 and is credit rated at

level 11 on the Scottish Credit and Qualifications Framework (SCWF). Delivery to learners will begin in 2022-23.

Expanding our Learning Partner network

Our network of expert Learning Partners is fundamental to helping NEBOSH qualifications reach a global audience. Their expertise provides great learning experiences and helps NEBOSH learners to develop the skills they need to achieve our qualifications and go on to deliver sound health and safety management in the workplace.

We welcomed 28 new Learning Partners in the last year and our new Business Generate Unit surveyed and spoke to all of our 600-plus Learning Partners to explore how we can continue to work together in the future.. Our continued accreditation of – and collaboration with – quality Learning Partners in more regions will help us to reach more aspiring health and safety professionals.

Developing our Examiner community

Examiners play a key role in the delivery of NEBOSH qualifications. These people are experts from the health, safety and environmental profession who examine NEBOSH assessments, ensuring learners' work is reviewed and graded by their professional peers.

We welcomed 170 new Examiners in the last year and our Examiners marked nearly 200,000 assessments! We also delivered 19 training workshops to ensure our new and existing Examiners continue to receive support, training and guidance in marking accurately, fairly and consistently. We'd like to publicly thank our valuable Examiner community for their support and expertise.

A new online shop

Our technology developments include the launch of a new online shop. We've enhanced the user experience so it's easier to find and purchase what you need, and it also means that our range of publications is more accessible than before (many NEBOSH publications were previously only available via a Learning Partner).

2021-22: The impact we've had in the health and safety community

Providing educational opportunities for all

Two new initiatives were launched, both designed to give back to the health and safety community, extend our charitable activities and provide more learning opportunities to the profession. These were the Michael Adamson NEBOSH Diploma Scholarship and the NEBOSH Online Conference, both of which we have committed to deliver annually from now on.

We also continued to collaborate with industry experts, organisations and publications to deliver educational webinars. These covered topics including legal updates, manual handling and a discussion on COVID impacts.

Resilience in health and safety

As leaders in the field of health and safety education, NEBOSH wanted to offer a conference that was all about sharing expertise and supporting ongoing learning for the profession. The day's sessions – all under the conference theme of 'resilience' – covered risk management, leadership, careers, human and organisational factors and mental health and wellbeing. There was also a mini mindfulness session during the midday break where delegates joined a short guided meditation.

The conference was free to attend - more than 8,500 people registered for the option to watch live on the day or catch up on-demand and more than 96% of our survey respondents rated the event 'good' or 'excellent'.

Michael Adamson NEBOSH Diploma Scholarship

In June, the winners of the inaugural Michael Adamson NEBOSH Diploma Scholarship were revealed as Chris Brown, Courtney Bayne, Imtiaz Ahmed Khan and Tran Duy Thanh Truc. Named in memory of Michael Adamson, who lost his life in a preventable workplace incident, the scholarship provides paid-for study for the NEBOSH National or International Diploma for Occupational Health and Safety Management Professionals.

The panel of judges was overwhelmed by the response to the scholarship; the depth and breadth of applications showed the incredible heart and purpose of people working in the profession. In recognition of the quality of applications, NEBOSH doubled the number of

scholarships on offer to four. We have already committed to increase the scholarships on offer in 2022 and ten scholarships will be awarded.

"Putting myself forward for this opportunity was the best decision of my career so far. I have thoroughly enjoyed studying all the different aspects of the NEBOSH Diploma. I have enjoyed studying a wide variety of different legislation. I've particularly enjoyed learning about criminal law and researching different case laws as it really puts what you've learnt into perspective in a real-life situation. I've used what I've learnt so far to improve aspects of health and safety culture within my organisation. If you're thinking about applying, go for it!"

Courtney Bayne, 2021 scholarship winner

NEBOSH Alumni

The NEBOSH Alumni first launched in 2016. Now heading into its sixth year, this free-to-join community for people who hold a NEBOSH Diploma or Masters qualification grew by more than 600 people this year to over 4,400 members.

We offer a wide range of events and channels for our community to collaborate and continue learning. Highlights from the year include:

- We hosted two in-person events in Egypt and Dubai
- We collaborated with industry experts to deliver four webinars, covering legal updates, ISO 45001, growth mindset and introduction to the NEBOSH Master's degrees in partnership with the University of Hull
- Our LinkedIn group grew to more than 1,800 members
- Our Facebook group now unites over 900 members
- Seven WhatsApp groups, one of which is at maximum capacity
- Monthly e-newsletters which attracted a 16% increase in subscriptions
- Worked with Alumni members to produce 12 Diploma-holder case studies and facilitate 5 guest articles, supporting the sharing of best practice and ideas.

Supporting Women in Health and Safety

In March 2022 NEBOSH signed up to the OneWISH Coalition. The Coalition unites organisations and women's networks which are all working towards the aim of improving the prominence and influence of women in health and safety. As a key member of the health and

safety community, this is a cause close to our heart; women make up 60% of NEBOSH's senior leadership team and 65% of all employees.

"Here at NEBOSH we have great female representation; I'm proud to work alongside some passionate and tenacious women that share the same determination I do to be the best they can be. By joining OneWISH it is my hope that NEBOSH will be able to amplify this message of inclusivity. We want to encourage and enable even more women – and people of all gender identities – to achieve their ambitions and contribute towards the progress of the health and safety profession."

