

HIRE A HERO

England & Wales · Charity number 1143606

Details

Status Registered

Legal form Charitable company

Company number [07425930](#)

Registered 2011-08-31

Register [View on the Charity Commission register](#)

Contact

Address Hire a Hero PSA
12 Moor Street
Chepstow
Gwent
NP16 5DD

Phone 01495366670

Email Leigh.ben617@gmail.com

Website www.hireahero.org.uk

Activities

Objects: THE CHARITY'S OBJECTS (OBJECTS) ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:(A) THE RELIEF OF UNEMPLOYMENT AND FINANCIAL HARDSHIP FOR THE BENEFIT OF EX-SERVICE PERSONNEL AND THEIR DEPENDANTS AND IN PARTICULAR BY:(I) PROVIDING ASSISTANCE TO FIND EMPLOYMENT;(II) PROVIDING FUNDING FOR MEANINGFUL VOCATIONAL TRAINING, TRANSITIONAL ADVICE AND SUPPORT;(III) ENCOURAGING UK BUSINESSES TO HIRE EX-SERVICE PERSONNEL AND PROMOTING THE SKILLS AVAILABLE FROM SUCH PERSONNEL;(IV) HELPING UK BUSINESSES TO CREATE EMPLOYMENT OPPORTUNITIES FOR EX-SERVICE PERSONNEL SEEKING WORK; AND(V) PROMOTING THE DEVELOPMENT OF A FORMAL MECHANISM BY WHICH THE SKILLS AND EXPERIENCE GAINED IN THE ARMED FORCES ARE RECOGNISED AND VALUED BY CIVILIAN EMPLOYERS; AND(B) THE PROMOTION OF EFFICIENCY OF THE ARMED FORCES OF THE CROWN THROUGH ASSISTANCE WITH RESETTLEMENT OF EX-SERVICE PERSONNEL AND THEIR ADJUSTMENT INTO CIVILIAN LIFE IN PARTICULAR BY:(I) ENHANCING THE RESETTLEMENT PROGRAMMES AVAILABLE FROM TIME TO TIME SO THAT EX-SERVICE PERSONNEL ARE MORE ADEQUATELY PREPARED AND SUPPORTED WHEN RE-INTEGRATING INTO THEIR LOCAL COMMUNITY; AND(II) RAISING AWARENESS OF AND SIGNPOSTING THE SERVICE AND EX-SERVICE ORGANISATIONS WITHIN THE COMMUNITY AND PARTICULARLY AMONGST LOCAL BUSINESSES, ENSURING A MORE COHESIVE AND STRUCTURED SUPPORT NETWORK FOR EX-SERVICE PERSONNEL AND THEIR FAMILIES DURING THE TRANSITIONAL PROCESS.

Activities: Hire a Hero is a charity established to support all Service Leavers with the transition to meaningful civilian employment. Hire a Hero supports service leavers, regardless of service, situation or background, by doing whatever it takes for as long as it takes to provide individual support in the transition from service life.

Classification

- **How:** Provides Services
- **What:** General Charitable Purposes, Education/training, Armed Forces/emergency Service Efficiency
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-11-30	£21,261	£10,183	-	-
2024-11-30	£11,466	£67,911	-	-
2023-11-30	£45,803	£73,574	-	-
2022-11-30	£49,210	£59,119	-	-
2021-11-30	£83,039	£66,945	-	-
2020-11-30	£66,677	£109,189	-	-

Trustees

Name	Role	Appointed
David Nigel Thomas		2020-09-01
Leigh Bennett		2022-08-01

HIRE A HERO

England & Wales - Charity number 1143606

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	December	2022		30	November	2023

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

Postcode

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mr Joseph Hill	Chair		
2	Mr Michael Peckham	2IC/Assistant CEO		
3	Mr Nigel Thomas	Trustee		

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Auditors	BDHC Chartered Accountants,	11 Moor Street, Chepstow, Monmouthshire, NP16 5DD
Bank	Lloyds Bank	1, Gwent Square Branch, Cwmbran, Gwent, NP44 1XN

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Memorandum and Articles of Association
How the charity is constituted (eg. trust, association, company)	Charity and Company Limited by Guarantee

Trustee selection methods
(eg. appointed by, elected by)

By Appointment

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Structure, Governance and Management

Governance of the Charity

Hire a Hero is a small charity with 3 Trustees serving as the Management Committee and consists of the Chair, CEO and Asst CEO; they are supported by an Advisory Board consisting of appointed ambassadors and trusted business advisors.

Trustee Induction and Training

The charity has active policies for the induction and development of Trustees and the governance and risk management of the Charity

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

Hire a Hero is an independent body and receives no financial support from central government and/or local councils.

The charity's objects (objects) are specifically restricted to the following:

(a) the relief of unemployment and financial hardship for the benefit of ex-service personnel and their dependants and in particular by:

(i) providing assistance to find employment.

(ii) providing funding for meaningful vocational training, transitional advice and support.

(iii) encouraging UK businesses to hire ex-service personnel and promoting the skills available from such personnel.

