



Trustees' Annual Report for the period

From

Period start date

01 December 2022

To

Period end date

30 November 2023

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)

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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

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)

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

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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

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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)		
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	(1,306)	(1,883)
Net current assets (liabilities)	69,201	96,605
Total assets less current liabilities	70,606	98,479
Accruals and deferred income	(1,052)	(1,153)
Net assets (liabilities)	69,554	97,326
Capital and reserves	69,554	97,326

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

Registered Company No. 07425930

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

06 Jun 2024



Issuer BDHC - Chartered Accountants

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

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