



Trustees' Annual Report for the period

From

Period start date

01 December 2021

To

Period end date

30 November 2022

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 Moore 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		
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

Memorandum and Articles of Association

(eg. trust deed, constitution)

How the charity is constituted
(eg. trust, association, company)

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

Charity and Company Limited by Guarantee

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:

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 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 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

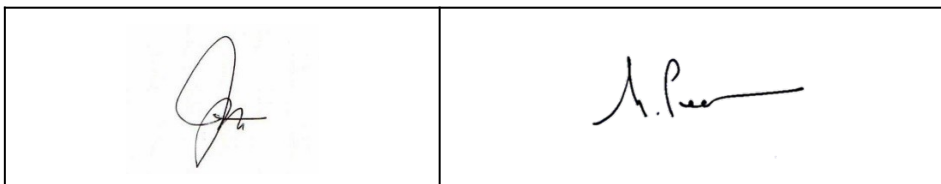
Section G

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

12 Jan 23

12 Jan 23

Registered number: 07425930

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

Office

10/07/2023

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

**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

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

In accordance with the engagement letter dated , 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

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>

**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.

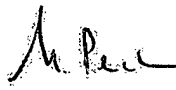
For the year ending 30 November 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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
	<u>49,210</u>	<u>55,300</u>
OTHER INCOME		
Other operating income		27,739
	<u>49,210</u>	<u>83,039</u>
COST OF RAW MATERIALS AND CONSUMABLES		
Fundraising costs	990	4,875
	<u>(990)</u>	<u>(4,875)</u>
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	
	<u>(50,406)</u>	<u>(53,081)</u>
DEPRECIATION AND OTHER AMOUNTS WRITTEN OFF ASSETS		
Depreciation of computer equipment	625	833
	<u>(625)</u>	<u>(833)</u>
OTHER CHARGES		
Premises expenses:		
Rates		(4)
General administration costs:		
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
	<u>7,003</u>	<u>8,112</u>
Interest payable and similar charges		
Bank charges	95	47
	<u>(7,098)</u>	<u>(8,155)</u>
NET (DEFICIT)/SURPLUS	<u>(9,909)</u>	<u>16,095</u>

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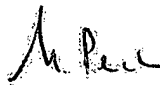
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