

Annual report 2025



The Chartered Institute of
Plumbing and Heating Engineering

Founded in 1906, the Chartered Institute of Plumbing and Heating Engineering (CIPHE) is the professional body for the UK plumbing and heating industry. Membership is made up of individuals, practitioners, consultants, specifiers, designers, public health engineers, lecturers, trainers and trainees.

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2025. The Trustees have adopted the provisions of *Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities* preparing their accounts in accordance with the Finance Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Registered Company number

RC000822 (England and Wales)

Registered Charity number

1124517

Head office

3 Capricorn Centre
Cranes Farm Road
Basildon
Essex SS14 3JA

Trustees

P Massey (*deceased 10/03/26*)

N Jones BA ACA

K McCallister EngTech FCIPHE RP

N Overton MCIPHE

G Westall EngTech MCIPHE RP

C Brooks

M Gumbs EngTech MCIPHE RP (*re-appointed 25/06/25*)

Co-opted and observer specialists to the board of Trustees

P Thom FCIPHE FRSA FCIM AIGEM

M Bridges EngTech MCIPHE RP

Honorary Company Secretary

C Brooks

President

J Clark EngTech FCIPHE RP (*appointed 25/06/25*)

Y Orgill, Immediate Past President (*from 25/06/25*)

Chief Executive Officer

Kevin Wellman EngTech FCIPHE RP

Auditors

Clemence Hoar Cummings
Chartered Accountants
Riverside House, 1–5 Como Street
Romford, Essex RM7 7DN

Solicitors

Penningtons Manches Cooper LLP
31 Chertsey Street
Guildford
Surrey GU1 4HD

Bankers

Barclays Bank PLC
Knightsbridge Business Centre
PO Box 32014
London NW1 2ZG

Investment advisors

Cazenove Capital
Schroder Co. Limited
1 London Wall Place
London EC2Y 5AU

STRUCTURE, GOVERNANCE & MANAGEMENT

Governing document

CIPHE is a company incorporated by Royal Charter, granted on 12 February 2008. It is a registered charity, obtaining charitable status on 16 June 2008. The Institute is governed by its Royal Charter and Bye-Laws. The Bye-Laws and Regulations are under constant review and were last updated in June 2025. Future amendments will be carried out when necessary.

Recruitment and appointment of new Trustees

Applications for Trusteeship are sought by advertisement.

Induction and training of new Trustees

After appointment, an induction is arranged for new Trustees. Trustees serve up to a four-year period and may be re-elected for a further four-year period (effective from 2018). The Trustees meet at least five times a year to review the strategy and performance and to set the operating plans and budgets.

Organisational structure

There are committees covering membership, professional standards, technical services, Education and investments. The Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the Institute.

Related parties

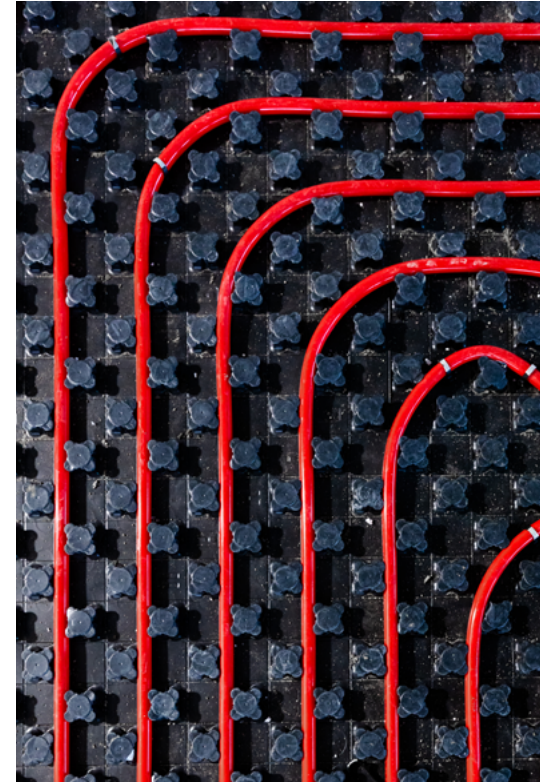
The Institute is the registered owner of 100% of the issued capital of Plumbing and Heating Promotions Limited, which became dormant in 2022. The Institute is also the registered owner of 100% of the issued share capital of GreenPlumb Limited and SafePlumb Limited, which have remained dormant since their respective incorporation.

