RE:VISION NORTH LIMITED

England & Wales · Charity number 1156046

Details

Other names	RE:VISION
Status	Registered
Legal form	Charitable company
Company number	08820018
Registered	2014-03-06
Register	View on the Charity Commission register

Contact

Address	Procure Plus The Lancastrian Office Centre Talbot Road Stretford Manchester M32 0FP
Phone	03030300030
Email	info@revision-north.com

Activities

Objects: THE CHARITY'S OBJECTS (THE OBJECTS) ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING, EACH OF WHICH IS TO BE CARRIED OUT FOR THE PUBLIC BENEFIT.THE PROMOTION FOR THE PUBLIC BENEFIT OF URBAN OR RURAL REGENERATION USUALLY, BUT NOT ALWAYS IN RECOGNISED AREAS OF SOCIAL AND ECONOMIC DEPRIVATION BY ALL OR ANY OF THE FOLLOWING MEANS SET:TO RELIEVE UNEMPLOYMENT;TO ADVANCE EDUCATION, TRAINING OR RETRAINING, PARTICULARLY AMONG UNEMPLOYED PEOPLE, AND PROVIDE UNEMPLOYED PEOPLE WITH WORK EXPERIENCE; TO PROVIDE FINANCIAL ASSISTANCE, TECHNICAL ASSISTANCE OR BUSINESS ADVICE OR CONSULTANCY IN ORDER TO PROVIDE TRAINING AND EMPLOYMENT OPPORTUNITIES FOR UNEMPLOYED PEOPLE IN CASES OF FINANCIAL OR OTHER CHARITABLE NEED THROUGH HELP IN SETTING UP THEIR OWN BUSINESSES OR TO EXISTING BUSINESS;THE CREATION OF TRAINING AND EMPLOYMENT OPPORTUNITIES BY THE PROVISION OF WORKSPACE, BUILDINGS AND/OR LAND FOR USE ON FAVOURABLE TERMS; TO MAINTAIN, IMPROVE OR PROVIDE PUBLIC AMENITIES AND COMMUNITY CENTRES.

Activities: Re:vision provides grant funding to employment groups who prepare individuals for work. Re:vision quality checks & provides training for these organisations to help improve their service.

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Re:vision supports these organisations in engaging with employers who can provide meaningful, paid, sustainable employment opportunities & also offers an employer engagement service.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Services
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£1,992,388	£1,506,360	£1,522,873	0
2024-06-30	£1,557,315	£870,940	£1,036,845	0
2023-06-30	£300,658	£731,149	-	-
2022-06-30	£142,230	£801,648	-	-
2021-06-30	£717,924	£628,459	£1,440,379	0

Trustees

Name	Role	Appointed
David Brown		2025-05-14
Katie Victoria Lockwood		2025-03-28
Mary Quigg		2020-07-01
Mick Smith		2017-08-22
Paul Andrew Cartwright		2025-11-01
Simon Jeffrey Fowler		2023-05-02
Victoria Louise Parr		2024-08-01

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RE:VISION NORTH LIMITED

England & Wales - Charity number 1156046

Accounts

Registered number: 8820018
Charity number: 1156046

RE:VISION NORTH LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

RE:VISION NORTH LIMITED
(A company limited by guarantee)

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RE:VISION NORTH LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2025

Trustees

David Brown (Appointed 14 May 2025)
Katie Lockwood (Appointed 28 March 2025)
Simon Fowler
Michael Smith, Vice Chair
Mary Quigg, Chair
Victoria Parr (Appointed 1 August 2024)
Paul Cartwright (Appointed 1 November 2025)

Company registered number

8820018

Charity registered number

1156046

Registered office

Duckworth House, Talbot Road, Manchester, M32 0FP

Company secretary

K Taylor

Independent auditor

Crowe U.K. LLP, 3rd floor, St Georges House, 56 Peter St, Manchester, M2 3NQ

Bankers

Royal Bank of Scotland plc, Drummond House, Redheughs Ave, Edinburgh, EH12 9JN

Solicitors

Devonshire Solicitors, 30 Finsbury Circus,, London, EC2M 7DT

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2025

Re:vision is the trading name of Re:vision North Limited, which was incorporated as a company limited by guarantee on 18th December 2013 and awarded charitable status on 6th March 2014. The company was established under a Memorandum of Association and is governed under its Articles of Association. Re:vision North Limited's sole subscriber is Procure Plus Holdings Limited (PPH).

Objectives and purpose

Re:vision North Limited's (Re:vision) objective is the promotion for the public benefit, of urban or rural regeneration usually, but not always, in recognised areas of social and economic deprivation by all or any of the following means set:

- to relieve unemployment; to advance education, training or retraining, particularly among unemployed people, and provide unemployed people with work experience
- to provide financial assistance, technical assistance or business advice or consultancy in order to provide training and employment opportunities for unemployed people
- in cases of financial or other charitable need through help in setting up their own businesses or to existing business;
- the creation of training and employment opportunities by the provision of workspace, buildings and/or land for use on favourable terms;
- to maintain, improve or provide public amenities and community centres.

The charity benefits unemployed and economically disadvantaged groups of people primarily resident in the North West of England, by creating sustainable employment with training with employers that are committed to the long-term development of their employees.

Re:vision's objective is to benefit individuals distant from the labour market, for whatever reason. This is achieved through creating opportunities, which are inclusive and support diverse individuals to be successful, which in turn provides for a better and more balanced representation in the workforce of the long-term unemployed, people in non-traditional gender roles, not in education, employment or training (NEET), minority ethnic groups, the over 50s, ex-armed forces, ex-offenders and those with a history of homelessness or from the leaving care community.

Re:vision's purpose is met by working closely with employers to ensure that their recruitment and employment practices give training and recruitment opportunities to the beneficiaries that Re:vision seeks to support.

This is achieved by working directly with employers and/or trade organisations to influence and incentivise best practice. It is also achieved by working with community groups, ensuring their engagement with potential employees is of good quality and prepares people effectively for employment.

Re:vision works in partnership with other bodies to help the charity's beneficiaries. In addition, Re:vision supports community-based organisations to be able to secure funding streams. Re:vision also works with training providers to develop suitable courses with the needs of its beneficiaries and employers in mind.

Through its work with employers, training providers and beneficiaries, Re:vision creates bespoke training provision through new and innovative training solutions.

To facilitate the recruitment of distant from the labour market candidates, Re:vision ensures that there are connections with, and funds provided to, community groups and their centres, some of which is required for upkeep and maintenance of their operating bases.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Re:vision's role is to support other organisations via grants, training and the sharing of best practice.

The Trustees have referred to the information in the Charity Commission's general guidance on public benefit when reviewing Re:vision aims and objectives and in planning its future activities.

Re:vision supports projects that match our charitable objectives and priorities to regenerate communities by providing opportunities for training, work experience and employment. The Trustees consider each bid for funding to ensure that it is clear who will benefit from the identified funds, the role of the charity within that delivery and the expected consequential impact, to ensure that all funds are in pursuance of the charity's objectives and deliver public measurable benefit, referred to in our objects.

Re:vision's activities deliver public benefit by reducing the cost to the public purse of those economically inactive and by generally improving the fabric and social cohesion of neighbourhoods. It creates inclusive opportunities for a more diverse workforce. This, in turn, realises social benefits such as reducing crime by rehabilitating ex-offenders, enhancing skills in the workplace, and supporting volunteering inputs that enhance wellbeing and community cohesion.

Priority group definitions

Priority Group	Description
Ex-offender	Candidates who have a criminal record. This includes spent convictions.
PFEMB	People from ethnic minority backgrounds.
Long-term unemployed (6 months plus)	Candidates who have been out of employment for over 6 months, of any age.
NEET (16-24)	Candidates aged 16-24 who are not in education, employment, or training.
Non-traditional roles (i.e. women in construction)	This is split into 2 main categories; • Women into construction (trade) – women going into a trade role, i.e. plumbing, electrical, joinery, etc. • Women into construction (general) – women going into non-trade roles such as administration or technical apprenticeships, but within a construction setting.
Disability	Candidates who identify themselves as having a disability, either physical or mental.
50 plus	Candidates aged over 50 years old.
History of homelessness	Candidates who have at some point been homeless. This does not have to be street homeless and can include sofa surfer / of no fixed abode.
In care/care leaver	Candidates who are either currently a "looked after child", i.e. those in the care of their local authority or have been in the past.
Military service leaver	Candidates who have spent time in the armed forces, i.e. army, navy, air force, etc.

Achievements and performance

In this period of operation Re:vision has produced accounts for the 12 months ending June 2025.

A total of 49 projects were commissioned to deliver employment outcomes on a payment-by-results basis, providing funding to 34 delivery partners. The total value of these projects was £673k.

Additionally, Re:vision approved grant funding for 12 projects, totalling £299k, providing funding to 9 delivery partners. These projects support capacity building and innovation.

Outcomes achieved in the financial year

Employment outcomes from commissioned projects

	Jul-24 – June 2025 Achievement
People into employment	**374**
% of people from the priority group into employment	94
% of those employed retained for a minimum of six months*	100

Retention is measured by a sample of 25% adult.

Outcomes from grant funded projects

Outcome Type	Achieved
Engagement - start	193
Engagement - 3 months	95
Training/qualification - start	44
Training/qualification - completed	27
Placement/work experience	2
People Volunteering	138
Hours of volunteering on projects	59
Now seeking employment	123
Prevention of NEET	8
Homelessness ended	10
Independent living	8
Employment starts	30

Activities

Funding for local delivery partners

Re:vision commissions community based organisations to deliver employment outcomes with a focus on the priority groups Re:vision wants to support. These organisations provide employment and skills-related schemes or services, but often provide a broad spectrum of support, not just employability, recognising the breadth of barriers and journey to employment that those most distant from the labour market face.

Re:vision actively searches for organisations that engage with its priority groups. These local employment groups are most often located in deprived communites where there is a high proportion of social housing, or serve people living in those communities. Re:vision makes a payment once an outcome is achieved, but this payment is in recognition of the myriads of support and engagement required to move someone distant from the labour market into employment

As Re:vision works with delivery partners (DPs) operating in some of the most deprived areas. It's support for the services they provide is crucial, even more so as the sector continues to experience cuts to funding. This will continue as we have yet to see improvements to the economy, and there remains uncertainty around local and national government funding. Without the funding from Revision these organisations would have needed to significantly reduce the capacity of the services provided and may have had been forced to reduce their staff numbers further.

Re:vision expanded its support for DPs by awarding grants for projects aimed at bringing people closer to and into employment. This is in addition to commissioning employment outcomes. This was an exciting step; Re:vision's grant funding enabled partners to deliver innovative work and to increase their capacity to support more people in their communities. Twelve projects were awarded funding during the year.

The first grant was awarded in June 2024 to Barlow Moor Community Association (BMCA) to match fund a Volunteering Coordinator to support people at the community centre in South Manchester into volunteering, a vital pathway into work. This project resulted in 102 people volunteering, and 11 securing employments by the end of the year-long funded period. BMCA is now better placed to deliver employment and volunteering outcomes, which Re:vision's funding will commission them to deliver in future years.