Julia Whiting, Director of Marketing and Communications

Our online community

Our online and digital communities continue to be one of the most accessible ways to share news and information and engage with people from all over the world. Our website provides regular updates as well as providing an extensive range of information, resources and guidance. In 2021-22 we welcomed a record number of visitors to it – 1 million visitors from 228 countries! This was a visitor increase of 17% on the previous year.

Our social media following also continued to grow and more than 290,000 people now follow us. LinkedIn – as in previous years – continues to be our most popular social media channel and we enjoy celebrating our learners' personal and professional achievements.

The readership for NEBOSH News – our monthly e-newsletter for learners and other subscribers – grew by more 31% to 29,988 in the year. It delivers the latest NEBOSH updates straight to your inbox – subscription is free via our website and for learners who opt-in to receive NEBOSH communications.

2021-22: The impact we've had on the environment

Our continuous improvement approach to our environmental impact continued and 2021-22 marked the fifth anniversary of the introduction of our environmental management system.

Led and inspired by our Green Team – a group of employee volunteers – we're pleased to report that we've made great progress. Since our 2016 baseline, both water and electricity use per employee has reduced, down 91% and 81% respectively. Unfortunately, our gas use per employee did increase in the reporting period as a result of extended office opening hours and cold winters – our gas use is monitored in line with degree days so although our gas use increased it was expected. Our paper use has significantly decreased such that we have not purchased any paper since March 2020!

Carbon reduction pledge

2021's COP26 summit highlighted the importance of climate action across the UK, and NEBOSH joined 70 Leicestershire businesses in signing up to a year-long carbon emissions reduction programme in partnership with the sustainability platform Zellar. Supported by the Leicester Business Gateway and LLEP, Zellar aims to help Leicestershire businesses reach Net Zero by 2030, well ahead of government targets.

Financial Review

The Charity recorded its strongest financial results to date for the year 2021/22 with income of £18.6m, almost double that recorded for 2020/21. The positive impact of implementing digitally supported assessments for our biggest qualifications - the National and International General Certificates – continue to drive the majority of the income increase. We continue to expand our product portfolio and revise and update our existing qualifications.

Expenditure for the year was £10.8m compared to £8.6m in 2020/21. Cost and process efficiencies from moving to digital assessments have resulted in higher margins across the product range. Costs relating to premises and travel were contained in the year as we continued to work in an agile manner in response to the ever changing external landscape. Investment in strategic development, mainly in the areas of technology and transformation, resumed again in the year. The average full-time employees remained consistent - from 114 in 2021/22, 113 in 2020/21. The impact of COVID in 2020, whilst challenging, has provided a platform for investment in the modernisation of the Charity.. The strong financial performance in the year will enable the Charity to grow organically using the reserves that have been generated. Investments performed well in the year despite a very volatile market, resulting in strong compounded growth during the year. After taking into account investment gains and (losses), both realised and unrealised of £1.2m (2021: £2.4m) the fair value of investments was £16.1m at the yearend (2021: £14.4m).

A surplus of £9m, after investment gains, was recorded for the year, a surplus that will be invested in modernisation and into delivering our charity's objects.

The balance sheet echoes the strong results in the year with reserves of £26.2m, with investments representing £16.1m of the funds. Cash held at the year-end increased significantly to £11.6m. The positive cash inflows allowed us to repay in full the £3m Coronavirus Business Interruption Loan Scheme (CBILS) loan received in 2020/21 in March 2022. Investments include £787k cash held as a short-term deposit.

The reserves include designated funds totalling £6.7m. These are split between £3.5m allocated for strategic investment to fund technology, infrastructure and transformation projects during 2022/23 and £3.2m assigned for an external investment protection fund equating to 20% of our investment fund value held with CCLA.

Net current assets of £8.8m are detailed on the balance sheet at the year end, which includes £1.9m of deferred income relating to assessments taking place in 2022/23.

Financial key performance indicators that the Trustees consider include performance against budget, and registrations against each qualification. The outcome of these KPIs was better than expected with registrations, income and surplus for the year all outperforming the forecasts produced during the year.

Overall, the Charity's notably strengthened financial results for the year evidence the continued success of developing digital versions of key qualifications to open up increased access to remote assessments alongside an ever increasing qualification portfolio that it offers. The Charity continues to prepare regular and detailed financial and cashflow forecasts to review any potential current and future impact ongoing from coronavirus and applies feedback from Learning Partners to forecast results following the end of each financial quarter.

The business plan for 2022/23 has a complementary budget to support it and the Trustees consider there are sufficient reserves held at 31 March 2022 to achieve it. Investment in transformation and technology will continue in 2022/23 to support the activity already seen in 2021/22 and strengthen the resource available to deliver the forecast growth over the coming years.

The Trustees believe that the Charity has adequate resources to fund its activities for the foreseeable future. Accordingly, the Trustees are of the view that the Charity is a going concern.

Investment Policy

After giving due consideration to the Charity's financial position, the Trustees have decided that its investment assets, which comprise its surplus reserves, should be split between two portfolios: short term reserves required to meet the Charity's short term needs to be held on deposit providing immediate access, and those funds which can be invested for the longer term and are likely to include a mixture of equities, fixed interest and other investments to achieve a balance between capital growth and sustainable income. At the beginning of the year, funds were drawn down to support cashflow.