(iv) helping UK businesses to create employment opportunities for ex-service personnel seeking work; and

(v) promoting the development of a formal mechanism by which the skills and experience gained in the armed forces are recognised and valued by civilian employers; and

(b) the promotion of efficiency of the armed forces of the crown through assistance with resettlement of ex-service personnel and their adjustment into civilian life in particular by:

(i) enhancing the resettlement programmes available from time to time so that ex-service personnel are more adequately prepared and supported when re-integrating into their local community; and

(ii) raising awareness of and signposting the service and ex-service organisations within the community and particularly amongst local

businesses, ensuring a more cohesive and structured support network for ex-service personnel and their families during the transitional process.

To access Hire a Hero support, clients must be, or have served, in the Royal Navy, Army or Royal Air Force either as a regular or reservist. There is no minimum or maximum length of service and no time limit on the date since leaving the forces to be eligible.

The services provided by Hire a Hero are open to ex-service personnel across the UK and serving abroad, with no discrimination depending on service type, length or geography.

Hire a Hero provides support for service leavers and veterans with our support primarily covering employment.

Our Career Coaching programme allows our clients to access a network of support and expertise as they search for employment.

Hire a Hero facilitates opportunities for employment through liaison and partnership with businesses nationwide, encouraging those to hire those who have served as well as increase the awareness of the valuable skill sets possessed from experience in the armed forces.

We work in partnership with other organisations to resolve hardships such as homelessness, debt and welfare issues. The range of specialist agencies and other military charities we work with allows us to provide the best support to all of our clients through appropriate referrals and signposting.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grant making;
- policy programme related investment;
- contribution made by volunteers.

Investment Policy

The Charity has not invested any of its funds and for the foreseeable future has no intention to do so.

Grant making

The Charity is not a grant awarding body

Volunteering with the Charity

The Charity has a strong base of volunteers, most serve as trained career coaches and work with our users to help them make better informed and sustainable career choices. We also have committed volunteers who have raised funds through sponsorship and fund-raising events throughout the year.

Section D

Achievements and performance

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

In 2023 Hire a Hero supported clients who required various levels of support from taking advantage of the employment opportunities we have resourced, to engaging with a career coach and being sign posted to our collaborative charity partners. This included

36 – Employment opportunities advertised

31 – Applications

The above does not include jobs that have direct links to the company advertising opportunities.

Our website and social media have reported the following

Website

10,228 Pageviews

5,914 Users visited

3,564 Sessions

Social Media

Facebook

1,659 Page follows

7,600 Page reach

771 Page visits

Instagram

451 Followers

283 Reach

Linked In

1,384 Followers

556 Page Views

111 Reactions

2023 was another difficult year for all charities including Hire a Hero, we weathered the challenges of the pandemic and now face a cost-of-living crises and inflationary pressures that have made fundraising difficult. We continue to rely on our social media and website to reach our clients.

Our Plan for 2024

Engage with more Service leavers and Veterans

Source more employment opportunities

Develop further our Welsh presence by working closely with the Military and 160X Brigade in particular

Continue to increase our online presence

Section E

Financial review

Brief statement of the charity's policy on reserves

Reserves Policies

The Charity has a reserves policy of maintaining a minimum of 6-month core funding at the bank.

At the current year end (to 30th November 2023) we are not in breach of our Reserves Policy

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity’s principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Principle Funding Sources
Throughout 2023 the charity was funded through its own fundraising activities it did not receive any grants from award making bodies

Expenditure
The Charity uses all its funds to support its activities, including employing two full time members of staff.

Investment Policy
The Charity has not invested any of its funds and for the foreseeable future has no intention to do so.

Section F Other optional information

Empty box for optional information.

Section G Declaration

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

Signature(s)		
Full name(s)	Mr Joseph Hill	Mr Mike Peckham
Position (eg Secretary, Chair, etc)	Chair	Trustee
Date	22 March 24	22 March 24

HIRE A HERO

Registered Number
07425930
(England and Wales)

Unaudited Financial Statements for the Year ended
30 November 2023

HIRE A HERO

Company Information

for the year from 1 December 2022 to 30 November 2023

Directors

HILL, Joseph
MORGAN, Janet Elizabeth
PECKHAM, Michael Derek
THOMAS, David Nigel

Registered Address

The Queens Head
Moor Street
Chepstow
NP16 5DD

Registered Number

07425930 (England and Wales)

HIRE A HERO
Balance Sheet as at
30 November 2023

	2023	2022
	£	£
Fixed Assets	1,405	1,874
Current Assets	69,630	96,749
Prepayments and accrued income	877	1,739
Creditors amounts falling due within one year	<u>(1,306)</u>	<u>(1,883)</u>
Net current assets (liabilities)	<u>69,201</u>	<u>96,605</u>
Total assets less current liabilities	70,606	98,479
Accruals and deferred income	<u>(1,052)</u>	<u>(1,153)</u>
Net assets (liabilities)	<u>69,554</u>	<u>97,326</u>
Capital and reserves	<u>69,554</u>	<u>97,326</u>

The company is a private company limited by guarantee and registered in England and Wales. It was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the micro-entity provisions and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

Average number of employees

The average number of persons employed by the company in the period was 2 (previous period: 2).