Risk management

The Trustees have introduced a formal risk management process to assess business risks and implement risk management strategies. The Trustees are pleased to report that the charity's internal financial controls, in particular, conform to guidelines issued by the Charity Commission. The Trustees are fully cognisant of their responsibility to evaluate and manage business risk, which they classified as:

- Governance and management
- Operational risks
- Financial risk
- Environmental and external factors
- Compliance
- Other risks not classifiable under the above headings.

The Executive team discusses and rates business risks as they are identified. Ongoing monitoring and updates on risk management are undertaken through reports provided by the Chief Executive Officer.



OBJECTIVES

Our purpose

The purpose of the CIPHE is to enhance the safety, health and wellbeing of the public through a strong qualified membership reinforced by their competency and technical expertise.

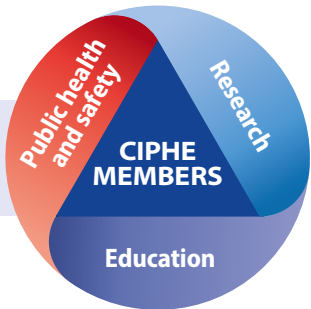
Our mission

The mission of the CIPHE is to operate as an independent technical and professional focal point and be a catalyst for the plumbing and heating industry by providing technical and professional standards, expertise, education and technical innovation to the operatives within its scope.

Our vision

The vision of the CIPHE is to create technical excellence through which the public will receive the benefit of a protected environment and enhanced sustainability together with improved safety and health through the provision of correctly installed, commissioned, maintained and decommissioned plumbing and heating systems.

The aims of the CIPHE are summarised in these areas



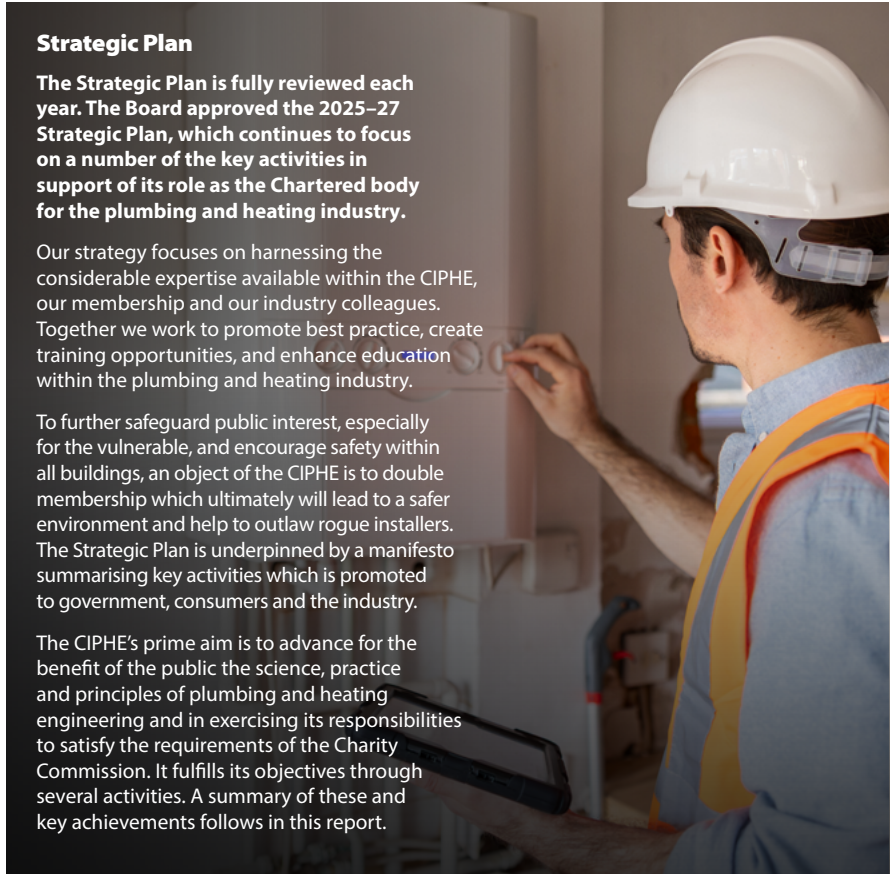
Strategic Plan

The Strategic Plan is fully reviewed each year. The Board approved the 2025–27 Strategic Plan, which continues to focus on a number of the key activities in support of its role as the Chartered body for the plumbing and heating industry.