Grants were awarded to Kings Academy in Flintshire and Navigators in Manchester, who have recruited NEET young people and those excluded from mainstream education to embark on a vocational pathway into the hair and beauty industry with accredited training. At the end of June 2025, Navigators had enrolled 8 students on their course, and Kings Academy had enrolled ten, eight of whom started in salon work placements.

Re:vision construction courses

Re:vision has again commissioned a series of construction courses (Health & Safety Level 1 and CSCS card, Working at Heights, Manual Handling course types, COTS, Roofing) in specific areas where other funding was unavailable to ensure that candidates needing entry-level and specific training could secure employment in construction. This enabled Re:vision to maintain relationships with employers and ensure the DPs continued to access free training for their candidates and remain active and visible within the construction sector until future funded training is secured. The courses have enabled 21 people from Re:vision's priority groups to secure employment.

Targeted delivery pathways and volunteering

In 2024/25 Re:vision expanded its targeted delivery pathways to include young people excluded from mainstream education and placed in Alternative Provision and continued its support of those with a history of homelessness, care experience and candidates facing multiple barriers.

Re:vision has continued its work with DPs who support candidates from the targeted delivery pathways who are most distant from the labour market, with significant barriers to employment and who need more support than some of the other Re:vision priority groups.

Re:vision's workstream to support young people who have been excluded from mainstream education and are in the greatest danger of becoming NEET is delivering sustainable and positive change for these individuals. We have used both grant funding and payment by results funding, working with five delivery partners who have used the funding to explore new ways of working, enhance their facilities and develop capacity to deliver improved provision. The results have been impressive and have proven concepts that have now begun to attract mainstream funding. Learning from these projects will support our future funding plans and allow us to work with more delivery partners.

Women and Manual Trades (WaMT)

Re:vision continues to promote and advocate for women entering the construction sector via the Women and Manual Trades (WaMT) brand, and to work with employers who want to recruit women. This year, Re:vision made the bold decision to invest more resources in developing WAMT. The impact of this investment will be seen over the next 12 months.

Re:vision benefits from the relationship with its parent organisation, PPH, and their support in promoting women into construction training with their framework contractors, including the 3:2 initiative. In the period 2024 to 2025, building trade roles made up 4.2% of the "on the tools" positions of construction jobs reported to the PPH and Re:vision boards; this is considerably higher than the industry standard (less than 2%).

WaMT will support and explore ways to expand the WaMT 3:2 initiative. The initiative supports women who have already signed up to either a diploma or T-levels at college to gain paid employment placements for two days each week when not required to attend college. Often, women are less successful at gaining employment in the industry compared to their male counterparts and having some work experience alongside their qualification increases their prospects for finding a job once qualified. This has, as previously reported, resulted in an increase of women working within our parent company's framework contractors.

WaMT is designing a pathway for women leaving the armed forces that will involve training and work experience leading into construction trade employment. This and other pathway developments will be tested over the next year.

WaMT's work with HMP Styal has continued in part thanks to funding from the City and Guilds Foundation Trust. Their investment created a construction hub, allowing continued training for many more women. There has been an increase in support from training providers and employers, resulting in more women securing employment following training sessions run at the prison. WaMT continues to support the project.

Future plans

Re:vision's plans for the future include:

- Building on our successes of supporting employment pathways and tailored programs designed to meet the specific needs of these individuals furthest from the labour market. Pathways and programmes will address the unique obstacles the diverse groups we support face and remove perceived and real barriers they face, allowing them to secure and sustain employment. Continuing this work and encouraging more innovation will create the greatest impact in communities.
- Continuing to fund targeted construction activity, focusing on specific priority groups, engaging with specialist DPs who are supporting these candidates and helping them to place more candidates into work.
- WaMT will build on the relationship with PPH and the 3:2 initiative. They will develop new targeted delivery pathways for women to ensure we continue to increase the number of women in manual construction trades. With increased marketing support, we will expand WaMT's online presence and brand awareness, encouraging more women into manual trades and expanding the model across the Northwest and beyond.
- Remaining agile to external factors and feedback, so that sustainable employment opportunities which meet the needs of our communities remain the primary focus of our commissioning activities. For example, candidates with multiple barriers or caring responsibilities require part-time employment as a stepping stone into full-time work.
- Remaining vigilant in our focus on the impact that the political environment (rising cost of living etc) has on not only the DPs but also those whom they support. Re:vision will ensure that it monitors this impact, and will take steps to respond in any way that is helpful and appropriate.
- Continuing to identify new local delivery partners and exploring different ways of funding, not becoming overly dependent on any specific DP, continuing to expand, engaging and supporting new groups across the UK.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Structure, governance and management

The directors of the company are also trustees of the charity or the purposes of charity law. During the reporting period to 30 June 2025, they were:

Trustee	Appointed	Resigned
Appointed by the Sole Subscriber Board		
Simon Fowler[1]		
Appointed as a result of a merger of Women and Manual Trades and Re:vision North		
Mary Quigg (Chair)[1]		
Appointed by the Board of Trustees		
David Brown	14th May 2025	
Shuab Gamote		14th May 2025
Katie Lockwood	28th March 2025	
Victoria Parr	1st August 2024	
Claire Schimmer		18th October 2024
Michael Smith (Vice Chair)		
Francess Tagoe		31st October 2025

1 Director of the Sole Subscriber

Trustee appointments are for a fixed term of no longer than 3 years. If a Trustee has completed 9 years' continuous service on the board of the charity, they shall not be eligible for re-appointment for at least 12 months. The Chair and Vice Chair are in their final terms of office, and the Board will be giving consideration to the succession planning arrangements.

Two trustees stepped down from the Re:vision Board in the reporting year due to time commitment and changes in personal circumstances.

- Claire Schimmer on the 18th of October 2024.
- Shuab Gamote on the 14th of May 2025.

One trustee has stepped down from the Re:vision Board since the end of 2024-25 reporting year due to time commitment and changes in personel circumstances

- Francess Tagoe on the 31st of October 2025.

As the Sole Subscriber, the Parent Board can appoint or remove Trustees. One of the Trustees is the Chairman of the Parent.

Mary Quigg joined the Re:vision Board following the merger of Women and Manual Trades with Re:vision North on 1st July 2020 and is also a Director of the Parent.

The Trustees have taken responsibility for recruiting the remaining Trustees. Appointments made by the Board of Trustees require the written consent of the sole subscriber.

- Katie Lockwood was appointed on the 28th of March 2025.
- David Brown was appointed on the 14th of May 2025.

Since the end of the reporting year, Paul Cartwright was appointed on the 1st of November 2025.

To ensure independence from the Sole Subscriber Board, the majority of Trustees are Independent:

- From 1st July 2024 to 31st July 2024 there were 6 Trustees of which 4 were independent.
- From 1st August 2024 to 18th October 2024, there were 7 Trustees of which 5 were independent.
- From 18th October 2024 to 27th March 2025, there were 6 Trustees, of which 4 were independent.
- From 28th March 2025 to 30th June 2025, there were 7 Trustees, of which 5 were independent.

Independent is defined in Re:vision's articles as "in respect of a person means that that person is not an employee of the charity and it is not an employee, or member of the governing body, of any of the members;". Following a review of its governance arrangements in July 2025, the Board agreed that Michael Smith would not be counted as independent due to his employment having transferred from the Newground Together charity to its parent Together Housing Group, which is a member of the Sole Subscriber Board.

The Trustees do not receive any remuneration or benefits from the Charity.

The Board meets formally on a quarterly basis to review performance against targets; monitor the financial position and consider bids for approval. The Board meets on a face-to-face basis, but Trustees can join the meeting virtually if necessary.

Certain activities have been delegated to sub-groups of two or more trustees. The Board has established a Grant Making Committee to consider bids for specialist projects that need to be considered outside of the usual Board cycle. The Trustees are also able to delegate activities to the Group Audit Committee and the Group People Committee.

Declarations of Interest are sought from the Trustees on appointment, at each meeting and on an annual basis.

No offers of gifts or hospitality were received by the Trustees in 2024-2025. The gifts and hospitality register is reviewed annually by the Board.

The Board participated in a Board Evaluation exercise facilitated by the Institute of Directors (IOD) in 2024, which found the Board was broadly effective and is progressing with implementing recommendations where appropriate. The Chair meets with each of the Trustees annually on a one-to-one basis. Re:vision has previously benchmarked itself against the Charity Governance Code from a best practice point of view to inform continuous improvement and found it had broadly applied the recommended practice where it was applicable; some areas for improvement were identified, and actions agreed. This exercise will be refreshed once the updates to the Charity Governance Code are published.

Trustee induction and training

New Trustees joining receive an email with links to key documents held in a SharePoint site such as constitutional documentation, policies and procedures, past minutes and papers and Charity Commission guidance notes. Trustees are also invited to a series of induction meetings to help them understand the organization and their roles and responsibilities as Trustees. Trustees are also encouraged to visit a Local Employment Group to develop an understanding of the organisations that Re:vision funds. Webinars and conferences provided by Crowe are also highlighted and recommended to Trustees as well as the ICAEW training modules.

Board diversity

The Re:vision Board recognises the value of having a board with a diversity of background and experiences, enhancing board effectiveness by bringing a wider range of knowledge and perspectives. The Board reviews its own make up as part of the succession planning process, when a vacancy arises and at each Board Effectiveness Review so that any search activities can be specifically directed at addressing any identified imbalances.

The Re:vision Board is well balanced on gender, with three female Trustees and three male Trustees. The more traditional business skills are well represented on the Board, but the Board ensures that it reviews this skill mix on a regular basis.

The Board wants to ensure that the needs of those groups that it seeks to support are appropriately represented on its Board and by Trustee representation with lived experience.

This year, the Board sought expressions of interest from participants of a Trustee development program for underrepresented groups. While no candidates were identified this time, the Board intends to engage with other such programs to provide opportunities for first Board experiences in the future.

Risk management

The Trustees have established a risk register, which the Board has embedded into and reviews as part of each Board meeting.

The Trustees have given consideration to the major risks to which the Charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

- Connection to its Parent company which, although not-for-profit, is a non-charity – Re:vision has clear written agreements in place with its Parent Company which are reviewed at regular intervals, it ensures Re:vision has a separate identity and the majority of Independent Trustees
- Reputational damage - Re:vision has in place rigorous monitoring procedures for all partners, including a process to identify risks and actively supports partners where areas for development are identified.
- Loss of personal data - Re:vision has data sharing agreements in place with partners and provides training for all staff. PPH is Cyber Essentials Certified and its systems are annually tested for improvements to security. A new system for storing personal data will be implemented in 2024 that will improve data security.

The Group system of internal control is based on an ongoing process designed to identify, evaluate and manage any significant risks faced by the organisation. Third party assurance is gained from organisations with specialist expertise. More generally the Group has a strong and open culture and is committed to a process of continuous development and improvement. The internal control system is reviewed on an annual basis and a Statement made to the Audit Committee on its effectiveness

Management

The administration, operational management and delivery of Re:vision's activity have been delegated by the Trustees to PPH, under the terms of an Inter-Group Relationship Agreement and SLA.

The performance of PPH in delivering this service is reviewed annually by the Trustees. A fundamental review of the terms of the agreement including service, performance standards and costs will also take place every 5 years. In 2024, the Trustee Board commissioned an audit to review the value for money of the service provided. The Relationship Agreement and Service Level Agreement were renewed on 20th February 2025.