The financial statements were approved and authorised for issue by the Board of Directors on 6 June 2024, and are signed on its behalf by:



PECKHAM, Michael Derek
Director

Mr Michael Derek Peckham (Jun 6, 2024, 5:01pm)

Registered Company No. 07425930

06 Jun 2024



Issuer BDHC - Chartered Accountants

Document generated Thu, 6th Jun 2024 10:13:14 UTC

Document fingerprint 36b4148d86f2bd5bdb7eec02a69c3b4

Parties involved with this document

Document processed	Party + Fingerprint
Thu, 6th Jun 2024 15:01:02 UTC	Mr Michael Derek Peckham - Signer (9874305f09c5626f21a3902bc8026ad5)

Audit history log

Date	Action
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Thu, 6th Jun 2024 10:13:17 UTC	Document generated with fingerprint 44d018f26d2f10650d33a2d7344789ad.13.40.75.66
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Thu, 6th Jun 2024 10:13:17 UTC	Document generated with fingerprint 36b4148d86f2bd5bdb7eec02a69c3b4.13.40.75.66
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Thu, 6th Jun 2024 10:13:24 UTC	Document emailed to mike@psa-training.co.uk13.40.61.151
Thu, 6th Jun 2024 14:05:15 UTC	Mr Michael Derek Peckham viewed the envelope193.237.171.203
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HIRE A HERO

Registered Number
07425930
(England and Wales)

Unaudited Financial Statements for the Year ended
30 November 2023

HIRE A HERO

Company Information

for the year from 1 December 2022 to 30 November 2023

Directors

HILL, Joseph
MORGAN, Janet Elizabeth
PECKHAM, Michael Derek
THOMAS, David Nigel

Registered Address

The Queens Head
Moor Street
Chepstow
NP16 5DD

Registered Number

07425930 (England and Wales)

HIRE A HERO
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PECKHAM, Michael Derek

Director

Registered Company No. 07425930

Mr Michael Derek Peckham (Jun 6, 2024,
5:01pm)

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HIRE A HERO

England & Wales - Charity number 1143606

Accounts



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	December	2021		30	November	2022

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

12 Moore Street
Chepstow
Monmouthshire
Postcode <input type="text" value="NP16 5DD"/>

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mr Joseph Hill	Chair		
2	Mr Michael Peckham	2IC/Assistant CEO		
3	Mr Nigel Thomas	Trustee		

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Auditors	BDHC Chartered Accountants,	11 Moor Street, Chepstow, Monmouthshire, NP16 5DD
Bank	Lloyds Bank	1, Gwent Square Branch, Cwmbran, Gwent, NP44 1XN

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document

(eg. trust deed, constitution)	
How the charity is constituted (eg. trust, association, company)	Charity and Company Limited by Guarantee
Trustee selection methods (eg. appointed by, elected by)	By Appointment

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity’s organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees’ consideration of major risks and the system and procedures to manage them.

<p>Structure, Governance and Management</p> <p><u>Governance of the Charity</u> Hire a Hero is a small charity with 3 Trustees serving as the Management Committee and consists of the Chair, CEO and Asst CEO; they are supported by an Advisory Board consisting of appointed ambassadors and trusted business advisors.</p> <p><u>Trustee Induction and Training</u> The charity has active policies for the induction and development of Trustees and the governance and risk management of the Charity</p>
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Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Hire a Hero is an independent body and receives no financial support from central government and/or local councils.

The charity's objects (objects) are specifically restricted to the following:

(a) the relief of unemployment and financial hardship for the benefit of ex-service personnel and their dependants and in particular by:

- (i) providing assistance to find employment.
- (ii) providing funding for meaningful vocational training, transitional advice and support.
- (iii) encouraging UK businesses to hire ex-service personnel and promoting the skills available from such personnel.
- (iv) helping UK businesses to create employment opportunities for ex-service personnel seeking work; and
- (v) promoting the development of a formal mechanism by which the skills and experience gained in the armed forces are recognised and valued by civilian employers; and

(b) the promotion of efficiency of the armed forces of the crown through assistance with resettlement of ex-service personnel and their adjustment into civilian life in particular by:

- (i) enhancing the resettlement programmes available from time to time so that ex-service personnel are more adequately prepared and supported when re-integrating into their local community; and
- (ii) raising awareness of and signposting the service and ex-service organisations within the community and particularly amongst local businesses, ensuring a more cohesive and structured support network for ex-service personnel and their families during the transitional process.

To access Hire a Hero support, clients must be, or have served, in the Royal Navy, Army or Royal Air Force either as a regular or reservist. There is no minimum or maximum length of service and no time limit on the date since leaving the forces to be eligible.

The services provided by Hire a Hero are open to ex-service personnel across the UK and serving abroad, with no discrimination depending on service type, length or geography.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Hire a Hero provides support for service leavers and veterans with our support primarily covering employment.

Our Career Coaching programme allows our clients to access a network of support and expertise as they search for employment.

Hire a Hero facilitates opportunities for employment through liaison and partnership with businesses nationwide, encouraging those to hire those who have served as well as increase the awareness of the valuable skill sets possessed from experience in the armed forces.

We work in partnership with other organisations to resolve hardships such as homelessness, debt and welfare issues. The range of specialist agencies and other military charities we work with allows us to provide the best support to all of our clients through appropriate referrals and signposting.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grant making;
- policy programme related investment;
- contribution made by volunteers.