Our strategy focuses on harnessing the considerable expertise available within the CIPHE, our membership and our industry colleagues. Together we work to promote best practice, create training opportunities, and enhance education within the plumbing and heating industry.

To further safeguard public interest, especially for the vulnerable, and encourage safety within all buildings, an object of the CIPHE is to double membership which ultimately will lead to a safer environment and help to outlaw rogue installers. The Strategic Plan is underpinned by a manifesto summarising key activities which is promoted to government, consumers and the industry.

The CIPHE's prime aim is to advance for the benefit of the public the science, practice and principles of plumbing and heating engineering and in exercising its responsibilities to satisfy the requirements of the Charity Commission. It fulfills its objectives through several activities. A summary of these and key achievements follows in this report.



ACTIVITIES AND ACHIEVEMENTS

Public benefit

Public benefit is derived from the activities set out below, particularly in raising the safety, health and environmental aspects of plumbing and heating engineering in the perception of the public.

Consumer support

The Institute continues to provide support to members of the public through telephone enquiries and through publication of articles in consumer magazines. In addition, it promotes the Find a Professional listing which is available through the CIPHE website. In 2024 it was decided that the Institute would develop a model that increased the number of businesses listing via the online business directory. It was subsequently agreed that from 1 January 2025, there would be two types of listing available — the long-standing paid-for premium service (including further enhancements) and a further one that was included within the standard membership fee.

Building Safety Advisory Panel (BSAP)

CIPHE continues to support the BSAP. This was formerly Working Group 2 that was instigated after the Grenfell Tower Fire. The Construction Leadership Council (CLC) is championing and supporting the delivery of safe and high-quality buildings for those who live and work in them.

Engineering & Building Services Skills Authority (EBSSA)

CIPHE is pleased to be proactively involved with EBSSA which was convened by Actuate UK members, together with other leading sector bodies, such as BEAMA, TICA and the standards organisation MCS, to provide a credible authoritative voice for skills across all engineering and building services.

The key objectives of this coalition are to provide analysis based on transparent data on the sector skills demand and supply, and utilise this evidence to highlight needs, educate, and influence policymakers and providers to close the skills shortage gaps with measurable interventions.

EBSSA is involved in the Super Sector Working Group, part of wider industry and government efforts to 'raise the bar' on individual competence within the built environment in line with the new post-Grenfell competence regime established by the Building Safety Act.



Royal Academy of Engineering (RAEng)

CIPHE continues to support the RAEng and regularly promotes the need for improvements in education and licensing. RAEng hosts meetings with Professional Engineering Institutes and the Engineering Council (EC). At the Interim Professional Engineering Committee meeting on 10 February, the CIPHE updated attendees of the progress made in developing Level 2 and Level 3 Standards for plumbing and heating apprenticeships, for which attendees offered messages of support.

ACTIVITIES AND ACHIEVEMENTS

Government engagement

CIPHE enjoyed a much-increased engagement with numerous government departments including Skills England (previously IfATE), DESNZ, the Building Safety Regulator and Defra.

Defra has reiterated its desire to introduce a Mandatory Water Labelling Efficiency Scheme and anticipates this will be in 2026. There is increasing concern about the lack of knowledge within the industry regarding water efficiency. CIPHE was invited to comment on a Consultation reviewing the Water Efficiency Standards in Building Regulations. In its response attention was given to mandatory training and licensing.

During the year the CEO had separate meetings with Baroness Wendy Alexander and Tom Collins, a Member of Parliament for Worcestershire. There is growing concern about shortfalls in skills and education as well as increasingly poor standards of plumbing installations.