The Social Value Team within Procure Plus has been delegated authority by the Trustees to approve bids of up to £50k (per organisation, in aggregate in any one financial year) provided the bids meet the Charity's objectives and approval criteria agreed by the Board. All bids approved in this way are reported to the Board at the following meeting. Bids over £50k, including those that take the aggregate per organisations above £50k, are brought to the Trustees for consideration.

Re:vision does not directly employ staff, with all officers being seconded from PPH (the Sole Subscriber).

Financial performance

The Statement of Financial Activities is set out on page 17 and shows a surplus of £486,028 (2024: £686,375) on total income received of £1,992,388 (2024: £1,537,315).

The sole subscriber, Procure Plus Holdings Limited, remains the company's principal source of funding.

Investment policy

As it is the intention to spend funds within 12 months of being received, the Charity's policy is to maintain assets in cash or near cash investments, on deposits for periods not exceeding 6 months. Institutions with which deposits are placed should have a short-term rating of at least Moody's P2, or equivalent.

There is no formal investment return target, and the return achieved of £17,388 (2024: £50,827) during the period is considered to be a satisfactory performance.

Reserves policy

The Trustees' policy is not to let Reserves fall below £150,000, to cover contingencies set out in the Risk Register. The policy is subject to annual review. Reserves have increased this year, and the plan is to use these reserves over the next few years to help promote and achieve Re:vision's charitable goals.

The actual level of reserves held at the year-end totalled £1,522,873, of which £1,488,372 were unrestricted funds and £34,501 restricted.

Trustees' responsibilities statement

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with
- preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow trustees/directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a trustee and director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In preparing this report, the trustees, who are also directors of the charitable company, have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Mary Quigg
Chair
Date: 6/3/26.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED

Opinion

We have audited the financial statements of Re:Vision North Limited (the 'charitable company') for the year ended 30 June 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.
We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the trustees' report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud and non compliance with laws and regulations is detailed below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, including financial reporting legislation and the Charities SORP (FRS 102), and tax regulations. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be necessary to the charitable company's ability to operate or to avoid a material penalty. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We also considered the opportunities and incentives that may exist within the charitable company for fraud. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within The risk of management overide of controls. Our audit procedures to respond to these risks included enquiries of management, and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

V Szulist

V Szulist (Senior statutory auditor)
for and on behalf of
Crowe U.K. LLP
Statutory Auditor
3rd floor
St Georges House
56 Peter St
Manchester
M2 3NQ

Date: 18th March 2026.

Crowe U.K. LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Donations and legacies	3	**1,975,000**	**-**	**1,975,000**	*1,500,000*
Charitable activities	4	**-**	**-**	**-**	*6,488*
Investments	5	**17,388**	**-**	**17,388**	*50,827*
Total income		**1,992,388**	**-**	**1,992,388**	*1,557,315*
Expenditure on:					
Charitable activities	7	**1,488,332**	**18,028**	**1,506,360**	*870,940*
Total expenditure		**1,488,332**	**18,028**	**1,506,360**	*870,940*
Net movement in funds		**504,056**	**(18,028)**	**486,028**	*686,375*
Reconciliation of funds:					
Total funds brought forward		**984,316**	**52,529**	**1,036,845**	*350,470*
Net movement in funds		**504,056**	**(18,028)**	**486,028**	*686,375*
Total funds carried forward		**1,488,372**	**34,501**	**1,522,873**	*1,036,845*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 20 to 34 form part of these financial statements.

RE:VISION NORTH LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 8820018

BALANCE SHEET
AS AT 30 JUNE 2025

	Note		2025 £		2024 £
Current assets					
Debtors	14	-		400,000	
Cash at bank and in hand		**1,947,531**		1,016,835	
		1,947,531		1,416,835	
Current liabilities					
Creditors: amounts falling due within one year	15	**(424,658)**		(379,990)	
Net current assets			**1,522,873**		1,036,845
Total assets less current liabilities			**1,522,873**		1,036,845
Total net assets			**1,522,873**		1,036,845
Charity funds					
Restricted funds	17		**34,501**		52,529
Unrestricted funds	17		**1,488,372**		984,316
Total funds			**1,522,873**		1,036,845

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Mary Quigg
(Chair of Trustees)
Date: 6/3/26

The notes on pages 20 to 34 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	2025 £	*2024* *£*
Cash flows from operating activities		
Net cash used in operating activities	**913,308**	*796,371*
Cash flows from investing activities		
Interest receivable	**17,388**	*50,827*
Net cash provided by investing activities	**17,388**	**50,827**
Change in cash and cash equivalents in the year	**930,696**	**847,198**
Cash and cash equivalents at the beginning of the year	**1,016,835**	*169,637*
Cash and cash equivalents at the end of the year	**1,947,531**	*1,016,835*

The notes on pages 20 to 34 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

1. General information

Re:vision North Limited, company number 8820018, is incorporated in England and Wales and limited by guarantee. It is a registered charity, number 1156046. The registered office address is:

Duckworth House
Lancastrian Office Centre
Talbot Road
Manchester M32 0FP

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Re:vision North Limited (Re:vision) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

In the opinion of the Trustees, there are no critical estimates or judgements included in the financial statements.

The Trustees have received confirmation from the sole subscriber Procure Plus Holdings Limited, that it is the current intention that it will continue to provide financial support to finance the charitable company' operations for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

2.2 Going concern

Re:vision is largely funded by companies within the Procure Plus Holdings Group, which operates exclusively in the UK. As a result, the Trustees of Revision do not anticipate any shortfalls in its income below planned levels.

Procure Plus provided £1.975m gift aid support to Re:vision during the period. Procure Plus anticipates it will continue to gift aid significant sums to Re:vision now that the sale of OSCO is completed.

The Trustees consider therefore that the Company can continue to operate as a going concern and the accounts have therefore been prepared on a going concern basis.

2. Accounting policies (continued)

2.3 Income

All incoming resources are included in the Statement of Financial Activities when the charitable company has entitlement to the funds, probability of receipt and the amount can be measured with sufficient reliability

Other income is recognised in the period in which it is receivable and, to the extent the goods have been provided or on completion of the service, has entitlement to the income.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT, where applicable.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.8 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Procure Plus Holdings Limited	1,975,000	**1,975,000**	*1,500,000*
Total 2024	*1,500,000*	*1,500,000*	

4. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from social value activities	-	**-**	*6,488*
Total 2024	*6,488*	*6,488*	

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Interest receivable	17,388	**17,388**	*50,827*
Total 2024	*50,827*	*50,827*	

6. Analysis of expenditure by expenditure type

	Restricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Charitable Grants	6,000	857,458	**863,458**	*498,400*
Other costs	12,028	614,374	**626,402**	*356,850*
Expenditure on governance	-	16,500	**16,500**	*15,690*
Total 2025	18,028	1,488,332	**1,506,360**	*870,940*
Total 2024	*500*	*870,440*	*870,940*	

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	*Total 2024 £*
Direct costs	1,488,332	18,028	**1,506,360**	*870,940*
Total 2024	*870,440*	*500*	*870,940*	

8. Charitable grants

	2025 £	*2024* *£*
Broughton Trust	**101,000**	*45,000*
Yes Project	**91,000**	*45,000*
Inside Connections	**56,000**	*51,000*
Kings Academy	**39,000**	-
Inclusive Training Solutions	**30,000**	*28,000*
Volition	**28,000**	*14,000*
Refugees & Mentors	**28,000**	*8,000*
Wigan Youth Zone	**28,000**	*(3,000)*
Breaking Barriers	**24,000**	-
Cheshire Learning Partnership	**22,000**	*24,000*
New Ground	**20,000**	*32,000*
Right Resolution	**20,000**	*6,000*
Embassy Village	**20,000**	*2,000*
Rebuild With Hope Foundation	**20,000**	-
Back On Track	**20,000**	-
Barrow Womens' Community	**20,000**	-
Pulp Friction	**18,750**	-
Barlow Moor	**18,000**	*16,000*
Home to Work	**18,000**	*8,000*
Upturn	**16,200**	*54,100*
B4 Box	**16,000**	*9,000*
We Mind The Gap 16,000	**16,000**	*8,000*
Uniting Communites	**14,940**	-
Smart Works	**14,000**	*16,000*
Tree of Life	**14,000**	*24,000*
GM Youth Network	**14,000**	-
Give Ge Go	**12,000**	-
Manifestive	**12,000**	-
Navigators	**11,425**	-
Jewel	**11,000**	*18,000*
Conwy Employment	**10,000**	*17,000*
Drive Forward Foundation	**10,000**	-
0161 Community Enterprise	**10,000**	-
Frameworks SE	**9,963**	-
Business Enterprise	**8,000**	-
Subtotal carry forward	**821,278**	*422,100*

8. **Charitable grants (continued)**

	2025 £	2024 £
Subtotal brought forward	**821,278**	*422,100*
Standing Tall	**8,000**	-
Positive Steps	**8,000**	*6,000*
Humankind	**8,000**	*(7,000)*
Tang Hall Employment	**6,000**	-
Goodwill	**6,000**	*(800)*
Your Own Place	**6,000**	*(4,000)*
Dovewell Training	**(500)**	*15,100*
Youth Fed	**(1,000)**	*20,000*
L14 Community	**(2,000)**	*14,000*
Communities for Work	**(2,000)**	*5,000*
Inspira	**(14,000)**	*(6,000)*
Power in Partnership	**-**	*26,000*
North Yorkshire Sport	**-**	*10,000*
Working Denbighshire	**-**	*10,000*
Liverpool in Work	**-**	*6,000*
Salvation Army	**-**	*6,000*
Transform Lives	**-**	*6,000*
St Lukes	**-**	*(1,000)*
St Georges Crypt	**-**	*(5,000)*
Manchester Youth Zone	**-**	*(8,000)*
LTEN	**-**	*(8,000)*
Birchwood Centre	**-**	*(8,000)*
Midlands Fund	**6,000**	-
Other	**13,680**	-
Total grants made to promote charitable aims	**863,458**	*498,400*

All of these grants had for purpose the relief of unemployment and the provision of training and employment opportunities. Grant commitments are usually made for a period of up to 12 months.

9. Expenditure on governance

	Endowment funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Fees payable to the Charity's auditor for the audit of the Company's annual accounts	11,820	**11,820**	*11,280*
Fees payable to the Charity's auditor in respect of all non-audit services	4,680	**4,680**	*4,410*
	16,500	**16,500**	*15,690*
Total 2024	*15,690*	*15,690*	

10. Other charitable costs

	Endowment funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Direct charitable costs	422,351	**422,351**	*308,279*
Overhead support	181,499	**181,499**	*47,367*
Other administration costs	22,552	**22,552**	*1,304*
	626,402	**626,402**	*356,950*

11. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Grant funding of activities 2025 £	Support costs 2025 £	Total funds 2025 £	*Total funds 2024 £*
Direct costs	422,351	863,458	220,551	**1,506,360**	*870,940*
Total 2024	*308,279*	*498,400*	*64,261*	*870,940*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

12. Auditor's remuneration

	2025 £	*2024 £*
Fees payable to the Charity's auditor for the audit of the Company's annual accounts	**11,820**	*11,280*
Fees payable to the Charity's auditor in respect of:		
All non-audit services not included above	**4,680**	*4,410*

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2024 - £NIL)*.