Investment Policy

The Charity has not invested any of its funds and for the foreseeable future has no intention to do so.

Grant making

The Charity is not a grant awarding body

Volunteering with the Charity

The Charity has a strong base of volunteers, most serve as trained career coaches and work with our users to help them make better informed and sustainable career choices. We also have committed volunteers who have raised funds through sponsorship and fund-raising events throughout the year.

Summary of the main achievements of the charity during the year

In 2022 Hire a Hero supported clients who required various levels of support from taking advantage of the employment opportunities we have resourced, to engaging with a career coach and being sign posted to our collaborative charity partners. This included

103 – Employment opportunities advertised

12 – Applications

The above does not include jobs that have direct links to the company advertising opportunities.

Our website and social media have reported the following

Website

22,698 Pageviews

9,162 Users visited

1,463 Job board pageviews

Social Media

Facebook

1,635 Page likes

1,832 Page follows

5,700 Page reach

990 Page visits

Twitter

2,637 Followers

31.2k Impressions

Instagram

410 Followers

290 Posts

317 Profile visits

506 Reach

Linked In

1,365 Followers

612 Page Views

353 Reactions

In July 2022 the one member of staff on part time working hours returned to full time work. We have continue to work virtually d to cease working from an office environment and this has continued to be very successful.

2022 was a difficult year for all charities including Hire a Hero, we weathered the challenges of the pandemic and now face a cost-of-living crises and inflationary pressures that have made fundraising difficult. We continue to rely on our social media and website to reach our clients.

Our Plan for 2023

Engage with more Service leavers and Veterans

Source more employment opportunities

Develop further our Welsh presence by working closely with the Military and 160X Brigade in particular

Continue to increase our online presence

Section E

Financial review

Brief statement of the charity's policy on reserves

Reserves Policies

The Charity has a reserves policy of maintaining a minimum of 6-month core funding at the bank.

At the current year end (to 30th November 2022) we are not in breach of our Reserves Policy

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Principle Funding Sources

Throughout 2022 the charity was funded through its own fundraising activities it did not receive any grants from award making bodies

Expenditure

The Charity uses all its funds to support its activities, including employing two full time members of staff.

Investment Policy

The Charity has not invested any of its funds and for the foreseeable future has no intention to do so.

Section F

Other optional information

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Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

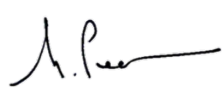
Signature(s)

	
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Full name(s)

Mr Joseph Hill	Mr Mike Peckham
----------------	-----------------

Position (eg Secretary, Chair, etc)

Chair	 Trustee
-------	--

Date

12 Jan 23

12 Jan 23

Registered number: 07425930

**HIRE A HERO
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 NOVEMBER 2022**

Office 10/10/17/2023

SATURDAY



AC9RAHDK

A05

12/08/2023

#72

COMPANIES HOUSE

**Hire a Hero
Unaudited Financial Statements
For The Year Ended 30 November 2022**

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Accountant's Report	2
Income and Expenditure Account	3
Balance Sheet	4
The following pages do not form part of the statutory accounts:	
Detailed Income and Expenditure Account	5

Office 10/107/2023

**Hire a Hero
Company Information
For The Year Ended 30 November 2022**

Directors Mr. D. N. Thomas
Mr. J. Hill
Mr. M. D. Peckham

Company Number 07425930

Registered Office The Queens Head
Moor Street
Chepstow
NP16 5DD

Accountants BDHC - Chartered Accountants
11 Moor Street
Chepstow
NP16 5DD

Office 10/107/2023

**Hire a Hero
Accountant's Report
For The Year Ended 30 November 2022**

In accordance with the engagement letter dated [redacted] and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the directors in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the directors the financial statements that we have been engaged to compile, to report to the directors that we have done so, and to state those matters that we have agreed to state to them in this 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 Company and the Company's directors for our work or for this report.

You have acknowledged on the balance sheet as at year ended 30 November 2022 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

Signed:

BDHC

Date

BDHC - Chartered Accountants
11 Moor Street
Chepstow
NP16 5DD

Office 101071133

Hire a Hero
Income and Expenditure Account
For The Year Ended 30 November 2022

	2022	2021
	£	£
TURNOVER		
Other income	49,210	55,300
Cost of raw materials and consumables	(990)	(4,875)
Staff costs	(50,406)	(53,081)
Depreciation and other amounts written off assets	(625)	(833)
Other charges	(7,098)	(8,155)
NET (DEFICIT)/SURPLUS	<u>(9,909)</u>	<u>16,095</u>

Office

10/10/2022

**Hire a Hero
Balance Sheet
As at 30 November 2022**

	2022	2021
	£	£
Fixed assets	1,874	2,499
Current assets	96,749	106,144
Prepayments and accrued income	1,739	671
Creditors: Amounts Falling Due Within One Year	(1,883)	(919)
NET CURRENT ASSETS	96,605	105,896
TOTAL ASSETS LESS CURRENT LIABILITIES	98,479	108,395
Accruals and deferred income	(1,153)	(1,160)
NET ASSETS	97,326	107,235
RESERVES	97,326	107,235

Notes

1. Average Number of Employees

Average number of employees, including directors, during the year was as follows: 2 (2021: 2)

2. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

3. General Information

Hire a Hero is a private company, limited by guarantee, incorporated in England & Wales, registered number 07425930. The registered office is The Queens Head, Moor, Street, Chepstow, NP16 5DD.