DESNZ held workshops during the year to ascertain how improvements can be made for consumers requiring heat pump installations. DESNZ is keen that standard installations can be completed within two days.



Plumbing apprenticeship

Following receipt of the formal request from IfATE (the Institute for Apprenticeships & Technical Education) CIPHE commenced the development of Level 2 and Level 3 apprenticeship Standards. Work has progressed well throughout the year and is going well with a targeted launch in advance of the September 2026 education calendar. IfATE was succeeded by Skills England which has commended the engagement with the Plumbing Employer's Trailblazer Group, Awarding Organisations, End Point Assessment Organisations and colleges/independent training centres. Some organisations have criticised apprenticeship reforms however; feedback received from government is that the CIPHE's approach to the new apprenticeship is an exemplar for others. Thanks must go to all those involved in its development.

Public benefit

Net zero

CIPHE continues to promote its Home Heating Guide, which explains the various Net Zero technologies in further detail. It was made available to the public and industry alike through the website. The Institute continues to encourage the government to introduce licensing and mandatory training to all involved with plumbing and net zero activities.

There is greater demand for new short training courses which can be funded through the Skills Bootcamps run through the FE sector. Windsor Forest Group, Langley has funded a five-day short course on the *Introduction of HVAC* to upskill existing Engineers who work in this area, but do not necessarily have the knowledge. Due to the introduction of Awaab's Law in October 2025, we are also seeing requests for training in damp and mould prevention and compliance with Awaab's Law. These two new short courses will be available from early in 2026.

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Register of Plumbers — Public Register

The Worshipful Company of Plumbers established the Register, which gives the public access to qualified plumbers, in 1886. It helps protect public health and safety and promotes the competence and conduct of good plumbers.

In 1909, the Company handed over day-to-day management of its Register to the National Council for the Registration of Plumbers, which, in 1953, was renamed the Registered Plumbers Association.

When the Association amalgamated with the Institute of Plumbing in 1970 (the forerunner of the CIPHE), the Worshipful Company relinquished the Register and award of the designation 'Registered Plumber' to the new Institute.

As at 31 December 2025, 70,512 individuals had been entered onto the Register.

The Register of Plumbers is maintained in the Membership Department and is available for inspection by any member of the public by appointment.

Register of Heating Professionals — Public Register

Since its launch in January 2010, 899 members have been entered on to the Register of Heating Professionals.

WaterSafe — Public Register

The CIPHE continued its involvement with WaterSafe whose objectives are to contribute to the safety of drinking water supplies and protection of customers, by:

- Bringing together water industry and plumbing associations' Approved Contractors' Schemes.
- Promoting good plumbing practice and compliance with the Water Supply (Water Fittings) Regulations and Scottish Water Byelaws.
- Providing easy access to online search facility listing approved and competent plumbing businesses.
- Reducing the risk to drinking water supplies from poor plumbing practice.

The number of WaterSafe registered members of CIPHE increased by 14% from 396 to 452 in 2025, 11.1% of a total 4,081 Approved Plumbers registered with the scheme.

WaterSafe contributes towards public health by helping consumers to protect their drinking water and avoid rogue traders by offering them an accessible online directory of qualified plumbers. During the year water company approved installer schemes joined forces with WIAPS resulting in one water industry scheme with CIPHE, SNIPEF and APHC providing plumbing industry representation. It was agreed during a strategy day that greater emphasis will be put on the campaign for registration.

Which? Trusted Trader

CIPHE continues to collaborate with Which? Trusted Trader to promote positive consumer facing messaging regarding the plumbing and heating industry and provides a platform for them to communicate with members through the membership benefits and services guide and resources. In 2025, this included a joint webinar with Which Trusted Trader and Powered Now offering business development support for members.

CIPHE manifesto

The manifesto continues to be published on an annual basis. It was distributed widely during the year and continues to be received favourably, especially by the trade press.

Covering key issues such as the health, safety and welfare of the public, the environment, education, regulation and licencing, the CIPHE's manifesto sits the plumbing and heating industry at the centre of many key areas of Government policy, such as health, education, housing, energy and the environment.

The four main pillars of the manifesto deal with skills development, supply and conservation, sustainability and safeguarding the public.