The investment objective for the long-term investments is to achieve a balance between generating sufficient income to support the on-going activities of NEBOSH whilst maintaining the real capital value of the investments over the long term. The investment objective for the

cash deposits is security of capital with easy access and an attractive rate of interest. The Trustees review the charity's investment policy annually.

The Charity's Investment Portfolio is entrusted to CCLA, an investment management company solely for not-for-profit organisations, with an investment management agreement. CCLA are leaders in ethical and responsible investment with a highly respected team of specialists dedicated to this area.

Responsible investment: environmental, social and governance (ESG) is built into CCLA's investment process as the firm believes high standards in these areas are important contributors to the sustainability of income flows and their assessment is an integral factor in the investment decisions. The Trustees have asked CCLA to adopt a benchmark of CPI+4% over rolling 5-year periods for long term performance measurement and to use an appropriate composite benchmark for reviewing annual performance.

Portfolio Review Services have been appointed by the Trustees to conduct regular monitoring of the performance of our investment managers. Our strategy is reviewed on a regular basis. A representative from the investment managers may be invited to a Board meeting as required.

Impact of Ukraine conflict

After the invasion of Ukraine, NEBOSH followed the lead of the English, Scottish and Welsh governments and, in March 2022, suspended all activities with people and organisations based in Russia or Belarus.

These countries represented a relatively small proportion of NEBOSH accredited Learning Partners and learners, resulting in only a slight impact to registrations and income, particularly as this action came towards the end of the financial year.

CCLA ensured we were kept up to date with any potential impact on our investment fund. In terms of theirs and our portfolios, there is no direct exposure to Russia or Ukraine, and although some of their companies have operations in those regions, it is a small proportion of profits. The impact on equity positions in CCLA portfolios was very limited and we anticipate this to remain the case.

Investment Performance

CCLA looks to meet NEBOSH's investment objectives with a holding in the COIF Charities Investment Fund. To the 31st March over the last year the fund achieved a return of 11.62%. This reflects the continued recovery in economic activity as the global economy came out of pandemic lockdowns. Right at the end of the period there was a spike in commodity prices particularly oil as a result of Russia's invasion of Ukraine.

Over the same period the market comparator achieved a return of 11.76%. Over the last five years the COIF Investment Fund has achieved 10.27% per annum against the comparator of 7.35%. The fund continues to be managed so as to protect capital values from inflation over the longer term whilst also delivering sustainable and growing distributions.

Fundraising

The Charity does not fundraise.

Reserves Policy

The Trustees have a standing policy whereby the unrestricted funds not committed or invested in tangible assets (the free reserves) should be available to meet anticipated resources expended and provide funding to expand our range of qualifications. The Trustees consider that in the light of plans to continue to develop charitable activities and manage risks, reserves should equate to no less than 9 months annual expenditure. The Reserves Policy is reviewed annually in March.

At 31 March 2022, the charity had £18.2m of free reserves, after a deduction of £6.7m designated by the Trustees for further development of the Charity's infrastructure and to protect against investment fund fluctuations, which equates to 20 months annual expenditure based on future levels of expenditure. The Trustees believe that this level of reserves is appropriate at the present time due to planned project costs and the potential volatility of our investments. In addition, NEBOSH operates solely in the field of education in health, safety and environmental management, which is sensitive to fluctuations in demand caused by political and economic factors. The Trustees have borne in mind that NEBOSH has no significant income or prospect of financial support other than that derived from its own fees and charges.

Donations

Charitable donations totalling £2k were made in the year (2021: nil).

Policy on Payment of Creditors

It is the policy to abide by the terms of payment agreed with its suppliers, either their standard terms or special terms where agreed beforehand.

Policy on Benefits Payable to Key Management Personnel

The key management personnel of the Charity are those having authority and responsibility, delegated to them by the Trustees, for planning, directing and controlling the activities of the charity. Salary for key management personnel is set by the Trustees considering factors including inflation and occasionally benchmarking against similar organisations.

Governance Report

Legal Status and Constitution

The National Examination Board in Occupational Safety and Health (hereafter referred to as NEBOSH) is a company registered in England (No. 2698100) limited by guarantee and having no share capital. NEBOSH is a registered charity (No. 1010444). As a charity, the company is exempt from corporation tax.

Chief Executive

Mr Andrew Wilkinson-Sharpe FCCA MAAT (appointed 13 July 2022)

Dr Chris Payne (resigned 12 July 2022)

Company Secretary

Mrs Laura Wise

Registered Office

NEBOSH
Dominus Way
Meridian Business Park
Leicester LE19 1QW

Auditors

Mazars
Chartered accountants
6 Dominus Way
Meridian Business Park
Leicester LE19 1RP

Bankers

National Westminster Bank plc
5 The Parade
Oadby
Leicester LE2 5BB

Investment Managers

CCLA
Senator House
85 Queen Victoria Street
London EC4V 4ET

Trustees

The Trustees serving during this period were as follows -

Mr Les Philpott MSc CPFA FRSA

Chair

Independent Trustee

Mr Ian Marchant BSc MBA CEng FIMMM

Vice Chair

Independent Trustee

Mr Satish Mathur BA FCA (resigned 31 May 2022)

Independent Trustee

Mr Andrew Johnson BSc (Hons) FloD

Independent Trustee

Mrs Maggie Galliers CBE BA PGCE

Independent Trustee

Ms Julie Nerney BA Hons MBA CDir FloD

Independent Trustee

Structure, Governance and Management

Governing Document

NEBOSH, a company limited by guarantee, is governed by its Memorandum and Articles of Association dated 5 March 1992.