For the year ending 30 November 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the micro-entity provisions.

On behalf of the board



Mr M. D. Peckham

Director

Date:

**Hire a Hero
Detailed Income and Expenditure Account
For The Year Ended 30 November 2022**

	2022		2021	
	£	£	£	£
TURNOVER				
Fundraising activities	6,000		6,940	
Donations	43,210		48,360	
		49,210		55,300
OTHER INCOME				
Other operating income				27,739
		49,210		83,039
COST OF RAW MATERIALS AND CONSUMABLES				
Fundraising costs	990		4,875	
		(990)		(4,875)
STAFF COSTS				
Wages and salaries	47,191		48,311	
Employers NI			1,445	
Employers pensions - defined contributions scheme	1,028		1,075	
Recruitment costs			2,250	
Travel expenses	2,187			
		(50,406)		(53,081)
DEPRECIATION AND OTHER AMOUNTS WRITTEN OFF ASSETS				
Depreciation of computer equipment	625		833	
		(625)		(833)
OTHER CHARGES				
<i>Premises expenses:</i>				
Rates			(4)	
<i>General administration costs:</i>				
Insurance	461		612	
Printing, postage and stationery	2,288		2,569	
Telecommunications and data costs	3,013		3,414	
Accountancy fees	960		960	
Legal fees			48	
Professional subscriptions	179		37	
Sundry expenses	102		472	
	7,003		8,112	
<i>Interest payable and similar charges</i>				
Bank charges	95		47	
		(7,098)		(8,155)
NET (DEFICIT)/SURPLUS		(9,909)		16,095

Registered number: 07425930

**HIRE A HERO
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 NOVEMBER 2022**

Office 10/10/17/2023

SATURDAY



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12/08/2023

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COMPANIES HOUSE

**Hire a Hero
Unaudited Financial Statements
For The Year Ended 30 November 2022**

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Balance Sheet	4
The following pages do not form part of the statutory accounts:	
Detailed Income and Expenditure Account	5

Office 10/107/2023

**Hire a Hero
Company Information
For The Year Ended 30 November 2022**

Directors

Mr D N Thomas
Mr J Hill
Mr M D Peckham

Company Number

07425930

Registered Office

The Queens Head
Moor Street
Chepstow
NP16 5DD

Accountants

BDHC - Chartered Accountants
11 Moor Street
Chepstow
NP16 5DD

Office

10/10/2023

**Hire a Hero
Accountant's Report
For The Year Ended 30 November 2022**

In accordance with the engagement letter dated [redacted] and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the directors in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the directors the financial statements that we have been engaged to compile, to report to the directors that we have done so, and to state those matters that we have agreed to state to them in this 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 Company and the Company's directors for our work or for this report.

You have acknowledged on the balance sheet as at year ended 30 November 2022 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

Signed:

BDHC

Date

BDHC - Chartered Accountants
11 Moor Street
Chepstow
NP16 5DD

Office 101071133

Hire a Hero
Income and Expenditure Account
For The Year Ended 30 November 2022

	2022	2021
	£	£
TURNOVER		
Other Income	49,210	55,300
Cost of raw materials and consumables	(990)	(4,875)
Staff costs	(50,406)	(53,081)
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Office

10/10/2023

**Hire a Hero
Balance Sheet
As at 30 November 2022**

	2022	2021
	£	£
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Current assets	96,749	106,144
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Average number of employees, including directors, during the year was as follows: 2 (2021: 2)

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The company is limited by guarantee and has no share capital.

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For the year ending 30 November 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the micro-entity provisions.

On behalf of the board



Mr M. D. Peckham

Director

Date:

**Hire a Hero
Detailed Income and Expenditure Account
For The Year Ended 30 November 2022**

	2022		2021	
	£	£	£	£
TURNOVER				
Fundraising activities	6,000		6,940	
Donations	43,210		48,360	
		49,210		55,300
OTHER INCOME				
Other operating income				27,739
		49,210		83,039
COST OF RAW MATERIALS AND CONSUMABLES				
Fundraising costs	990		4,875	
		(990)		(4,875)
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Recruitment costs			2,250	
Travel expenses	2,187			
		(50,406)		(53,081)
DEPRECIATION AND OTHER AMOUNTS WRITTEN OFF ASSETS				
Depreciation of computer equipment	625		833	
		(625)		(833)
OTHER CHARGES				
<i>Premises expenses:</i>				
Rates			(4)	
<i>General administration costs:</i>				
Insurance	461		612	
Printing, postage and stationery	2,288		2,569	
Telecommunications and data costs	3,013		3,414	
Accountancy fees	960		960	
Legal fees			48	
Professional subscriptions	179		37	
Sundry expenses	102		472	
	7,003		8,112	
<i>Interest payable and similar charges</i>				
Bank charges	95		47	
		(7,098)		(8,155)
NET (DEFICIT)/SURPLUS		(9,909)		16,095