ACTIVITIES AND ACHIEVEMENTS

Fuel poverty

The CIPHE continues its calls for greater levels of communication between government and organisations such as the CIPHE to establish long-term strategies which will combat the fuel poverty epidemic. The CIPHE and its membership is dedicated to safeguarding the most vulnerable in society, and that includes those living in fuel poverty. With continued volatility surrounding fuel prices there is increasing concern that many more people will enter into fuel poverty. The Government must seek to protect these people; only by working together can we stop the unnecessary and highly preventable deaths attributable to this issue.

Supporting consumers through the Registration Authority

The Institute has a duty to investigate complaints that allege a member has not complied with the *Code of Professional Standards* to act professionally, competently and responsibly. Upon notification of such complaints, the complainant is required to complete a form, which is then submitted to the Investigation Panel (IP) to proceed further. During 2025, the Panel investigated seven complaints, referring three to the Disciplinary Committee.

The Disciplinary Committee impose sanctions on members when a complaint against them has been upheld. During 2025, two members were removed from membership for failing to adhere to the *Code of Professional Standards*.

Education

Educational pathway

The career pathways flowchart will be updated in 2026 to match the revisions made to the plumbing and heating apprenticeships at Level 2 and 3.

The Approved Training Centres increased to 74 during the year.

Educational development through competition

With 2026 being the year for the World Plumbing Council Conference, held alongside the largest plumbing and heating show in June each year at the NEC, InstallerSHOW, we are focusing on showcasing World Skills at the show with a legacy for the reuse of the materials. We also support the Heating Installer Awards and the new Plumber Awards that hold a review and celebrate best practice for existing installers, celebrated at InstallerSHOW.

Latterly, we were again asked to judge the PHAM News Energy Efficiency Awards held in London for their successes in designing energy efficient heating and hot water systems across the UK.

Langley College have used our service for training learners on Water Regulations, G3 hot water systems and the new HVAC systems short course. These courses are part of the Skills Bootcamps.

Building Services Engineering Employer Industry Board

CIPHE was invited by City & Guilds to partake in the Building Services Engineering Employer Industry Board along with industry experts and employers to ensure the skills employers need are met for a more productive workforce. Our representation is through the Employer Industry Board (EIB) which forms part of this group.

Ensuring the skills employers need are met for a more productive workforce.

The EIB comprises of employers, professional bodies and other sector organisations who collaborate to ensure that educational services are fit for purpose.

The contract for the T Levels has changed hands from City and Guilds to EAL/WJEC. They are revising the structure of the pathways by combining plumbing and heating as one. The review work has been completed, and the relaunch will take place in 2026. CIPHE's Technical team responded to a DFE survey that will lead to a review of the 16/19 provision. During discussions CIPHE gave its support to the proposed changes.



Approved Training Centres

The CIPHE has continued to promote its revised Approved Training Centre model that includes membership for the trainers and access to digital training tools that have been developed too.

The following colleges joined the Institute as Approved Training Centres (ATC) in 2025:

- BAXI Training
- Barnfield College
- Bolton College
- Cheshire College South & West
- Cornwall College St Austell
- DN Colleges Group
- Isle of Wight College
- Kirklees College
- Oaklands College
- Smart Gas Training & Assessment Centre
- South Staffordshire College



Continuing Professional Development and CIPHE Academy

A requirement of the *Code of Professional Standards* is that members should undertake CPD to broaden and maintain their knowledge and the CIPHE recommends that members should undertake 30 hours of CPD on an annual basis. The Institute delivers many ways by which members can earn CPD hours, including via CPD articles in *P&H Engineering* magazine.

The CIPHE Academy attracted 775 registered users and 432 completed courses, with a further 146 courses in progress by year-end.

To assist with monitoring CPD, the CIPHE supports mycareerpath®, which is an online professional development system, designed by the Engineering Council and adopted by many professional engineering institutions for use by their members.

The CIPHE digital project is incorporating techtalk® and smarttalk® content, providing informed technical and professional education and training across a range of subjects. The video content has collectively had more than 70,000 views to date. The CIPHE *Plumbing Engineering Services Design Guide* has been made freely available online for members and work to update the Guide section by section continues.