The current Articles of Association incorporating the Memorandum of Association were adopted by Special Resolution passed at the Board of Trustees Meeting, dated 26th March 2019. NEBOSH is governed by a single Board of Independent Trustees, accountable to all regulators and providing clear strategic leadership.

NEBOSH is registered as a charity with the Charity Commission.

There were 6 registered Members as at 31 March 2022 (2021: 6 Members), each of whom has undertaken to contribute £1 in the event of NEBOSH being wound up.

Appointment of Trustees

The Trustees are appointed through an open recruitment process by the Board of Trustees.

The Chair of the Board of Trustees is also appointed as an Independent Trustee. The Chair is appointed for a term of three years and may be re-appointed for two further terms of three years before retiring from office.

The Board of Trustees may appoint a minimum of five and a maximum of ten Independent Trustees. Each Trustee is appointed for a term of three years and may be re-appointed for one further term of three years before retiring from office.

A formal induction process exists for new Trustees. The programme includes familiarisation with the role of NEBOSH in health and safety competence, its charitable objects, structure and governance and the role and responsibilities of a charity trustee.

Additional briefings are arranged from time to time for Trustees on key issues which may impact on the work of NEBOSH or their role.

Organisation

The affairs of NEBOSH are managed by the Trustees, who during 2021/22 have met regularly. There is a scheme of delegated authorities in place.

The Trustees may delegate any of their powers to sub-committees. Sub-committees have been established to cover Finance, Audit and Risk and Remuneration and Nominations.

A Chief Executive is appointed by the Trustees to manage the day-to-day operations of NEBOSH. To facilitate effective operations, the Chief Executive has delegated authority to execute the strategic plan and for all operational matters.

Third Party Indemnity for Trustees

Qualifying third party indemnity provision is in place for the benefit of all Trustees of NEBOSH.

Risk Assessment

The Trustees are responsible for overseeing the establishment and implementation of a sound framework for management of risk by NEBOSH. The Trustees have a formal policy on the Management of Risk which is reviewed annually. The significant risks to NEBOSH include those which threaten our reputation for integrity in the awarding of our qualifications, the political volatility of some of the regions where a high proportion of our candidates are based and the impact of economic uncertainty and recession on the uptake of health, safety and environmental qualifications, made even more prevalent during the remainder of 2021 and into 2022 due to the rising cost of living.

Risk management is an inherent part of the strategy review process and is considered in the formulation of the annual business plan.

The major risks to which NEBOSH is exposed have been systematically reviewed and recorded in a risk register. The management team review risks regularly, identifying new risks arising, the factors impacting on the likelihood and potential severity and review the actions to prevent, control and mitigate those risks. We are committed to continual improvement in management of risk which forms part of our Business Continuity and Risk Contingency plans.

The risk register is reviewed four times per year by the Audit and Risk Committee on behalf of the Trustees, and reviewed by all Trustees at each Board meeting. A report setting out the

mitigation activities and identifying measures is provided to the Executive team and the Board on a quarterly basis

The Trustees are confident that sufficient steps have been and are being taken to reduce and manage those risks.

Objectives and Activities

Objects

As a UK registered charity (No. 1010444), our core purpose is:

the preservation of health and wellbeing by the promotion of high standards of health, safety and environmental protection at work in particular, but not exclusively through study and competence in risk management.

In setting our objectives and aims and planning our activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance for charities, whose aims include the advancement of education and the guidance for those charities that charge fees.

Aims

NEBOSH's aims are:

- to encourage the provision, in collaboration with other organisations, of facilities for training and education of people throughout their careers in safety and health and environmental management;
- to promote appropriate and uniform qualifications and standards of examinations in safety and health and environmental management as affected by work activities and seek to co-ordinate international standards;
- to assist in the development of facilities to enable those intending to pursue careers that involve responsibilities for the health and safety of those affected by work activities, or managing the environmental impacts of work activities, to acquire appropriate qualifications;
- to provide qualifications based on examinations or other systems of assessment to be used in association with their other requirements as a basis for membership of professional bodies concerned with safety and health of those affected by work activities and/or environmental management; and to provide other qualifications to

meet the needs of employment and the requirements of safety and health and environmental legislation;

- to set and mark examinations or other systems of assessment leading to NEBOSH's qualifications, to authorise other organisations to set and mark examinations or other systems of assessment leading to NEBOSH's qualifications and to establish conditions for such authorisation;
- to form, where appropriate, part of a national framework of vocational qualifications;
- to issue evidence of NEBOSH's awards of qualifications to successful learners; and
- to establish syllabuses related to NEBOSH's qualifications.