HIRE A HERO

England & Wales - Charity number 1143606

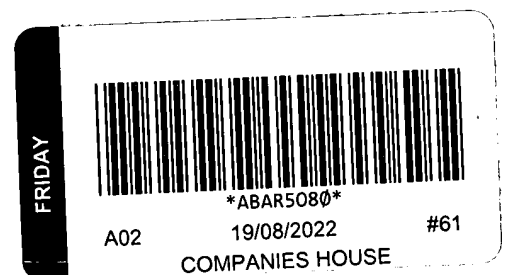
Accounts

Company registration number: 07425930
Charity registration number: 1143606

Hire a Hero

(A company limited by guarantee)
Annual Report and Financial Statements
for the Year Ended 30 November 2021

bdhc Chartered Accountants
11 Moor Street
Chepstow
Monmouthshire
NP16 5DD



Hire a Hero

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The following page does not form part of the statutory financial statements:

Statement of financial activities per fund	12
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Hire a Hero
Reference and Administrative Details

Charity name	Hire a Hero
Charity registration number	1143606
Company registration number	07425930
Principal office	Queens Head Buildings 12 Moor Street Chepstow Monmouthshire NP16 5DD
Registered office	Queens Head Buildings 12 Moor Street Chepstow Monmouthshire NP16 5DD
Trustees	Mr J Hill Mr M Peckham Mr D N Thomas
Accountant	bdhc Chartered Accountants 11 Moor Street Chepstow Monmouthshire NP16 5DD

Hire a Hero Trustees' Report

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 30 November 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

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 30 November 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

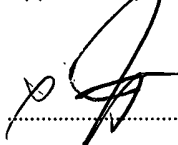
Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Small company provisions

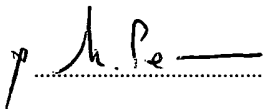
This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

Approved by the Board and signed on its behalf by:


.....

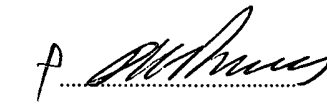
Mr J Hill
Trustee

Date: 14.07.22
.....


.....

Mr M Peckham
Trustee

Date: 14.07.22
.....


.....

Mr D N Thomas
Trustee

Date: 14.07.22
.....

Independent Examiner's Report to the Trustees of Hire a Hero

I report on the accounts of the company for the year ended 30 November 2021, which are set out on pages 4 to 11.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act ;
- follow the procedures laid down in the General Directions given by the Charity Commission under section 145 (5) (b) of the 2011 Act ; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....
bdhc Chartered Accountants

Date:.....

11 Moor Street
Chepstow
Monmouthshire
NP16 5DD

Hire a Hero

Statement of Financial Activities (including Income and Expenditure Account) for the Year Ended 30 November 2021

		Unrestricted Funds	Total Funds 2021	Total Funds 2020
	Note	£	£	£
Incoming resources				
Incoming resources from generated funds				
Voluntary income	2	83,039	83,039	66,677
Total incoming resources		<u>83,039</u>	<u>83,039</u>	<u>66,677</u>
Resources expended				
Costs of generating funds				
Costs of generating voluntary income	3	65,985	65,985	108,142
Governance costs	3	960	960	1,047
Total resources expended		<u>66,945</u>	<u>66,945</u>	<u>109,189</u>
Net movements in funds		16,094	16,094	(42,512)
Reconciliation of funds				
Total funds brought forward		<u>91,141</u>	<u>91,141</u>	<u>133,653</u>
Total funds carried forward		<u><u>107,235</u></u>	<u><u>107,235</u></u>	<u><u>91,141</u></u>

All incoming resources and resources expended derive from continuing activities.

The notes on pages 6 to 11 form an integral part of these financial statements.

Hire a Hero (Registration number: 07425930)

Balance Sheet as at 30 November 2021

		2021		2020	
	Note	£	£	£	£
Fixed assets					
Tangible assets	8		2,499		1,932
Current assets					
Debtors	9	671		1,485	
Cash at bank and in hand		<u>106,144</u>		<u>90,342</u>	
		106,815		91,827	
Creditors: Amounts falling due within one year	10	<u>(2,079)</u>		<u>(2,618)</u>	
Net current assets			<u>104,736</u>		<u>89,209</u>
Net assets			<u><u>107,235</u></u>		<u><u>91,141</u></u>
The funds of the charity:					
Unrestricted funds					
Unrestricted income funds			<u>107,235</u>		<u>91,141</u>
Total charity funds			<u><u>107,235</u></u>		<u><u>91,141</u></u>


For the financial year ended 30 November 2021, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board on 14.07.22 and signed on its behalf by:


.....
Mr J Hill
Trustee


.....
Mr M Peckham
Trustee


.....
Mr D N Thomas
Trustee

The notes on pages 6 to 11 form an integral part of these financial statements.

Hire a Hero

Notes to the Financial Statements for the Year Ended 30 November 2021

I Accounting policies

Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities (SORP 2005)', issued in March 2005, applicable accounting standards and the Companies Act 2006.

Fund accounting policy

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Further details of each fund are disclosed in note 14.

Incoming resources

Donations are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Resources expended

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Costs of generating funds are the costs associated with attracting voluntary income.

Governance costs

Governance costs include costs of the preparation and examination of the statutory accounts, the costs of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Fixed assets

Individual fixed assets costing £150 or more are initially recorded at cost.

Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Office equipment	25% reduced balance
------------------	---------------------

Operating leases

Rentals payable under operating leases are charged in the statement of financial activities on a straight line basis over the lease term.

Hire a Hero

Notes to the Financial Statements for the Year Ended 30 November 2021

..... continued

Pensions

The charity operates a defined contribution pension scheme. Contributions are charged in the statement of financial activities as they become payable in accordance with the rules of the scheme.

2 Voluntary income

	Unrestricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Donations and legacies			
Donations	48,360	48,360	41,067
Fundraising events	6,940	6,940	1,000
Grants receivable	27,739	27,739	24,610
	83,039	83,039	66,677

3 Total resources expended

	Donations and legacies £	Governance £	Total £
Direct costs			
Fundraising costs	4,875	-	4,875
Employment costs	2,250	-	2,250
Employment costs	50,830	-	50,830
Establishment costs	609	-	609
Office expenses	3,413	-	3,413
Printing, posting and stationery	2,570	-	2,570
Subscriptions and donations	37	-	37
Sundry and other costs	473	-	473
Accountancy fees	-	960	960
Legal and professional costs	48	-	48
Bank charges	47	-	47
	65,152	960	66,112
Support costs			
Depreciation of tangible fixed assets	833	-	833
	65,985	960	66,945

Hire a Hero

Notes to the Financial Statements for the Year Ended 30 November 2021

..... continued

4 Trustees' remuneration and expenses

No trustees received any remuneration during the year.

5 Net income/(expenditure)

Net income/(expenditure) is stated after charging:

	2021	2020
	£	£
Hire of other assets - operating leases	-	2,376
Depreciation of owned assets	833	644
	<u>833</u>	<u>644</u>

6 Employees' remuneration

The aggregate payroll costs of these persons were as follows:

	2021	2020
	£	£
Wages and salaries	48,310	85,448
Social security	1,446	3,405
Other pension costs	1,074	1,757
	<u>50,830</u>	<u>90,610</u>

No employee received emoluments of more than £60,000 during the year (2020 - No. 0).

7 Taxation

The company is a registered charity and is, therefore, exempt from taxation.

Hire a Hero

Notes to the Financial Statements for the Year Ended 30 November 2021

..... continued

8 Tangible fixed assets

	Fixtures, fittings and equipment £
Cost	
As at 1 December 2020	4,161
Additions	<u>1,400</u>
As at 30 November 2021	<u>5,561</u>
Depreciation	
As at 1 December 2020	2,229
Charge for the year	<u>833</u>
As at 30 November 2021	<u>3,062</u>
Net book value	
As at 30 November 2021	<u>2,499</u>
As at 30 November 2020	<u>1,932</u>

9 Debtors

	2021 £	2020 £
Other debtors	-	816
Prepayments and accrued income	<u>671</u>	<u>669</u>
	<u>671</u>	<u>1,485</u>

10 Creditors: Amounts falling due within one year

	2021 £	2020 £
Taxation and social security	788	1,481
Other creditors	131	130
Accruals and deferred income	<u>1,160</u>	<u>1,007</u>
	<u>2,079</u>	<u>2,618</u>

Hire a Hero

Notes to the Financial Statements for the Year Ended 30 November 2021

..... *continued*

11 Members' liability

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

12 Pension scheme

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £1,074 (2020 - £1,757).

There were no outstanding or prepaid contributions at either the beginning or end of the financial year.

Hire a Hero

Notes to the Financial Statements for the Year Ended 30 November 2021

..... continued

13 Related parties

Controlling entity

The charity is controlled by the trustees who are all directors of the company.

14 Analysis of funds

	At 1 December 2020	Incoming resources	Resources expended	At 30 November 2021
	£	£	£	£
General Funds				
Unrestricted income fund	91,141	83,039	(66,945)	107,235

15 Net assets by fund

	Unrestricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£
Tangible assets	2,499	2,499	1,932
Current assets	106,815	106,815	91,827
Creditors: Amounts falling due within one year	(2,079)	(2,079)	(2,618)
Net assets	<u>107,235</u>	<u>107,235</u>	<u>91,141</u>

Hire a Hero

Statement of financial activities by fund Year Ended 30 November 2021

	Unrestricted income fund 2021	Unrestricted income fund 2020
	£	£
Incoming resources		
Incoming resources from generated funds		
Voluntary income	<u>83,039</u>	<u>66,677</u>
Total incoming resources	<u>83,039</u>	<u>66,677</u>
Resources expended		
Costs of generating funds		
Costs of generating voluntary income	65,985	108,142
Governance costs	<u>960</u>	<u>1,047</u>
Total resources expended	<u>66,945</u>	<u>109,189</u>
Net movements in funds	16,094	(42,512)
Reconciliation of funds		
Total funds brought forward	<u>91,141</u>	<u>133,653</u>
Total funds carried forward	<u>107,235</u>	<u>91,141</u>

This page does not form part of the statutory financial statements.