A website for the member magazine, *P&H Engineering*, is accessible at pandhengineering.co.uk

ACTIVITIES AND ACHIEVEMENTS

Industry engagement

Working in partnership

The CIPHE reinforced its educational collaboration during the year by signing an agreement with the City & Guilds of London Institute. This landmark agreement brings together two recognised leaders in vocational training and professional standards to tackle critical workforce challenges facing the sector. The partnership will enhance training quality, expand educational access, and future-proof the workforce through innovative joint initiatives.

A Memorandum was signed between CIPHE and International Association of Plumbing and Mechanical Officials (IAPMO).

CIPHE and IAPMO share like-minded goals of protecting public health, and safety and wellbeing through increasing fit for purpose education, promoting sustainability, and supporting research and technological advancements.

Both organisations will cooperate to develop programmes focused on education, sustainability, water efficiency, low temperature heating, ventilation and cooling technology, research, and membership.

In October the President, on behalf of the CIPHE, signed a memorandum of understanding (MoU) with the International Valves and Taps Alliance in Milan.

The MoU emerged from a shared recognition of the need to give a unified and coherent voice to the common priorities of the global valves and taps industry. This document represents an important step towards closer collaboration among the leading associations in the sector globally. It is intended to offer concrete support to the advocacy and representation activities carried out by each organisation at the national or regional level, serving as an authoritative point of reference for dialogue with institutions and governments.

It is anticipated that more Agreements and MoUs will be formulated between UK Awarding Organisations and overseas organisations.

World Plumbing Council (WPC)

CIPHE continues to support the WPC, with its CEO serving as Deputy Chair.

World Plumbing Conference

The conference being held alongside the InstallerSHOW at Birmingham's NEC between 23–25 June 2026 is attracting considerable interest. Some 50 speakers and panellists have been confirmed. In addition to the conference there will be a skills competition which is anticipated to achieve participation from ten countries.





Construction Industry Council (CIC)

CIPHE continues to support the CIC which is an umbrella body for the built environment professions with 35 Members and 20 Associate members collectively representing over 500,000 people and several thousand businesses. During the year the CIC has engaged with industry and government departments to make the construction industry a safer place. The CIC has been proactively involved in promoting 'The Single Construction Regulator Prospectus' consultation which closed in March 2026. The outcome could be pivotal in the government's future policy toward licensing. Suffice to say many hundreds of responses to the consultation are anticipated.

Industrial Associates (IAs)

CIPHE continues to partner with IAs on a range of projects. There will be another 3D heating system launch of a heat pump system in 2026 with greater interaction for the learner and trainer, this will also be revised in the first version of a heat-only system from 2025.

We have hosted many webinars in 2025 for manufacturers, one in particular was a training session for Danfoss Controls staff on the impact on Awaab's Law and how their team might increase sales of monitoring equipment for damp and mould/air quality. Visits to manufacturers' sites have also been on the increase as well as inviting them along on college visits to share presentations and knowledge.

Research and technical

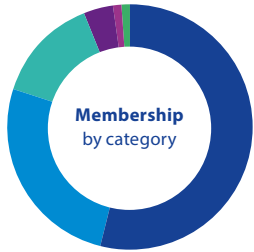
Technical Strategy Group (TSG)

The TSG operates as an independent technical and professional focal point and aims to be an authority to the plumbing and heating industry by providing technical standards, guidance, expertise and education and technical innovation. It achieves this through the appointment of Technical Working Groups; the following Groups have been established: Water Safety; Heating; Controls, Hot and Cold Water Services and Above & Below Ground Drainage. In addition to this, the CIPHE has engaged in a wide variety of technical industry group meetings ensuring both the installer and consumer are being represented correctly. This included revisions to the building regulations and other matters associated with both water safety and the future of heat in buildings.

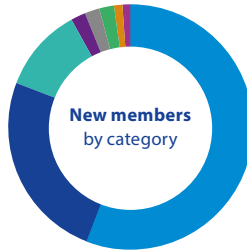
The Heating Section was successfully completed in December and is available to purchase direct from the new Head Office.