Strategies for achieving NEBOSH's Objectives

NEBOSH achieves its objectives by:

- publishing syllabuses for health and safety, well-being, environmental and related risk management qualifications;
- accrediting Learning Partners to run courses preparing learners for assessment for NEBOSH qualifications;
- setting and marking examinations and assessments;
- issuing Unit Certificates and Qualification Parchments to learners successful in assessment; and
- maintaining approved awarding body status with Scottish Qualifications Authority (SQA) Accreditation.

Trustees' Responsibilities

The Trustees, who are also Directors of The National Examination Board in Occupational Safety and Health for the purposes of company law, are responsible for preparing the Report of the Trustees and the incorporated Strategic Report and the 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 the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the National Examination Board in Occupational Safety and Health website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- 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.

Report of Trustees' Approval

The Report of the Trustees, incorporating both the Strategic Report, the Financial Review and the Governance Report, is approved by the Trustees, by whose authority it is signed below:

A handwritten signature in black ink, appearing to read 'Les Philpott', with a horizontal line underneath.

Les Philpott
Chair of the Board of Trustees

Date: 20th September 2022

Independent auditor's report to the members of the National Examination Board in Occupational Safety and Health

Opinion

We have audited the financial statements of National Examination Board in Occupational Safety and Health (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 charity's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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. Our audit procedures to evaluate the trustees' assessment of the charity's ability to continue to adopt the going concern basis of accounting included but were not limited to:

- Undertaking an initial assessment at the planning stage of the audit to identify events or conditions that may cast significant doubt on the charity's ability to continue as a going concern;
- Obtaining an understanding of the relevant controls relating to the trustees' going concern assessment;
- Evaluating the trustees' method to assess the company's ability to continue as a going concern; and
- Reviewing the appropriateness of the trustees' disclosures in the financial statements.

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report which includes the Strategic Report and Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report included within the Trustees' 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 and proper 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;

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 24, 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 charity'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 charity 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 the financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Act 2011, the Charities Statement of Recommended Practice, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the charity is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as tax legislation, pension legislation, the Companies Act 2006 and the Charities Statement of Recommended Practice.

In addition, we evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to income recognition (which we pinpointed to the cut off assertion) and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with

management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

Use of the audit report

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.



David Hoose (Oct 3, 2022 17:48 GMT+1)

David Hoose
(Senior Statutory Auditor)
for and on behalf of Mazars LLP
Chartered Accountants and Statutory Auditor
6 Dominus Way
Meridian Business Park
Leicester
LE19 1RP

Date: Oct 3, 2022

Statement of Financial Activities

(Including Income and Expenditure Account)

For the year ended 31 March 2022

		Unrestricted funds	
	Notes	2022 £'000	2021 £'000
Income from:			
Charitable activities:			
Operations of Examination Board	3	18,098	8,629
Government Grants	3	10	331
Investments	4	443	432
Total		18,552	9,392
Expenditure on:			
Charitable activities:			
Operations of Examination Board	5	10,762	8,627
Total		10,762	8,627
Net gains on investments	11	1,218	2,383
Net (expenditure)/income for the year being net movement in funds		9,008	3,148
Reconciliation of funds:			
Total funds brought forward		17,284	14,136
Total funds carried forward	19	26,292	17,284

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Balance Sheet

31 March 2022

Company number: 2698100

		2022	2021
	Notes	£'000	£'000
FIXED ASSETS			
Intangible assets	9	108	9
Tangible assets	10	1,292	1,374
Investments	11	16,052	14,392
		17,452	15,775
CURRENT ASSETS			
Stock	12	27	34
Debtors	13	725	577
Cash at bank and in hand	14	11,586	7,388
		12,338	7,999
CREDITORS: amounts falling due within one year			
	15	(3,498)	(3,940)
NET CURRENT ASSETS			
		8,840	4,059
CREDITORS: amounts falling due after more than one year			
	16	-	(2,550)
TOTAL ASSETS LESS CURRENT LIABILITIES BEING NET ASSETS			
		26,292	17,284
REPRESENTED BY:			
FUNDS			
Unrestricted:			
General	19	19,592	17,094
Designated	19	6,700	190
TOTAL CHARITY FUNDS			
		26,292	17,284

The financial statements on pages 32 – 55 were approved and authorized for issue by the Trustees on
and were signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Leslie Philpott', with a horizontal line underneath.

Leslie Philpott
Chair of the Board of Trustees

A handwritten signature in black ink, appearing to read 'Ian Marchant', with a horizontal line underneath.

Ian Marchant
Vice Chair of the Board of Trustees

Date: 20th September 2022

Statement of Cash Flows

For the year ended 31 March 2022

	<i>Notes</i>	2022 £'000	2021 £'000
NET CASH USED IN OPERATING ACTIVITIES	23a	7,318	2,771
CASH FLOWS FROM INVESTING ACTIVITIES			
COIF investment income		442	431
Bank interest receivable		1	1
Purchase of tangible fixed assets		(60)	(2)
Sale of tangible fixed assets		47	28
Purchase of intangible fixed assets		(109)	-
Purchase of investments		(442)	(431)
Proceeds from sale of investments		-	350
NET CASH (USED IN)/PROVIDED BY INVESTING ACTIVITIES		(121)	377
CASH FLOWS FROM FINANCING ACTIVITIES			
(Repayments)/Proceeds of new bank loans		(3,000)	3,000
NET CASH (USED IN)/PROVIDED BY FINANCING ACTIVITIES		(3,000)	3,000
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR		4,198	6,148
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR		7,388	1,239
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	23b	11,586	7,388

Notes to Financial Statements

1. ACCOUNTING POLICIES

General information

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

The address of the Charity's registered office and principal place of business is Dominus Way, Meridian Business Park, Leicester, LE19 1QW.