During the year ended 30 June 2025, no Trustee expenses have been incurred *(2024 - £NIL)*.

14. Debtors

	2025 £	*2024 £*
Due within one year		
Amounts owed by group undertakings	**-**	*400,000*
	-	*400,000*

15. Creditors: Amounts falling due within one year

	2025 £	*2024 £*
Trade creditors	**82,168**	*50,000*
Amounts owed to group undertakings	**2,176**	-
Accruals and deferred income	**340,314**	*329,990*
	424,658	*379,990*

16. Financial instruments

	2025 £	*2024* *£*
Financial assets		
Financial assets measured at cost	**1,947,531**	*1,416,835*

	2025 £	*2024* *£*
Financial liabilities		
Financial liabilities measured at cost	**424,658**	*379,990*

Financial assets measured at cost comprise cash and cash equivalents and amounts owed by group debtors.

Financial liabilities measured at cost comprise trade creditors and accrued expenses.

17. Statement of funds

Statement of funds - current year

	Balance at 1 July 2024 £	Income £	Expenditure £	Balance at 30 June 2025 £
Unrestricted funds				
General Fund	**984,316**	**1,992,388**	**(1,488,332)**	**1,488,372**
Restricted funds				
Cumbria Restricted Fund	**3,033**	**-**	**-**	**3,033**
Women and Manual Trades	**34,063**	**-**	**(12,028)**	**22,035**
Midlands Social Value Fund	**15,433**	**-**	**(6,000)**	**9,433**
	52,529	**-**	**(18,028)**	**34,501**
Total of funds	**1,036,845**	**1,992,388**	**(1,506,360)**	**1,522,873**

Statement of funds - prior year

	Balance at 1 July 2023 £	*Income £*	*Expenditure £*	*Balance at 30 June 2024 £*
Unrestricted funds				
General Fund	*297,441*	*1,557,315*	*(870,440)*	*984,316*
Restricted funds				
Cumbria Restricted Fund	*3,033*	-	-	*3,033*
Women and Manual Trades	*34,563*	-	*(500)*	*34,063*
Midlands Social Value Fund	*15,433*	-	-	*15,433*
	53,029	-	*(500)*	*52,529*
Total of funds	*350,470*	*1,557,315*	*(870,940)*	*1,036,845*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Current assets	1,913,030	34,501	**1,947,531**
Creditors due within one year	(424,658)	-	**(424,658)**
Total	1,488,372	34,501	**1,522,873**

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	*Restricted funds 2024 £*	*Endowment funds 2024 £*	*Total funds 2024 £*
Current assets	-	*52,529*	*1,364,306*	*1,416,835*
Creditors due within one year	-	-	*(379,990)*	*(379,990)*
Total	-	*52,529*	*984,316*	*1,036,845*

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	*2024 £*
Net income for the year (as per Statement of Financial Activities)	**486,028**	*686,375*
Adjustments for:		
Interest received	**(17,388)**	*(50,827)*
Decrease in debtors	**400,000**	*506,958*
Increase/(decrease) in creditors	**44,668**	*(346,135)*
Net cash provided by operating activities	**913,308**	*796,371*

20. Analysis of cash and cash equivalents

	2025	*2024*
	£	*£*
Cash in hand	**1,947,531**	*1,016,835*

21. Analysis of changes in net debt

	At 1 July 2024	Cash flows	At 30 June 2025
	£	£	£
Cash at bank and in hand	**1,016,835**	**930,696**	**1,947,531**

22. Related party transactions

Newground became a related party in 2018 due to the fact that the Re:vision Board member Michael Smith is also a director of that entity.

	2025	*2024*
	£	*£*
Opening balance owed to related party	**(35,000)**	*(41,000)*
Accrual movement during the year	**24,000**	*(1,000)*
Amounts invoiced by related party	**(44,000)**	*(31,000)*
Funds paid to related party	**34,000**	*38,000*
	(21,000)	*(35,000)*

Michael Smith does not participate in the Re:vision Board decision making on the issuing of funding to Newground to prevent any conflict of interest. During the year ended 30 June 2025, £20k was newly committed to Newground (2024: £35k).

Tree of Life became a related party in 2023 due to the fact that the Re:vision Board member Francess Tagoe is also the CEO of that entity. Francess Tagoe resigned from the Re:vision Board on 31 October 2025.

	2025 £	*2024* *£*
Opening balance owed to related party	**(15,000)**	*(10,000)*
Accrual movement during the year	**(1,000)**	*(5,000)*
Amounts invoiced by related party	**(15,000)**	*(19,000)*
Funds Paid to related party	**15,000**	*19,000*
	(16,000)	*(15,000)*

Francess Tagoe did not participate in the Re:vision Board decision making on the issuing of funding to Tree of Life to prevent conflict of interest. During the year ended 30 June 2025, £14k was newly committed to Tree of Life (2024: £25k).

Embassy Village became a related party in 2024 due to the fact that Re:vision Board member Mary Quigg acts as a critical advisor to that entity.

	2025 £	*2024* *£*
Opening balance owed to related party	**-**	*(8,000)*
Accrual movement during the year	**-**	*6,000*
Amounts invoiced by related party	**(16,000)**	*(8,000)*
Funds paid to related party	**16,000**	*10,000*
	-	*-*

Mary Quigg does not participate in the Re:vision Board decision making on the issuing of funding to the Embassy Village to prevent any conflict of interest. During the year ended 30 June 2025, £20k was newly committed to Embasssy Village (2024: £3k).

There were no other related party transactions.

Procure Plus Holdings Limited is a related party to Re:vision North Limited as it is its parent entity. As Re:vision North Limited is a registered charity, it isn't allowed the exemption for groups not to disclose transactions. The transactions that took place between these two entities are shown below:

	2025 £	*2024* *£*
Opening balance owed from related party	**400,000**	*600,000*
Profits and loss transactions between PPH and RV	**1,379,097**	*1,199,057*
Funds paid from PPH to RV	**(2,382,947)**	*(2,049,057)*
Funds paid from RV to PPH	**601,674**	*650,000*
	(2,176)	*400,000*

23. Sole subscriber

The company's sole subscriber is Procure Plus Holdings Limited (Company Number: 05888820). The principal purpose of Procure Plus Holdings Limited is to operate as a consortium of social housing providers for mutual benefit.

24. Company limited by guarantee

The company is incorporated under the Companies Act 2006 and is limited by guarantee.

RE:VISION NORTH LIMITED

England & Wales - Charity number 1156046

Accounts

Registered number: 8820018
Charity number: 1156046

RE:VISION NORTH LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

RE:VISION NORTH LIMITED
(A company limited by guarantee)

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RE:VISION NORTH LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2024

Directors	Francess Tagoe Jonathan Drake (resigned 3 December 2023) Simon Fowler Darren Cormack (resigned 8 November 2023) Michael Smith, Vice Chair Mary Quigg, Chair Claire Schimmer (resigned 18 October 2024) Shuab Gamote (appointed 22 November 2023) Victoria Parr (appointed 1 August 2024)
Company registered number	8820018
Charity registered number	1156046
Registered office	Duckworth House Talbot Road Manchester M32 0FP
Company secretary	K Taylor
Independent auditor	Crowe U.K. LLP 3rd floor St Georges House 56 Peter St Manchester M2 3NQ
Bankers	Royal Bank of Scotland plc Drummond House Redheughs Ave Edinburgh EH12 9JN
Solicitors	Devonshire Solicitors 30 Finsbury Circus, London EC2M 7DT

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2024

Re:vision is the trading name of Re:vision North Limited, which was incorporated as a company limited by guarantee on 18th December 2013 and awarded charitable status on 6th March 2014. The company was established under a Memorandum of Association and is governed under its Articles of Association.

Re:vision North Limited's sole subscriber is Procure Plus Holdings Limited (PPH).

Objectives and Purpose

Re:vision North Limited's (Re:vision) objective is the promotion for the public benefit, of urban or rural regeneration usually, but not always, in recognised areas of social and economic deprivation by all or any of the following means set:

- to relieve unemployment; to advance education, training or retraining, particularly among unemployed people, and provide unemployed people with work experience
- to provide financial assistance, technical assistance or business advice or consultancy in order to provide training and employment opportunities for unemployed people
- in cases of financial or other charitable need through help in setting up their own businesses or to existing business;
- the creation of training and employment opportunities by the provision of workspace, buildings and/or land for use on favourable terms;
- to maintain, improve or provide public amenities and community centres.

The charity benefits unemployed and economically disadvantaged groups of people primarily resident in the North West of England, by creating sustainable employment with training with employers that are committed to the long-term development of their employees.

Re:vision's objective is to benefit individuals distant from the labour market, for whatever reason. This is achieved through equality of opportunity, which in turn provides for a better and more balanced representation in the workforce of the long term unemployed, people in non-traditional gender roles, not in education, employment or training (NEET), people from black and minority ethnic groups, the over 50s, ex-armed forces, ex-offenders and those with a history of homelessness or from the leaving care community.

Re:vision's purpose is met by working closely with employers to ensure that their recruitment and employment practices give training and recruitment opportunities to the beneficiaries that Re:vision seeks to support.

This is achieved by working directly with employers and/or trade organisations to influence and incentivise best practice. It is also achieved by working with community groups, ensuring their engagement with potential employees is of good quality and prepares people effectively for employment.

Re:vision works in partnership with other bodies to help the charity's beneficiaries. In addition, Re:vision supports community-based organisations to be able to secure funding streams. Re:vision also works with training providers to develop suitable courses with the needs of its beneficiaries and employers in mind.

Through its work with employers, training providers and beneficiaries, Re:vision creates bespoke training provision through new and innovative training solutions.

In order to facilitate the recruitment of distant from the labour market candidates, Re:vision ensures that there are connections with, and funds provided to, community groups and their centres, some of which is required for upkeep and maintenance of their operating bases.

Re:vision's role is to support other organisations via grants, training and the sharing of best practice. Re:vision has a contract with service and training providers and employers and ensures that each of these organisations has suitable health and safety policies and practices.

The Trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing Re:vision aims and objectives and in planning its future activities.

Re:vision supports projects that match our charitable objectives and priorities to regenerate communities by providing opportunities for training, work experience and employment. The Trustees consider each bid for funding to ensure that it is clear who will benefit from the identified funds, the role of the charity within that delivery and the expected consequential impact, to ensure that all funds are in pursuance of the charity objectives and deliver public measurable benefit, referred to in our objects.

Re:vision's activities deliver public benefit by reducing the cost to the public purse of those economically inactive and by generally improving the fabric and social cohesion of neighbourhoods, through ensuring equality of opportunity for a more diverse and inclusive workforce, realising social benefits such as reducing crime by rehabilitating ex-offenders, enhancing the skills in the workplace, and supporting volunteering inputs that enhance wellbeing and community cohesion.

Achievements and Performance

In this period of operation Re:vision has produced accounts for the 12 months ending June 2024.