The technical team also completed the first interactive 3D learning support model with more to follow in 2026. A CPD ventilation course was developed for Langley College and in 2026 courses on Awaab's Law and public health will be completed.

MEMBERSHIP AND PROMOTION



- 54% MCIPHE
- 26% Trainee
- 14% AICHPE
- 4% FCIPHE
- 1% Companion
- 1% Affiliate



- 56% Trainee
- 25% MCIPHE
- 11% AICHPE
- 2% FCIPHE
- 2% ATC
- 2% Affiliate
- 1% Industrial Assoc.
- 1% Companion

Membership and Engineering Council

The total membership on 31 December 2025 was 7,406.

At the end of 2025, ACIPHE, MCIPHE and FCIPHE together totalled 72% of CIPHE membership.

Throughout 2025, ACIPHE, MCIPHE and FCIPHE totalled 38% of membership applications received

During 2025, 13 members were newly registered at EngTech level, two at IEng level and one at CEng level.

As at the end of 2025, the Institute had 606 Engineering Technicians, 64 Incorporated Engineers and 24 Chartered Engineers.

Master Plumber Certificate

The Master Certificate Awards for Construction Liveries were hosted by the Lord Mayor-Elect, Alderman Alastair King, in the Egyptian Hall at Mansion House on 3 March 2025.

Don Barron FCIPHE RP, Donald Lack FCIPHE RP, Louchavan Lemard Eng Tech, MCIPHE, RP and Simon Love Eng Tech MCIPHE RP were presented with their Master Plumber Certificates, and Ollie Salmon ACIPHE was presented with his Journeyman Certificate.

DIGITAL CHANNELS DRIVING MEMBERSHIP & REVENUE

£ **£325,342**
from renewals

1,829
members renewed online

+72%
Instagram followers (1,228)

£38,510
new members

230
new members joined online

+13%
LinkedIn followers (6,839)

£23,853
shop income

590
orders made online

+1%
Facebook followers (3,136)

CIPHE website stats in 2025

31,484 users | 54,969 sessions | 182,511 page views
5.8 pages/session | 1.75 sessions/user
02:45 average engagement

@theciphe /ciphe.uk
 /Chartered Institute of Plumbing and Heating Engineering

Developing not only technical competence, but also professionalism, leadership and public responsibility.

Plumbing Professionals Development Scheme

2025 marked the second year of the CIPHE and Worshipful Company of Plumbers' Plumbing Professional Development Scheme (PPDS), with a further eight high-potential members joining the programme.

The scheme continues to provide structured development beyond technical training, offering networking opportunities, mentoring support, and guidance towards advanced stages of professional registration and recognition. Its focus remains on developing not only technical competence, but also professionalism, communication, leadership, and a strong sense of public responsibility within the profession.

A significant milestone this year was the partnership with the Dolma Foundation, through which four PPDS members travelled to Nepal to deliver a gravity-fed water supply system to a remote Himalayan village. The project provided safe, reliable water to a community with limited access, while also giving our members invaluable experience in collaboration, resilience, and community engagement in a challenging environment.

This initiative was made possible through the generous sponsorship of InstallerSHOW (Nineteen Group), Intergas Heating, Mark Vitow, and Catchpole & Rye. We are also grateful for a valued donation from the City & Guilds Foundation, whose support contributed meaningfully to the successful delivery of the project.

Exhibitions

The CIPHE began the year at *Get Inspired Basingstoke*, a careers event for secondary school students, promoting industry awareness, career pathways and salary expectations.

CIPHE's annual presence at InstallerSHOW featured its largest stand to date. The Institute ran a joint competition, supported by Industrial Associate members, to drive footfall to both CIPHE and member stands. CIPHE also took part in panel discussions and speaker sessions, contributed to presentations, and supported judging for the Heating Installer of the Year Award.

CIPHE attended the first elementalLONDON exhibition at ExCeL London, targeting specifiers and construction professionals, while also exhibiting at the inaugural InstallerFestival in a neighbouring hall.

Across all events in 2025, CIPHE achieved strong visibility, generated new members and strengthened relationships across the industry.