Basis of preparation

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at fair value, and in accordance with the Statement of Recommended Practice: Accounting and Reporting by 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.

The financial statements are prepared in Sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £'000, unless otherwise stated. The National Examination Board in Occupational Safety and Health meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

NEBOSH owns the whole of the share capital of NEBOSH Learning Ltd, a private limited company registered with Companies House in England and Wales (no. 12201542).

Consolidated accounts have not been prepared on the basis that the subsidiary undertaking, Nebosh Learning Ltd, is not considered material to the results of the charity for the year.

Going concern

The financial statements have been prepared on a going concern basis. Having carried out a detailed review of the Charity's resources and the challenges presented by the current economic climate, the Trustees are satisfied that the Charity has sufficient cash flows to meet

its liabilities as they fall due for at least one year from the date of the approval of the financial statements.

The Charity regularly assesses all operations and business plans and continues to develop digital versions of its key qualifications to enable remote assessment.

The cash flow forecast and revised plan shows that the Charity will have adequate reserves and will be able to meet its liabilities. Accordingly, the Trustees do not consider there to be any material uncertainties and continue to adopt the going concern basis in preparing the financial statements as outlined in the Trustees' Responsibilities Statement.

There are no significant financial uncertainties that the Trustees consider are a significant risk to the ability of the Charity to trade as a going concern in the foreseeable future.

Income

All income is included in the Statement of Financial Activities when the Charity has entitlement to the funds, it is probable that the income will be received and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- income from charitable activities includes fee income. Fee income represents fees receivable for the provision of examination and accreditation. Income receivable against certain examination schemes has been deferred where it relates to the provision of services not yet undertaken. The income received which does not relate to the current financial year is deferred to subsequent years.
- investment income is recognised on an accruals basis.

Expenditure

All expenditure is accounted for on an accruals basis. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to the expenditure. The following specific policies are applied to particular categories of expenditure:

- charitable activities include expenditure associated with the setting and marking of examination papers, accreditation of training Learning Partners and publication of syllabuses, past papers and Examiners' reports, and include both the direct costs and support costs relating to these activities.
- support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. staff costs by the time spent and other costs by their usage.

Intangible fixed assets

Research and development

All research and development expenditure is expensed as incurred.

Other intangible fixed assets

Intangible assets are initially recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Intangible assets are amortised on a straight line basis over their useful lives as follows:

- Software licences - 4 years
- MIS Software - 5 years

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses. Equipment costing less than £1,000 per individual item is recognised as expenditure in the period of acquisition.

Depreciation is calculated so as to write off the cost of an asset to its estimated residual value on a straight line basis over the useful economic life of that asset as follows:

Freehold land	-	Nil
Freehold buildings	-	2% on cost
Fixtures and fittings	-	10% / 25% on cost
Office equipment	-	10% / 25% on cost
Computer equipment	-	20% / 25% / 33% on cost
Motor vehicles	-	25% on cost

Stocks

Stocks which comprise printed and other materials are stated at the lower of cost and estimated selling price less costs to complete and sell which is equivalent to the net realisable value. Provision is made for obsolete and slow-moving items.

Investments

Investments are stated at fair value. Movements in the valuation of investments are included within gains and losses on investment assets in the Statement of Financial Activities. The fair value of the investments is the quoted bid price.

Long term investments are classified as fixed assets. Short term investments are classified as current assets.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments and are not considered to be of a financial nature. Such financial instruments, except for investments classified at fair value through the Statement of Financial Activities, are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors

Fees receivable are recognised at the settlement amount due after any trade discounts offered.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and monies on short term deposit, at the bank and other short-term liquid investments with original maturities of three months or less.

Creditors

Creditors 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 are normally recognised at their settlement amount allowing for any trade discounts due.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against resources on a straight line basis over the lease term.

Pension costs

Contributions in respect of the pensions for staff are charged against resources arising for the year in which they are payable to the scheme. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Funds structure

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general charitable objectives.

Designated funds are unrestricted funds that have been set aside by the Trustees for particular purposes. These funds are reviewed annually.

Foreign currencies

Assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to the Statement of Financial Activities.

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are no critical accounting estimates and areas of judgement to note.

3. INCOME FROM CHARITABLE ACTIVITIES

The income was primarily from the operations of the examination board.