A total of 50 projects were approved which included funding for 31 delivery partners (DPs) that Re:vision had previously worked with and 4 new organisations. The total value of these projects was £611k.

	July 2023 – June 2024	
	Target	Achievement
People into employment	**240**	**270**
% of people from priority group into employment	90	94
% of those employed retained for minimum of six months*	80	92

Priority Group definitions

Priority Group	Description
Ex-offender	Candidates who have a criminal record. This includes spent convictions.
PFEMB	People from ethnic minority backgrounds.
Long term unemployed (6 months plus)	Candidates who have been out of employment for over 6 months, any age.
NEET (16-24) 3 months' plus	Candidates aged 16-24 who have not been in education, employment, or training for over 3 months.
Non-traditional roles (i.e. women into construction)	This is split into 3 main categories; • **Women into construction (trade)** – women going into a trade role i.e. plumbing, electrical, joinery, etc. • **Women into construction (general)** – women going into non-trade roles such as administration or technical apprenticeships but within a construction setting. • **Non-traditional gender into roles** – for example men into care work or nursing and women into engineering roles which do not fall under construction.
Disability	Candidates who identify themselves as having a disability either physical or mental.
50 plus	Candidates aged over 50 years old.
History of homelessness	Candidates who have at some point been homeless. This does not have to be street homeless and can include sofa surfer / of no fixed abode.
In care / care leaver	Candidates who are either currently a "looked after child" i.e. those in the care of their local authority or have been in the past.
Military service leaver	Candidates who have spent time in the armed forces i.e. army, navy, air force, etc.

Activities

Funding for local delivery partners

Re:vision commissions community based organisations to deliver employment outcomes with a focus on the priority groups Re:vision wants to support. These organisations provide employment and skills-related schemes or services, but often provide a broad spectrum of support, not just employability, recognising the breadth of barriers and journey to employment that those most distant from the labour market face.

Re:vision actively searches for organisations that engage with its priority groups. These local employment groups are that are most often located in or serve deprived estates where there is a high proportion of social housing, or serve communities living in those estates. Re:vision makes a payment once an outcome is achieved, but this payment is in recognition of a myriad of support and engagement required to move someone distant from the labour market into employment

As Re:vision works with delivery partners (DPs) operating in some of the most deprived areas. It's support for the services they provide is crucial, even more so as the sector continues to experience cuts to funding. This will continue until we see improvements to the economy when more funding should be made available from local

and national government. Without the funding from Revision these organisations would have needed to significantly reduce the capacity of the services provided and may have had been forced to reduce their staff numbers further.

Re:vision changed its grant payment structure in 2023-2024 as a pilot for 12 months. Delivery partners now receive all of the funding for an employment outcome when the individual enters employment, whereas the payment has previously been split with half received at week 26 of employment. This was welcomed by all DPs and has ensured they are able to continue to retain their service and support local people. Delivery and retention have continued to be of the highest standard and this grant payment structure will continue.

Re:vision construction courses

Re:vision has again commissioned a series of construction courses (Health & Safety Level 1 and CSCS card, Working at heights. Manual Handling course types, COTS, Roofing) in specific areas where funding was unavailable to ensure that candidates needing entry level and specific training could secure employment in construction. This enabled Re:vision to maintain relationships with employers and ensure the DPs continued to access free training for their candidates and remain active and visible within the construction sector until future funded training is secured. The courses have enabled 21 people to secure employment.

Targeted Delivery Pathways and Volunteering

History of Homelessness, Care Experience and candidates facing multiple barriers.

Re:vision has continued its work with DPs who support candidates from the targeted delivery pathways who are most distant from the labour market, with significant barriers to employment and who need more support than some of the other Re:vision priority groups.

Re:vision is now beginning to widen this workstream to support other diverse groups. In particular, it has been focusing on young people that have been excluded from mainstream education and are in greatest danger of becoming NEET. Re:vision has made grant funding available for innovative and meaningful projects which will address some of the challenges and support sustainable and positive change for these individuals. Funded projects will either deliver activities and outcomes directly, or develop capacity to deliver activities.

These projects will be carefully monitored throughout their delivery period and evaluated at the end to ensure that the funding is having the expected impact. Learning from these projects will support our future funding plans.

Women and Manual Trades (WaMT)

Re:vision continues to promote and advocate for women entering the construction sector via the Women and Manual Trades (WaMT) brand, and to work with employers who want to recruit women.

Re:vision encourages DPs to promote the construction sector to the women that they work with by raising awareness of construction training opportunities, recruitment events, and the PPH framework trade positions. Women referred into any of these opportunities, and women approaching directly for support getting into construction, are managed through one point of contact. Through its relationship with its parent organisation, Re:vision has been able to encourage and support contractors to emply women in apprenticeship postions. In the period 2023 to 2024, building trade roles, making up 3.4% of the "on the tools" positions; this is considerably higher than the industry standard (less than 2%).

The success of the WaMT 3:2 project has continued during the year. The initative supports women who have alreadty signed up to either a diploma or T-levels at college to gain paid employment placements for two days each week when not required to attend college. Often women are less successful at gaining employment in the industry compared to their male counterparts and having some work experience alongside their qualification

increases their prospects for finding a job once qualified. This has resulted in an increase of women working within our parent company's framework contractors. Given its success and the positive feedback from participants, we are now exploring ways to expand the initative.

WaMT organised an event in November 2023 in Manchester, aimed at female construction students and other local women wanting to start a career in construction. Those attending were able to meet contracts to fnd out about jobs in the industry, and to hear from tradeswomen role models, and several local college students have been placed via the 3:2 project.

WaMTs' work with HMP Styal has continued to be successful and several women have been able to secure employment following training sessions run at the prison. The work has been brought to the attention of City and Guilds who, through their foundation trust, have invested funding to create a construction hib to enable this work to continue and provide continued training for many more women. WaMT continues to support the project.

Future Plans

Re:vision's plans for the future include:

- Targeted delivery pathways have a significant positive impact on communities by supporting cohesion. Momentum will continue into the next year by expanding this work to other groups with multiple barriers.
- Continuing to look for innovation that will create the greatest impact in communities by exploring opportunities to fund projects in new ways. We will support the most vulnerable in their employability journey and partner with DPs that can deliver these objectives.
- Continuing to fund targeted construction activity, focusing on specific priority groups, engaging with specialist DPs who are supporting these candidates and helping them to place more candidates into work.
- Continuing to expand WaMT's online presence and brand awareness, encouraging more women into manual trades and expanding the model across the Northwest. This will be achieved through working in partnership with our parent company who have a strong employer network to secure placements for women.
- Remaining agile to external factors and feedback, so that sustainable employment opportunities which meet the needs of our communities remain the primary focus of our commissioning activities. For example, where candidates with multiple barriers / caring responsibilities require part-time employment as a stepping stone into full-time work.
- Remaining vigilant in our focus on the impact that the political environment (rising cost of living etc) has on not only the DPs but also those whom they support. Re:vision will ensure that it monitors this impact, and will take steps to respond in any way that is helpful and appropriate.
- Continuing to identify new local delivery partners and exploring different ways of funding, not becoming overly dependent on any specific DP, continuing to expand, engaging and supporting new groups across the UK.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

Structure, governance and management

The directors of the company are also trustees of the charity or the purposes of charity law. During the reporting period to 30 June 2024, they were:

Trustee	Appointed	Resigned
Appointed by the Sole Subscriber Board		
Simon Fowler [1]		
Appointed by the Board of Trustees		
Darren Cormack		8th November 2023
Jonathan Drake		3rd December 2023
Shuab Gamote	22nd November 2023	
Victoria Parr	1st August 2024	
Michael Smith (Vice Chair)		
Frances Tagoe		
Mary Quigg[1] (Chair)		
Claire Schimmer		18th October 2024

1 Director of the Sole Subscriber

Trustee appointments are for a fixed term of no longer than 3 years. If a Trustee has completed 9 years' continuous service on the board of the charity, they shall not be eligible for re-appointment for at least 12 months. Two Trustees have stepped down from the Re:vision Board at the end of a third term of office.

- Darren Cormack on 8th November 2023
- Jonathan Drake on 3rd December 2023

Claire Schimmer stepped down from the Re:vision Board at the end of her second Term of office in October 2024.

As the Sole Subscriber, the Parent Board can appoint or remove Trustees. One of the Trustees is the Chairman of the Parent.

Mary Quigg and Claire Schimmer joined the Re:vision Board following the merger of Women and Manual Trades with Re:vision North on 1st July 2020.

The Trustees have taken responsibility for recruiting the remaining Trustees. Appointments made by the Board of Trustees require the written consent of the sole subscriber. Shuab Gamote was appointed following participation in a 12-month Trustee Development Programme on 22nd November 2023.

To ensure independence from the Sole Subscriber Board, the majority of Trustees are Independent:

- 1st July 2023 to 8th November 2023 there were 7 Trustees of which 5 are independent.
- 9th November 2023 to 21st November 2023 there were 6 Trustees of which 4 are independent
- 22nd November 2023 to 2nd December 2023 there were 7 Trustees of which 5 are independent
- 3rd December 2023 to 31st July 2024 there were 6 Trustees of which 4 are independent
- 1st August 2024 to 17th October 2024 there were 7 Trustees of which 5 are independent
- From 18th October 2024 to present there were 6 Trustees of which 4 were independent.

The Trustees do not receive any remuneration or benefits from the Charity.

The Board meets formally on a quarterly basis to review performance against targets; monitor the financial position and consider bids for approval. The Board meets on a face-to-face basis, but Trustees can join the meeting virtually if necessary.

Certain activities have been delegated to sub-groups of two or more trustees. The Board has established a Grant Making Committee to consider bids for specialist projects that need to be considered outside of the usual Board cycle. The Trustees are also able to delegate activities to the Group Audit Committee and the Group People Committee.

The Board holds an annual strategy day annually each year in November. The Board is participating in a Board Evaluation exercise facilitated by the IOD in 2024.

Declarations of Interest are sought from the Trustees on appointment, at each meeting and on an annual basis.

No offers of gifts or hospitality were received by the Trustees in 2023-2024. The gifts and hospitality register is reviewed annually by the Board.

Re:vision has previously benchmarked itself against the Charity Governance Code from a best practice point of view to inform continuous improvement and found it had broadly applied the recommended practice where it was applicable, some areas for improvement were identified and actions agreed. This exercise will be refreshed in 2024.

Trustee Induction and training

New Trustees joining receive an email with links to key documents held in a SharePoint site such as constitutional documentation, policies and procedures, past minutes and papers and Charity Commission guidance notes. Trustees are also invited to a series of induction meetings to help them understand the organization and their roles and responsibilities as Trustees. Trustees are also encouraged to visit a Local Employment Group to develop an understanding of the organisations that Re:vision funds. Webinars and conferences provided by Crowe are also highlighted and recommended to Trustees as well as the ICAEW training modules.

Board Diversity

The Re:vision Board recognises the value of having a board with a diversity of background and experiences, enhancing board effectiveness by bringing a wider range of knowledge and perspectives. The Board reviews its own make up as part of the succession planning process, when a vacancy arises and at each Board Effectiveness Review so that any search activities can be specifically directed at addressing any identified imbalances.