Annual general meeting

The 17th AGM of the CIPHE was held on 25 June 2025 at the NEC, Birmingham, and online via Zoom. A total of 37 members participated worldwide, witnessing Jason Clark take office as National President and Paul Daley as Vice-President. Geoff Westall was elected as Voting Member Trustee to serve on the Board for a further four years.



Promotional campaigns and media

The CIPHE has been supported by a wide range of trade and consumer titles as it has raised issues ranging from plumbing education and training to the industry skills crisis and from the Future Homes Standard to water sector reform. CIPHE gained wide coverage, including in the *Daily Mail* and *Mail Online* as it shone a spotlight on rogue trainers and rogue training courses.

Head office relocation

Since the sale of Station Lane in 2024, the CIPHE moved to temporary accommodation in a managed service office in Chelmsford. It was always the intention to purchase freehold premises and after viewing many properties in Essex a new home was found at 3 Capricorn Centre, Cranes Farm Road, Basildon, Essex SS14 3JA. Following a refurbishment programme the team moved into the office at the end of the year.

Reserves policy

The Trustees regularly review the reserves of the charity to meet its financial commitments and achieve its objectives. They consider that the charity had sufficient reserves to operate for the next 12 months and into the foreseeable future.

The prime objective of the reserves policy of the Trustees is to maximise CIPHE surplus funds which are held in a range of interest bearing bank accounts. In particular the General Fund is invested with due regard to potential calls on the fund as identified in the Strategic Plan.

Investment policy and objectives

The Institute has the power to make any investment that the Trustees see fit.

Following completion of the purchase of the Institute's head office, the Trustees have agreed to move further funds arising from the sale of its previous freehold property to the longer-term portfolio. The investment objective is to produce the best investment return within an acceptable level of risk. The Investment Committee regularly considers the Institute's investments with Cazenove and reports to the Trustees.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period. In preparing those 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;
- 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, which disclose with reasonable accuracy at any time, the financial position of the charitable company, to 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.

Statement as to disclosure of information to auditors

As far as the Trustees are aware, there is no relevant information of which the Charity's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee, in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

Auditors

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming AGM.

On behalf of the board of Trustees

By order of the Board of Trustees,
Charles Brooks, Independent Trustee, 29 April 2026.

Summary statement of financial activities for the year ended 31 December 2025

	2025 Unrestricted funds (£)	2025 Restricted funds (£)	2025 Total funds (£)	2024 Total funds (£)
Income and endowments from charitable activities				
Educational magazines and directory	30,684	–	30,684	36,408
Maintaining professional standards and awareness	987,219	4,000	991,219	948,580
Other trading activities	233,740	–	233,740	167,293
Investment income	62,448	–	62,448	51,168
Other income	–	–	–	219,253
Total	1,314,091	4,000	1,318,091	1,422,702
Expenditure on				
Raising funds	81,672	4,000	85,672	22,925
Charitable activities				
Educational magazines and directory	401,352	–	401,352	391,590
Support services for members	346,625	–	346,625	323,002
Maintaining professional standards and awareness	538,284	–	538,284	505,457
Total	1,367,933	4,000	1,371,933	1,242,974
Net gains on investments	78,328	–	78,328	7,883
Net income	24,486	–	24,486	187,611
Reconciliation of funds				
Total funds brought forward	1,748,730	–	1,748,730	1,561,119
Total funds carried forward	1,773,216	–	1,773,216	1,748,730

Summary of balance sheet for the year ended 31 December 2025

	2025 Total funds (£)	2024 Total funds (£)
Fixed assets		
Intangible assets	34,409	43,276
Tangible assets	541,577	8,707
Investments	948,579	1,310,251
Total	1,524,565	1,362,234
Current assets		
Stocks	8,117	6,018
Debtors	107,296	76,260
Cash at bank	533,515	650,145
	648,928	732,423
Creditors		
Amounts falling due within one year	(400,277)	(345,927)
Net current assets	248,651	386,496
Total assets less current liabilities	1,773,216	1,748,730
Net assets	1,773,216	1,748,730
Funds		
Unrestricted funds		
General fund	1,705,640	1,740,847
Valuation reserve	67,576	7,883
	1,773,216	1,748,730
Total funds	1,773,216	1,748,730

GET IN TOUCH

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