	2022	2021
	£'000	£'000
Income for Assessments		
UK	5,984	1,769
Outside UK	11,364	6,182
	17,348	8,261
Income from Learning Partners		
UK	210	223
Outside UK	279	333
	489	556
Income from Publications		
UK	86	45
Outside UK	175	77
	261	122
Government Grants - Income from CJRS	-	331
Government Grants – First time support	10	-
Total	18,108	8,960

4. INVESTMENT INCOME

	2022	2021
	£'000	£'000
COIF investment income	28	20
Dividend income	414	411
Bank interest receivable	1	1
	443	432

5. OPERATIONS OF EXAMINATION BOARD

	Examinations	Course Providers	Publications	Total 2022	Total 2021
	£'000	£'000	£'000	£'000	£'000
Costs directly allocated to activities:					
Staff costs	2,896	1,008	11	3,914	3,404
Other costs	2,997	206	7	3,210	1,757
Support costs allocated to activities:					
Staff costs	1,535	43	23	1,602	2,150
Premises costs	158	4	2	165	118
Office administration	84	2	1	87	79
Travel	22	1	-	23	5
Legal and professional	268	8	4	280	114
Marketing	-	-	-	-	110
Computing	868	24	13	905	743
Development – strategic	449	13	7	469	18
Depreciation and amortisation	102	3	2	107	128
Support costs total	3,487	98	53	3,638	3,466
Total	9,379	1,312	71	10,762	8,627

Support costs are allocated on a basis consistent with the use of resources.

**6. NET INCOME/(EXPENDITURE) IS STATED
AFTER CHARGING/(CREDITING):**

	2022	2021
	£'000	£'000
Depreciation on owned assets	96	122
Gain on disposal of assets	(2)	(11)
Amortisation	11	6
External auditor's remuneration – for audit services	24	26
External auditor's remuneration – for tax advisory services	-	2
External auditor's remuneration – for other services	3	4
Operating lease rentals:		
- plant and machinery	278	256
Trustee indemnity insurance	5	10

7. EMPLOYEES

	2022	2021
	£'000	£'000
Staff costs consist of:		
Wages and salaries	4,386	4,200
Principal examiners	1	4
Social security	453	395
Temporary staff	94	146
Pension costs (note 16)	355	372
Apprenticeship levy	5	5
Redundancy costs	-	122
	5,294	5,244

7. EMPLOYEES (CONTINUED)

The number of employees whose emoluments (salaries and benefits in kind) in excess of £60,000 for the year fell within the following bands:

	2022	2021
	No.	No.
£60,000 to £69,999	6	3
£70,000 to £79,999	1	1
£80,000 to £89,999	-	-
£90,000 to £99,999	-	1
£100,000 to £109,000	2	-
£110,000 to £119,999	1	-
£140,000 to £149,999	1	-

During the year the Charity paid money purchase pension contributions in respect of the above higher paid individuals amounting to £103,398 (2021: £45,445).

The key management personnel of the charity are those having authority and responsibility, delegated to them by the trustees, for planning, directing and controlling the activities of the charity. The total employee benefits of the key management personnel, including employers' national insurance contributions and employers' contributions to the pension scheme, were £552,003 (2021: £754,699)

The average number of full time equivalent employees during the year was as follows:	2022	2021
	No.	No.
Governance, finance and office administration	25	26
Qualification development, assessment administration / logistics setting, marking and accreditation	89	87
	114	113

The average number of employees by headcount during the year was 118 (2021: 119).

8. TRUSTEES' EMOLUMENTS

The Trustees of NEBOSH received no remuneration for their services as Trustees. During the year, travel, accommodation and incidental expenses amounting to £990 were reimbursed to 3 Trustees (2021: £187 to 2 Trustees).

During the year, travel, accommodation, subsistence and incidental expenses amounting to £5,596 were paid directly to third parties on behalf of the Trustees (2021: £Nil).

9. INTANGIBLE FIXED ASSETS

	Software licences £'000	MIS £'000	Total £'000
Cost			
At 1 April 2021	151	248	399
Additions	109	-	109
At 31 March 2022	260	247	508
Amortisation			
At 1 April 2021	142	248	390
Charge for year	11	-	11
At 31 March 2022	153	247	400
Net book value			
At 31 March 2022	108	-	108
At 31 March 2021	9	-	9

10. TANGIBLE FIXED ASSETS

	Freehold land and buildings £'000	Fixtures and fittings £'000	Office equipment £'000	Computer equipment £'000	Motor vehicles £'000	Total £'000
Cost						
At 1 April 2021	1,678	215	208	182	87	2,370
Additions	-	-	4	56	-	60
Disposals	-	(1)	(72)	(63)	(66)	(202)
At 31 March 2022	1,678	214	140	175	21	2,229
Depreciation						
At 1 April 2021	444	206	127	151	68	996
Charge for year	30	4	22	27	12	96
Disposals	-	(1)	(42)	(53)	(61)	(156)
At 31 March 2022	474	209	107	125	19	935
Net book value						
At 31 March 2022	1,205	5	33	50	2	1,292
At 31 March 2021	1,234	9	81	31	19	1,374

11. INVESTMENTS

	Fair value at 01/04/21 £'000	Deposits received £'000	Transfers £'000	Withdrawals £'000	Net gain £'000	Fair value at 31/03/22 £'000
COIF deposit account	344	442	-	-	-	787
COIF accumulation units fund	14,048	-	-	-	1,218	15,265
	14,392	442	-	-	1,218	16,052

	2022 £'000	2021 £'000
Historical cost	6,560	6,118

All of the above investments are held primarily to provide capital growth for the Charity.

The net gain above is split as follows:

	2022 £'000
Realised gain on disposal	-
Unrealised gain on revaluation	1,218

The charity owns the whole of the share capital of NEBOSH Learning Limited, its trading subsidiary, which is a private limited company registered with Companies House in England and Wales (no. 12201542).