The Re:vision Board is well balanced on gender, with three female Trustees and three male Trustees. The more traditional business skills are well represented on the Board, but the Board ensures that it reviews this skill mix on a regular basis.

The Board wants to ensure that the needs of those groups that it seeks to support are appropriately represented on its Board. It encourages applications from underrepresented groups on the Board and has a Trustee Development Programme, to provide opportunities to younger people and individuals with lived experience.

Risk Management

The Trustees have established a risk register which the Board reviews at the end of each Board meeting.

The Trustees have given consideration to the major risks to which the Charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

- Lack of work ready candidates in the marketplace –individuals who are unemployed have more complex barriers to work, as such Re:vision has been reviewing its a approach to better support those groups, such as those with a history of homelessness or those leaving care.
- Connection to its Parent company which, although not-for-profit, is a non-charity – Re:vision has clear written agreements in place with its Parent Company which are reviewed at regular intervals, it ensures Re:vision has a separate identity and the majority of Independent Trustees
- Re:vision also makes such there are clear processes for managing potential conflicts of interest.
- Reputational damage - Re:vision has in place rigorous monitoring procedures for all partners, including a process to identify risks and actively supports partners where areas for development are identified.
- Loss of personal data - Re:vision has data sharing agreements in place with partners and provides training for all staff. PPH is Cyber Essentials Certified and its systems are annually tested for improvements to security. A new system for storing personal data will be implemented in 2024 that will improve data security.

The Group system of internal control is based on an ongoing process designed to identify, evaluate and manage any significant risks faced by the organisation. Third party assurance is gained from organisations with specialist expertise. More generally the Group has a strong and open culture and is committed to a process of continuous development and improvement. The internal control system is reviewed on an annual basis and a Statement made to the Audit Committee on its effectiveness

Management

The administration, operational management and delivery of Re:vision's activity have been delegated by the Trustees to PPH, under the terms of an Inter-Group Relationship Agreement and SLA.
The performance of PPH in delivering this service is reviewed annually by the Trustees. A fundamental review of the terms of the agreement including service, performance standards and costs will also take place every 5 years (the first review was undertaken in November 2019 with the new agreement effective from 10th March 2020). The Trustees commissioned an audit to review value for money of the service to inform review of the agreement in 2024.

The Social Value Team within Procure Plus has been delegated authority by the Trustees to approve bids of up to £50k (per organisation, in aggregate in any one financial year) provided the bids meet the Charity's objectives and approval criteria agreed by the Board. All bids approved in this way are reported to the Board at the following meeting. Bids over £50k, including those that take the aggregate per organisations above £50k, are brought to the Trustees for consideration.

Re:vision does not directly employ staff, with all officers being seconded from PPH (the Sole Subscriber).

Financial Performance

The Statement of Financial Activities is set out on page 16 and shows a surplus of £1,036,845 (2023: £350,470) on total income received of £1,537,315 (2023: £300.658).

The sole subscriber, Procure Plus Holdings Limited, remains the company's principal source of funding.

Investment Policy

As it is the intention to spend funds within 12 months of being received, the Charity's policy is to maintain assets in cash or near cash investments, on deposits for periods not exceeding 6 months. Institutions with which deposits are placed should have a short-term rating of at least Moody's P2, or equivalent.

There is no formal investment return target, and the return achieved of £50,827 (2023: £55,655) during the period is considered to be a satisfactory performance.

Reserves policy

The Trustees' policy is not to let Reserves fall below £150,000, to cover contingencies set out in the Risk Register. The policy is subject to annual review. Reserves have increased this year, and the plan is to use these reserves over the next few years to help promote and achieve Re:vision's charitable goals.

The actual level of reserves held at the year-end totalled £1,036,845, of which £984,316 were unrestricted funds and £52,529 restricted.

Trustees' Responsibilities Statement

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with
- preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow trustees/directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a trustee and director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In preparing this report, the trustees, who are also directors of the charitable company, have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Mary Quigg
(Chair of Trustees)
Date: 4/3/25

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED

Opinion

We have audited the financial statements of Re:Vision North Limited (the 'charitable company') for the year ended 30 June 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act 2011 and Taxation legislation.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience, through discussions with management, and from inspections of the Groups board minutes and legal and regulatory correspondence.

We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur, by meeting with management from relevant parts of the business to understand where management considered there was a susceptibility to fraud. We also considered the potential for management to manage earnings and influence the perceptions of the financial statements.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, payroll cost and the override of controls by management.

Audit procedures performed by the engagement team included:

- Evaluation of the design of controls established to address the risks related to material irregularities in the financial statements; Testing manual journal entries, in particular journal entries relating to management estimates and entries determined to be large or relating to non-routine transactions.;
- Evaluation of income recognition policies and any judgements made around income recognition; reviewing the income system for significant deficiencies or susceptibility to fraud;
- Challenging assumptions and judgements made by management in their significant accounting estimates;
- Agreement of the financial statement disclosures to underlying supporting documentation;
- Making enquiries of management;
- Review of minutes of board meetings throughout the period;

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the lesslikely we are to become aware of it.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherant limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion of the provision of international misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditor's 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

V Szulist

V Szulist (Senior statutory auditor)
for and on behalf of
Crowe U.K. LLP
Statutory Auditor
3rd floor
St Georges House
56 Peter St
Manchester
M2 3NQ
Date: 12th March 2025

Crowe U.K. LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

RE:VISION NORTH LIMITED

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Donations and legacies	3	**-**	**1,500,000**	**1,500,000**	*225,000*
Charitable activities	4	**-**	**6,488**	**6,488**	*20,003*
Investments	5	**-**	**50,827**	**50,827**	*55,655*
Total income		**-**	**1,557,315**	**1,557,315**	*300,658*
Expenditure on:					
Charitable activities	7	**500**	**870,440**	**870,940**	*731,149*
Total expenditure		**500**	**870,440**	**870,940**	*731,149*
Net movement in funds		**(500)**	**686,875**	**686,375**	*(430,491)*
Reconciliation of funds:					
Total funds brought forward		**53,029**	**297,441**	**350,470**	*780,961*
Net movement in funds		**(500)**	**686,875**	**686,375**	*(430,491)*
Total funds carried forward		**52,529**	**984,316**	**1,036,845**	*350,470*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 19 to 32 form part of these financial statements.

RE:VISION NORTH LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 8820018

BALANCE SHEET
AS AT 30 JUNE 2024

	Note		2024 £		2023 £
Current assets					
Debtors	14	**400,000**		*906,958*	
Cash at bank and in hand		**1,016,835**		*169,637*	
		1,416,835		*1,076,595*	
Creditors: amounts falling due within one year	15	**(379,990)**		*(726,125)*	
Net current assets			**1,036,845**		*350,470*
Total assets less current liabilities			**1,036,845**		*350,470*
Total net assets			**1,036,845**		*350,470*
Charity funds					
Restricted funds	17		**52,529**		*53,029*
Unrestricted funds	17		**984,316**		*297,441*
Total funds			**1,036,845**		*350,470*

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Mary Quigg
(Chair of Trustees)
Date: 4/3/25.

The notes on pages 19 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024

	2024 £	*2023* *£*
Cash flows from operating activities		
Net cash used in operating activities	**796,371**	*(222,208)*
Cash flows from investing activities		
Interest receivable	**50,827**	*55,655*
Net cash provided by investing activities	**50,827**	**55,655**
Change in cash and cash equivalents in the year	**847,198**	**(166,553)**
Cash and cash equivalents at the beginning of the year	**169,637**	*336,190*
Cash and cash equivalents at the end of the year	**1,016,835**	*169,637*

The notes on pages 19 to 32 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

1. General information

Re:vision North Limited, company number 8820018, is incorporated in England and Wales and limited by guarantee. It is a registered charity, number 1156046. The registered office address is:

Duckworth House
Lancastrian Office Centre
Talbot Road
Manchester M32 0FP

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Re:vision North Limited (Re:vision) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

In the opinion of the Trustees, there are no critical estimates or judgements included in the financial statements.

The Trustees have received confirmation from the sole subscriber Procure Plus Holdings Limited, that it is the current intention that it will continue to provide financial support to finance the charitable company' operations for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

2.2 Going concern

Re:vision is largely funded by companies within the Procure Plus Holdings Group, which operates exclusively in the UK. As a result, the Trustees of Revision do not anticipate any shortfalls in its income below planned levels.

Procure Plus provided £1.5m gift aid support to Re:vision during the period. Procure Plus anticipates it will continue to gift aid significant sums to Re:vision now that the sale of OSCO is completed.

The Trustees consider therefore that the Company can continue to operate as a going concern and the accounts have therefore been prepared on a going concern basis.

2.3 Income

All incoming resources are included in the Statement of Financial Activities when the charitable company has entitlement to the funds, probability of receipt and the amount can be measured with sufficient reliability

Other income is recognised in the period in which it is receivable and, to the extent the goods have been provided or on completion of the service, has entitlement to the income.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT, where applicable.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2. Accounting policies (continued)

2.8 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

3. Income from donations and legacies

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Procure Plus Holdings Limited	1,500,000	**1,500,000**	*200,000*
Reallies Limited	-	**-**	*25,000*
	1,500,000	**1,500,000**	*225,000*
Total 2023	*225,000*	*225,000*	

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from social value activities	6,488	**6,488**	*20,003*
Total 2023	*20,003*	*20,003*	

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Interest receivable	50,827	**50,827**	*55,655*
Total 2023	*55,655*	*55,655*	

6. Analysis of expenditure by expenditure type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Charitable Grants	-	498,400	**498,400**	*405,000*
Other costs	500	356,350	**356,850**	*311,269*
Expenditure on governance	-	15,690	**15,690**	*14,880*
Total 2024	500	870,440	**870,940**	*731,149*
Total 2023	*11,500*	*719,649*	*731,149*	

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £	*Total 2023 £*
Direct costs	500	870,440	**870,940**	*731,149*
Total 2023	*11,500*	*719,649*	*731,149*	

8. Charitable grants

	2024 £	2023 £
Upturn	**54,100**	*18,000*
Inside Connections	**51,000**	*8,000*
Yes Project	**45,000**	*62,000*
Broughton Trust	**45,000**	*34,000*
New Ground	**32,000**	-
Inclusive Training Solutions	**28,000**	-
Power in Partnership	**26,000**	-
Tree of Life	**24,000**	*9,000*
Cheshire Learning Partnership	**24,000**	*8,000*
Youth Fed	**20,000**	-
Jewel	**18,000**	*13,000*
Conwy Employment	**17,000**	*9,000*
Smart Works	**16,000**	-
Barlow Moor	**16,000**	*12,000*
Dovewell Training	**15,100**	-
Volition	**14,000**	*26,000*
L14 Community	**14,000**	*6,000*
North Yorkshire Sport	**10,000**	-
Working Denbighshire	**10,000**	-
B4 Box	**9,000**	*6,000*
We Mind The Gap	**8,000**	*18,000*
Home to Work	**8,000**	*16,000*
Refugees & Mentors	**8,000**	*8,000*
Liverpool in Work	**6,000**	*16,000*
Positive Steps	**6,000**	*8,000*
Salvation Army	**6,000**	*8,000*
Right Resolution	**6,000**	-
Transform Lives	**6,000**	-
Communities for Work	**5,000**	*(2,000)*
Embassy Village	**2,000**	*10,000*
Goodwill	**(800)**	*10,000*
St Lukes	**(1,000)**	-
Wigan Youth Zone	**(3,000)**	*16,000*
Your Own Place	**(4,000)**	*4,000*
St Georges Crypt	**(5,000)**	-
Inspira	**(6,000)**	*(3,000)*
Humankind	**(7,000)**	*16,000*

Manchester Youth Zone	**(8,000)**	*8,000*
LTEN	**(8,000)**	*8,000*
Birchwood Centre	**(8,000)**	*6,000*
Back on Track	**-**	*16,000*
CHIC Midlands	**-**	*11,500*
Bolton at Home	**-**	*10,000*
Calico	**-**	*7,000*
Diverse	**-**	*3,000*
The Message	**-**	*3,000*
Give Get Go	**-**	*(1,000)*
RCS Wales	**-**	*(2,500)*
Total grants made to promote charitable aims	**498,400**	*405,000*

All of these grants had for purpose the relief of unemployment and the provision of training and employment opportunities. Grant commitments are usually made for a period of up to 12 months.