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	December	2020		30	November	2021

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

12, Moor Street,	
Chepstow	
Monmouthshire	
Postcode	NP16 5DD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mr Joseph Hill	Chair/CEO		
2	Mr Michael Peckham	2IC/Assistant CEO		
3	Mr Nigel Thomas			

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Auditors	BDHC Chartered Accountants,	11 Moor Street, Chepstow, Monmouthshire, NP16 5DD
Bank	Lloyds Bank	1, Gwent Square Branch, Cwmbran, Gwent, NP44 1XN

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)

How the charity is constituted (eg. trust, association, company)	Charity and Company Limited by Guarantee
Trustee selection methods (eg. appointed by, elected by)	By Appointment

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity’s organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees’ consideration of major risks and the system and procedures to manage them.

Structure, Governance and Management

Governance of the Charity
 Hire a Hero is a small charity with Trustees serving as the Management Committee and consists of the CEO and Asst CEO; they are supported by the Advisory Board consisting of our appointed ambassadors and trusted business advisors. The Advisory Board aims to meet four times per year.

Trustee Induction and Training
 The charity has active policies for the induction and development of Trustees and the governance and risk management of the Charity

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

Hire a Hero is an independent body and receives no financial support from central government and/or local councils.

The charity’s objects (objects) are specifically restricted to the following:

(a) the relief of unemployment and financial hardship for the benefit of ex-service personnel and their dependants and in particular by:

- (i) providing assistance to find employment;
- (ii) providing funding for meaningful vocational training, transitional advice and support;
- (iii) encouraging UK businesses to hire ex-service personnel and promoting the skills available from such personnel;
- (iv) helping UK businesses to create employment opportunities for ex-service personnel seeking work; and
- (v) promoting the development of a formal mechanism by which the skills and experience gained in the armed forces are recognised and valued by civilian employers; and

(b) the promotion of efficiency of the armed forces of the crown through assistance with resettlement of ex-service personnel and their adjustment into civilian life in particular by:

- (i) enhancing the resettlement programmes available from time to time so that ex-service personnel are more adequately prepared and supported when re-integrating into their local community; and
- (ii) raising awareness of and signposting the service and ex-service organisations within the community and particularly amongst local businesses, ensuring a more cohesive and structured support network for ex-service personnel and their families during the transitional process.

To access Hire a Hero support, clients must be, or have served, in the Royal Navy, Army or Royal Air Force either as a regular or reservist. There is no minimum or maximum length of service and no time limit on the date since leaving the forces to be eligible.

The services provided by Hire a Hero are open to ex-service personnel across the UK and serving abroad, with no discrimination depending on service type, length or geography.

Hire a Hero provides support for service leavers and veterans with our support primarily covering employment.

Our Career Coaching programme allows our clients to access a network of support and expertise as they search for employment.

Hire a Hero facilitates opportunities for employment through liaison and partnership with businesses nationwide, encouraging those to hire those who have served as well as increase the awareness of the valuable skill sets possessed from experience in the armed forces.

We work in partnership with other organisations to resolve hardships such as homelessness, debt and welfare issues. The range of specialist agencies and other military charities we work with allows us to provide the best support to all of our clients through appropriate referrals and signposting.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Investment Policy

The Charity has not invested any of its funds and for the foreseeable future has no intention to do so.

Grantmaking

The Charity is not a grant awarding body

Volunteering with the Charity

The Charity has a strong base of volunteers, most serve as trained career coaches and work with our users to help them make better informed and sustainable career choices. We also have committed volunteers who have raised funds through sponsorship and fund raising events throughout the year.

Section D Achievements and performance

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

In 2021, Hire a Hero supported 399 clients, who required various levels of support from taking advantage of the employment opportunities we have resourced, to engaging with a career coach and being sign posted to our collaborative charity partners. This included:

- 89 - Employment opportunities advertised.
- 31 - Applications.

All our Social Media channels have recorded an increase in followers, posts and engagements.

- Facebook post Reach – 5,954
- Twitter Followers – 2,653
- Instagram Followers - 355
- Linked In Followers – 1,232

Due to the pandemic Hire a Hero had to make some changes to the charity over the year. One member of staff stayed on Flexi Furlough until Sept 2021 and return to part time working hours.

We made the decision last year to cease working from an office environment, this has proved to be a great decision and we continued to follow this work practise throughout 2021.

During the first half 2021 most face to face employment events where cancelled and we relied heavily on our social media and website to reach our clients. Since the pandemic started this is how we have reached our clients and decided to carry on this way of working for the rest of 2021 even though some employment event did take place face to face.

2021 was another difficult year for Hire a Hero, however we know the work we do for Service leavers and Veterans is invaluable and understand that we must push forward into 2022 with the same enthusiasm and passion.

Our plan in short for 2022 is.

- Engage with more Service leavers and Veterans
- Attend more employment events
- Source more employment opportunities
- Continue to increase our online presence.

Section E

Financial review

Brief statement of the charity's policy on reserves

Reserves Policies

The Charity has a reserves policy of maintaining a minimum of 6-month core funding at the bank.

At the current year end (to 30th November 2021) we are not in breach of our Reserves Policy

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:


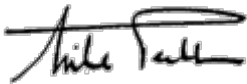
- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F Other optional information

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Mr Joseph Hill	Mr Mike Peckham
Position (eg Secretary, Chair, etc)	Chair and CEO	Asst CEO and 2IC
Date	18 th January 2022	