NEBOSH Learning Limited is currently dormant and has net assets of £100. The accounts have not been consolidated due to the level of materiality.

12. STOCK

	2022	2021
	£'000	£'000
General stationery	1	-
Publications	26	34
	27	34

13. DEBTORS

	2022	2021
	£'000	£'000
Fees receivable	347	318
Prepayments and accrued income	378	259
	725	577

14. CASH AT BANK AND IN HAND

	2022	2021
	£'000	£'000
Bank current and business reserve accounts	11,585	7,387
Cash balance	1	1
	11,586	7,388

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£'000	£'000
Bank loans and overdrafts (note 17)	-	450
Trade creditors	338	299
Taxation and social security	119	93
Accruals	1,131	502
Deferred income -		
Assessment fees and Learning Partner fees received in advance	1,909	2,596
	3,498	3,940

	2022
	£'000
Movement on deferred income:	
Deferred income brought forward	2,596
Released in year	(2,596)
Deferred in year	1,909
Deferred income carried forward	1,909

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£'000	£'000
Bank loans and overdrafts (note 17)	-	2,550
	-	2,550

17. BORROWINGS

This note provides information about the contractual terms of the Charity's interest-bearing loans and borrowings, which are measured at amortised cost.

	2022	2021
	£'000	£'000
Creditors falling due within less than one year		
Bank loan	-	450
	-	450
Creditors falling due after more than one year		
Bank loan	-	2,550
	-	2,550

On 5 June 2020 the Charity obtained a £3,000,000 Coronavirus Business Interruption Loan Scheme loan. The loan was repaid in full in March 2022.

18. PENSION CONTRIBUTIONS

The Charity contributes to a money purchase Group Personal 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 by the Charity to the fund.

	2022	2021
	£'000	£'000
Contributions payable by the Charity for the year	355	372

19. RECONCILIATION OF MOVEMENT IN FUNDS

	At 1 April 2021 £'000	Income £'000	Expenditure £'000	Investment gains £'000	Transfers £'000	At 31 March 2022 £'000
Unrestricted funds						
General fund	17,094	18,552	(10,762)	1,218	(6,510)	19,592
Designated funds						
Strategic Investment Fund	-	-	-	-	3,500	3,500
Investment Protection Fund	-	-	-	-	3,200	3,200
Development Fund	190	-	-	-	(190)	-
	190	-	-	-	6,510	6,700
Total funds	17,284	18,552	(10,762)	1,218	-	26,292

Development Fund – The purpose of this fund is to fund the replacement of the current management information system.

Investment Protection Fund - the purpose is to protect the reserves from any potential decline in investment fund valuation by designating 20% of the portfolio value

Strategic Investment Fund - the purpose is to set aside funds for strategic investments including individual strategic projects

19. RECONCILIATION OF MOVEMENT IN FUNDS (CONTINUED)

	At 1 April			Investment		At 31
Prior year	2020	Income	Expenditure	gains	Transfers	March
	£'000	£'000	£'000	£'000	£'000	2021
						£'000
Unrestricted funds						
General fund	13,946	9,392	(8,627)	2,383	1,536	17,094
Designated funds						
Development Fund	190	-	-	-	-	190
	190	-	-	-	-	190
Total funds	14,136	9,392	(8,627)	2,383	-	17,284

20. FINANCIAL COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases for plant and machinery are set out below:

	Plant and machinery	
	2022	2021
	£'000	£'000
Amounts due within 1 year	124	169
Amounts due within 2-5 years	3	17
	127	186

21. RELATED PARTY TRANSACTIONS

No Trustees received a payment in their capacity as an Examiner, (2021: No Trustees) as permitted by the Charity's Articles of Association. The Trustees of NEBOSH received no remuneration for their services as Trustees (note 8).

During the year, the Charity sold a vehicle to a key management personnel staff member for £8,300. This was based on the valuation obtained for the vehicle by a third party.

NEBOSH owns 100% of the share capital of NEBOSH Learning Limited, a private limited company registered with Companies House in England and Wales (no. 12201542).

Transactions with NEBOSH Learning Limited were as follows:

	2022	2021
	£	£
Grant to NEBOSH Learning Limited	-	100
Purchases transferred to NEBOSH	-	21,414

22. CAPITAL COMMITMENTS

As at 31 March 2022, the Charity had no contractual capital commitments (2021: £nil).

23. NOTES ON THE STATEMENT OF CASH FLOWS

	2022	2021
	£'000	£'000
(a) Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net (expenditure)/Income for the year	9,008	3,147
Adjustments for:		
Investment income	(443)	(432)
Gains on investments	(1,218)	(2,383)
Depreciation (note 10)	96	122
Amortisation (note 9)	11	6
Gain on disposal of tangible fixed assets	(2)	(11)
Decrease/(increase) in stock	7	(19)
(Increase)/decrease in debtors	(148)	335
Increase in creditors	8	2,006
Net cash provided by operating activities	7,319	2,771
(b) Analysis of cash and cash equivalents	2022	2021
	£'000	£'000
Cash at bank and in hand	11,586	7,388
Total cash and cash equivalents	11,586	7,388

Net debt analysis

	At 1 April 2021	Cash flows	At 31 March 2022
	£'000	£'000	£'000
Cash	7,388	4,198	11,586
Loans	(3,000)	3,000	-