9. Expenditure on governance

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Governance Auditors' remuneration	15,690	**15,690**	*14,880*
Total 2023	*14,880*	*14,880*	

10. Other charitable costs

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Direct charitable costs	308,279	**308,279**	*256,123*
Overhead support	47,367	**47,367**	*54,000*
Other administration costs	1,304	**1,304**	*1,146*
	356,950	**356,950**	*311,269*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

11. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £	*Total funds 2023 £*
Direct costs	308,279	498,400	64,261	**870,940**	*731,149*
Total 2023	*256,123*	*405,000*	*70,026*	*731,149*	

12. Auditor's remuneration

	2024 £	*2023 £*
Fees payable to the Company's auditor for the audit of the Company's annual accounts	**11,280**	*10,680*
Fees payable to the Company's auditor in respect of:		
All non-audit services not included above	**4,410**	*4,200*

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2023 - £NIL)*.

During the year ended 30 June 2024, no Trustee expenses have been incurred *(2023 - £NIL)*.

14. Debtors

	2024 £	*2023 £*
Due within one year		
Trade debtors	**-**	*6,958*
Amounts owed by group undertakings	**400,000**	*900,000*
	400,000	*906,958*

15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**50,000**	*15,000*
Amounts owed to group undertakings	**-**	*300,000*
Other creditors	**-**	*745*
Accruals and deferred income	**329,990**	*410,380*
	379,990	*726,125*

16. Financial instruments

	2024 £	2023 £
Financial assets		
Financial assets measured at cost	**1,416,835**	*1,076,595*

	2024 £	2023 £
Financial liabilities		
Financial liabilities measured at cost	**379,990**	*725,380*

Financial assets measured at cost comprise cash and cash equivalents, trade debtors and amounts owed by group debtors.

Financial liabilities measured at cost comprise trade creditors, accrued expenses and amounts owing to group creditors.

17. Statement of funds

Statement of funds - current year

	Balance at 1 July 2023 £	Income £	Expenditure £	Balance at 30 June 2024 £
Unrestricted funds				
General Fund	**297,441**	**1,557,315**	**(870,440)**	**984,316**
Restricted funds				
Cumbria Restricted Fund	**3,033**	**-**	**-**	**3,033**
Women and Manual Trades	**34,563**	**-**	**(500)**	**34,063**
Midlands Social Value Fund	**15,433**	**-**	**-**	**15,433**
	53,029	**-**	**(500)**	**52,529**
Total of funds	**350,470**	**1,557,315**	**(870,940)**	**1,036,845**

Statement of funds - prior year

	Balance at 1 July 2022 £	*Income* £	*Expenditure* £	*Balance at 30 June 2023* £
Unrestricted funds				
General Fund	*716,432*	*300,658*	*(719,649)*	*297,441*
Restricted funds				
Cumbria Restricted Fund	*3,033*	-	-	*3,033*
Women and Manual Trades	*34,563*	-	-	*34,563*
Midlands Social Value Fund	*26,933*	-	*(11,500)*	*15,433*
	64,529	-	*(11,500)*	*53,029*
Total of funds	*780,961*	*300,658*	*(731,149)*	*350,470*

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	52,529	1,364,306	**1,416,835**
Creditors due within one year	-	(379,990)	**(379,990)**
Total	52,529	984,316	**1,036,845**

Analysis of net assets between funds - prior period

	Restricted funds 2023 £	*Unrestricted funds 2023 £*	*Total funds 2023 £*
Current assets	*53,029*	*1,023,566*	*1,076,595*
Creditors due within one year	-	*(726,125)*	*(726,125)*
Total	*53,029*	*297,441*	*350,470*

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	*2023 £*
Net income/expenditure for the period (as per Statement of Financial Activities)	**686,375**	*(430,491)*
Adjustments for:		
Interest received	**(50,827)**	*(55,655)*
Decrease in debtors	**506,958**	*95,135*
Increase/(decrease) in creditors	**(346,135)**	*168,803*
Net cash provided by/(used in) operating activities	**796,371**	*(222,208)*

20. Analysis of cash and cash equivalents

	2024	*2023*
	£	*£*
Cash in hand	**1,016,835**	*169,637*

21. Analysis of changes in net debt

	At 1 July 2023	Cash flows	At 30 June 2024
	£	£	£
Cash at bank and in hand	**169,637**	**847,198**	**1,016,835**

22. Related party transactions

Newground CIC became a related party in 2018 due to the fact that the Re:vision Board member Michael Smith is also the managing director of that entity.

	2024	*2023*
	£	*£*
Opening balance owed to related party	**(41,000)**	*(101,000)*
Accrual movement during the year	**(1,000)**	*65,000*
Amounts invoiced by related party	**(31,000)**	*(65,000)*
Funds Paid to related party	**38,000**	*60,000*
	(35,000)	*(41,000)*

Michael Smith does not participate in the Re:vision Board decision making on the issuing of funding to Newground CIC to prevent any conflict of interest. During the year ended 30 June 2024, £35k was newly committed to Newground CIC (2023: £48k).

Tree of Life became a related party in 2023 due to the fact that the Re:vision Board member Francess Tagoe is also the CEO of that entity.

	2024 £	2023 £
Opening balance owed to related party	**(10,000)**	*(2,000)*
Accrual movement during the year	**(5,000)**	*(8,000)*
Amounts invoiced by related party	**(19,000)**	*(1,000)*
Funds Paid to related party	**19,000**	*1,000*
	(15,000)	*(10,000)*

Francess Tagoe does not participate in the Re:vision Board decision making on the issuing of funding to Tree of Life to prevent conflict of interest. During the year ended 30 June 2024, £25k was newly committed to Tree of life (2023: £10k).

Embassy Village became a related party in 2024 due to the fact that Re:vision Board member Mary Quigg acts as a critical advisor to that entity.

	2024 £
Opening balance owed to related party	**(8,000)**
Accrual movement during the year	**6,000**
Amounts invoiced by related party	**(8,000)**
Funds paid to related party	**10,000**
	-

Mary Quigg does not participate in the Re:vision Board decision making on the issuing of funding to the Embassy Village to prevent any conflict of interest. During the year ended 30 June 2024, £3k was newly committed to Embasssy Village (2023: £10k).

There were no other related party transactions.

23. Sole subscriber

The company's sole subscriber is Procure Plus Holdings Limited (Company Number: 05888820). The principal purpose of Procure Plus Holdings Limited is to operate as a consortium of social housing providers for mutual benefit.

24. Company limited by guarantee

The company is incorporated under the Companies Act 2006 and is limited by guarantee.

RE:VISION NORTH LIMITED

England & Wales - Charity number 1156046

Accounts

Registered number: 8820018
Charity number: 1156046

RE:VISION NORTH LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

RE:VISION NORTH LIMITED
(A company limited by guarantee)

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RE:VISION NORTH LIMITED
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2023

Trustees	Paul Webb, Chair (Resigned 30 September 2022) Francess Tagoe (Appointed 13 April 2023) Michael Brown CBE DL (Resigned 1 May 2023) Jonathan Drake (Resigned 3 December 2023) Simon Fowler (Appointed 2 May 2023) Darren Cormack (Resigned 8 November 2023) Michael Smith, Vice Chair Mary Quigg, Chair Claire Schimmer Shuab Gamote (appointed 22 November 2023)
Company registered number	8820018
Charity registered number	1156046
Registered office	Duckworth House Talbot Road Manchester M32 0FP
Company secretary	K Taylor
Independent auditor	Crowe U.K. LLP 3rd floor The Lexicon Mount Street Manchester M2 5NT
Bankers	Royal Bank of Scotland plc Drummond House Redheughs Ave Edinburgh EH12 9JN
Solicitors	Devonshire Solicitors 30 Finsbury Circus, London EC2M 7DT

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2023

Re:vision is the trading name of Re:vision North Limited, which was incorporated as a company limited by guarantee on 18th December 2013 and awarded charitable status on 6th March 2014. The company was established under a Memorandum of Association and is governed under its Articles of Association.

Re:vision North Limited's sole subscriber is Procure Plus Holdings Limited (PPH).

Objectives and Purpose

Re:vision North Limited's (Re:vision) objective is the promotion for the public benefit, of urban or rural regeneration usually, but not always, in recognised areas of social and economic deprivation by all or any of the following means set:

- to relieve unemployment; to advance education, training or retraining, particularly among unemployed people, and provide unemployed people with work experience;
- to provide financial assistance, technical assistance or business advice or consultancy in order to provide training and employment opportunities for unemployed people
- in cases of financial or other charitable need through help in setting up their own businesses or to existing business;
- the creation of training and employment opportunities by the provision of workspace, buildings and/or land for use on favourable terms;
- to maintain, improve or provide public amenities and community centres.

The charity benefits unemployed and economically disadvantaged groups of people primarily resident in the North West of England, by creating sustainable employment with training with employers that are committed to the long-term development of their employees.

Re:vision's objective is to benefit individuals distant from the labour market, for whatever reason. This is achieved through equality of opportunity, which in turn provides for a better and more balanced representation in the workforce of the long term unemployed, people in non-traditional gender roles, NEETs, people from ethnic minority backgrounds, the over 50s, ex-armed forces, ex-offenders and those with a history of homelessness or from the leaving care community.

Re:vision's purpose is met by working closely with employers to ensure that their recruitment and employment practices give training and recruitment opportunities to the beneficiaries that Re:vision seeks to support.

This is achieved by working directly with employers and/or trade organisations to influence and incentivise best practice. It is also achieved by working with community groups, ensuring their engagement with potential employees is of good quality and prepares people effectively for employment.

Re:vision works in partnership with other bodies to help the charity's beneficiaries. In addition, Re:vision supports community-based organisations to be able to secure funding streams. Re:vision also works with training providers to develop suitable courses with the needs of its beneficiaries and employers in mind.

Through its work with employers, training providers and beneficiaries, Re:vision creates bespoke training provision through new and innovative training solutions.

In order to facilitate the recruitment of distant from the labour market candidates Re:vision ensures that there are connections with, and funds provided to, community groups and their centres, some of which is required for upkeep and maintenance of their operating bases.

