

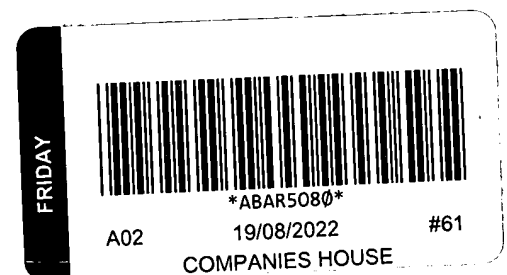
Company registration number: 07425930
Charity registration number: 1143606

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

Contents

Reference and Administrative Details	1
Trustees' Report	2
Independent examiner's report	3
Statement of financial activities	4
Balance Sheet	5
Notes to the financial statements	6 to 11

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

Statement of financial activities per fund	12
--	----

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.

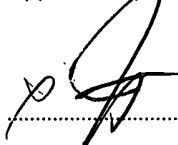
Risk management

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

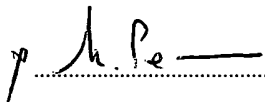
This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

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>107,235</u>		<u>91,141</u>
The funds of the charity:					
Unrestricted funds					
Unrestricted income funds			<u>107,235</u>		<u>91,141</u>
Total charity funds			<u>107,235</u>		<u>91,141</u>

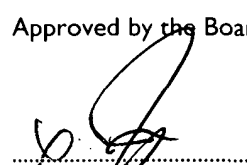
For the financial year ended 30 November 2021, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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
	<u>83,039</u>	<u>83,039</u>	<u>66,677</u>

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
	<u>65,152</u>	<u>960</u>	<u>66,112</u>
Support costs			
Depreciation of tangible fixed assets	833	-	833
	<u>65,985</u>	<u>960</u>	<u>66,945</u>

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

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
	50,830	90,610

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	107,235	107,235	91,141

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	83,039	66,677
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	960	1,047
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><u>107,235</u></u>	<u><u>91,141</u></u>

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



Trustees' Annual Report for the period

From

Period start date

01 December 2020

To

Period end date

30 November 2021

Section A Reference and administration details

Charity name

Hire a Hero

Other names charity is known by

Registered charity number (if any)

1143606

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)

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 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:

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)

- (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.

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			