Re:vision's role is to support other organisations via grants, training and the sharing of best practice. Re:vision has a contract with service and training providers and employers and ensures that each of these organisations has suitable health and safety policies and practices.

The Trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing Re:vision aims and objectives and in planning its future activities.

The Trustees consider each bid for funding to ensure that it is clear who will benefit from the identified funds, the role of the charity within that delivery and the expected consequential impact, to ensure that all funds are in pursuance of the charity objectives and deliver public measurable benefit, referred to in our objects.

Re:vision's activities deliver public benefit by reducing the cost to the public purse of those economically inactive and by generally improving the fabric and social cohesion of neighbourhoods, through ensuring equality of opportunity for a more diverse and inclusive workforce, realising social benefits such as reducing crime by rehabilitating ex-offenders, enhancing the skills in the workplace, and supporting volunteering inputs that enhance wellbeing and community cohesion.

Achievements and Performance

In this period of operation Re:vision has produced accounts for the 12 months ending June 2023.

A total of 47 projects were approved which included funding for 23 delivery partners that Re:vision had previously worked with and 10 new delivery partners. The total value of these projects was £483,000.

Activities
The key activities within financial year July 2022 - June 2023.

	June 2022 – July 2023	
	Target	Achievement
People into employment	248	320
% of people from priority group into employment	90%	96%
% of those employed retained for minimum of six months	80%	86%

A total of 320 people have been supported into employment as a result of Re:vision's activity in this reporting period. The support provided is both financial and practical which includes capacity building.

*Priority Group Definitions

Priority Group	Description
Ex-offender	Candidates who have a criminal record. This includes spent convictions.
PFEMB	People from ethnic minority backgrounds.
Long term unemployed (6 months plus)	Candidates who have been out of employment for over 6 months, any age.
NEET (16-24) 3 months' plus	Candidates aged 16-24 who have not been in education, employment, or training for over 3 months.
Non-traditional roles (i.e. women into construction)	This is split into 3 main categories; • **Women into construction (trade)** – women going into a trade role i.e. plumbing, electrical, joinery, etc. • **Women into construction (general)** – women going into non-trade roles such as administration or technical apprenticeships but within a construction setting. • **Non-traditional gender into roles** – for example men into care work or nursing and women into engineering roles which do not fall under construction.
Disability	Candidates who identify themselves as having a disability either physical or mental.
50 plus	Candidates aged over 50 years old.
History of homelessness	Candidates who have at some point been homeless. This does not have to be street homeless and can include sofa surfer / of no fixed abode.
In care / care leaver	Candidates who are either currently a "looked after child" i.e. those in the care of their local authority or have been in the past.
Military service leaver	Candidates who have spent time in the armed forces i.e. army, navy, air force, etc.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2023

Activities

Funding for Delivery Partners

Many of the Delivery Partners have reported a greater reliance on Re:vision funding, following a reduction of income from other funders including local authorities, other government bodies and grant giving organisations due to these organisations having to spread their own funds wider. This is impacting the capacity of the services provided with some Delivery Partners having to reduce their staff numbers and resource centres to keep core services operational. There organisations operate in some of the most deprived and diverse areas and support for their service is crucial to Re:vision activity.

To better support Delivery Partners in their response to the cost-of-living crisis going forward, during the year the Re:vision Board authorised a change to the grant payment structure as a pilot for 12 months to commence on the 1st of July 2023, so that delivery partners that have demonstrated excellent performance in employment retention, receive all of the funding for an employment outcome when the individual enters employment, whereas the payment has previously been split with half received at week 26 of employment.

Re:vision construction courses

In this reporting period Re:vision commissioned a series of construction courses (Health & Safety Level 1 and CSCS card, Working at heights. Manual Handling course types, COTS, Roofing) in specific Greater Manchester areas where funding was unavailable to ensure that candidates needing entry level and specific training could secure employment in construction. This enabled Re:vision to maintain relationships with employers and ensure the Delivery Partners continued to access free training for their candidates and remain active and visible within the construction sector until future funded training is secured. Five training providers delivered a range of training and 21 candidates have been supported into work with 12 employers.

Targeted Delivery Pathways

History of Homelessness and Care Leavers

Re:vision has continued its work with Delivery Partners who support candidates from the targeted delivery pathways. These candidates are the most distant from the labour market, with significant barriers to employment and need more support than some of the other Re:vision priority groups. In this period Re:vision has worked with Embassy Village and Back on Track who work with candidates that are currently or have a history of homelessness and Wigan Youth Zone and Newground who are working with care leavers. We have seen positive results from all these Delivery Partners and received numerous cases studies that testify to the quality of the service they provide.

Working with these specialist Delivery Partners provided Re:vision with valuable intelligence, We have been told that these client groups are at risk of disengaging if they are forced to focus on full-time roles. The Trustees agreed to reduce the number of contracted hours needed per employment outcome from 30+ hours to 16+ hours for these client groups. This was in recognition that this intermediate stage can be necessary to ultimately progress into full time work. Re:vision monitors these outcomes closely to ensure the quality aspect of this proposal is not diminished and the Delivery Partners are required to provide additional in-work support throughout the claimed employment period. This guarantees that the candidates continue to get the support they need, and at some point, in the future, may be ready to move into full-time employment, although this may be after the 6-month point.

	June 2022 – July 2023	
	Number of Outcomes Delivered	Number of Part-Time
Care Leavers	9	1
History of Homelessness	18	4

Volunteering

Re:vision's close working relationship with organisations supporting these targeted groups continues to influence and shape our commissioning. After the Trustees received a presentation from Back on Track about the importance of volunteering as part of their candidate journey, providing work experience for those who are not yet ready to undertake paid employment and improving their wellbeing. Re:vision trustees agreed to fund a 12 month pilot for volunteering with these targeted groups. The pilot will support 20 volunteering opportunities across four specialist organisations Re:vision is currently working with. The outcomes so far are promising and the Trustees will review the pilot with a view to the potential to support more of these outcomes in the future.

	June 2022 – July 2023		
	Commissioned	Delivered	Remaining
Back on Track	7	3	4
Embassy Village	3	3	0
Newground	4	4	0
Awaiting Commissioning Embay Village	6	0	6
Totals	20	10	10

Women and Manual Trades (WaMT)

Re:vision has continued to promote and advocate for women entering the construction sector via the Women and Manual Trades (WaMT) brand.

Re:vision encourages Delivery Partners to promote the construction sector to the women that they work with by raising awareness of construction training opportunities, recruitment events, and the PPH framework trade positions. Women being referred into any of these opportunities, and women approaching directly for support getting into construction, are managed through one point of contact.

Through its relationship with its Parent organisation, Re:vision has been able to access contractors to encourage and support them to employ women in apprenticeship positions. In the period 2022 to 2023, 19 women started employment with these contractors (equating to 31%). Three of these women went into building trade roles, making up 5% of the "on the tools" positions; this is considerably higher than the industry standard (less than 2%).

The WaMT 3:2 model helps women who have already signed up to either diploma or T-levels at college to engage primarily with (although not exclusively) framework contractors. They will gain paid employment placements during the 2 days each week they are not required to attend college. The aim is that they move into apprenticeships after their college course is complete. We plan to extend the 3:2 model across more colleges, and it will be promoted by a previous beneficiary and their employer at a planned WaMT event.

WaMT has also been working in partnership HMP Styal supporting their 'Have a go' Event and In2Construction Course 7 women had completed the course, 2 have found employment in the construction sector and 3 others will be supported into employment on release.

Future Plans

Re:vision will evaluate the targeted delivery pathways for care leavers and candidates with a history of homelessness and the volunteering pilot. Learning from these pilots will allow it to continue to support these most economically disadvantaged groups of people. The result of targeting our effort in this way has a positive impact on the communities and supports community cohesion.

Re:vision will continue to fund targeted construction activity to focus on specific priority groups, engaging with specialist Delivery Partners who are supporting these candidates, with a view to then supporting these candidates into work.

Re:vision intends to continue to expand WAMT's online presence and brand awareness, to encourage more women into manual trades . Throughout 2023-2024 we will continue with our targeted campaigns aiming to attract more followers to the WaMT Facebook page and new website. Re:vision has set a target of 10,000 followers to the Facebook page. WaMT will continue to develop virtual networks to strengthen and grow.

The WaMT 3:2 model is to be rolled out to all Greater Manchester colleges and we will start to consider expanding the model in other areas where we have a strong employer network. Re:vision plans to hold a WaMT recruitment event in Manchester and following evaluation there may be further events in other areas.

Re:vision plans to remain agile to external factors to ensure that sustainable employment opportunities remain its primary focus. Partly in response to the cost-of-living crisis from 1st of July Re:vision will pilot the payment of grant funding for day-1 outcomes, we will ensure the retention remains high through close monitoring and audit.

Re:vision will also remain vigilant in its focus on the impact that the political environment (rising cost of living etc) has on not only the Delivery Partners but also those whom they support. Re:vision will ensure that it monitors this impact, and will take steps to respond in any way that is helpful and appropriate.

Re:vision will also continue to identify new local employment groups, so it does not become overly dependent on any specific Delivery Partners, continuing to expand, engaging and supporting new groups across the UK.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2023

Structure, governance and management

The directors of the company are also trustees of the charity or the purposes of charity law. During the reporting period to 30 June 2023, they were:

Trustee	Appointed	Resigned
Appointed by the Sole Subscriber Board		
Michael Brown CBE DL		1st May 2023
Simon Fowler	2nd May 2023	
Appointed by the Board of Trustees		
Paul Webb (Chair)		30th September 2022
Darren Cormack		8th November 2023
Jonathan Drake		3rd December 2023
Michael Smith (Vice Chair)		
Francess Tagoe	13th April 2023	
Mary Quigg (Chair from 1st October 2022)		
Claire Schimmer		

Paul Webb resigned from his position as Chair on 30th September 2022 and Mary Quigg was appointed as Chair from 1st October 2022.

Trustee appointments are for a fixed term of no longer than 3 years. If a Trustee has completed 9 years' continuous service on the board of the charity, they shall not be eligible for re-appointment for at least 12 months. Three Trustees have stepped down from the Re:vision Board at the end of a third term of office.

- Michael Brown on 1st May 2023
- Darren Cormack on 8th November 2023
- Jonathan Drake on 3rd December 2023

As the Sole Subscriber, the Parent Board can appoint or remove Trustees. One of the Trustees is the Chairman of the Parent. The Parent Board appointed Simon Fowler to replace Michael Brown.

Mary Quigg and Claire Schimmer joined the Re:vision Board following the merger of Women and Manual Trades with Re:vision North on 1st July 2020.

The Trustees have taken responsibility for recruiting the remaining Trustees. Appointments made by the Board of Trustees require the written consent of the sole subscriber. Fran Tagoe was appointed as a Trustee following a recruitment exercise to fill a vacancy on the Board. Shuab Gamote was appointed following participation in a 12-month Trustee Development Programme.

To ensure independence from the Sole Subscriber Board, the majority of Trustees are Independent. From 1st July 2022 to 22nd September 2022 there were 7 Trustees of which 4 are independent. From 22nd September 2022 to the end of the reporting period there were 6 Trustees of which 4 were independent. There were 7 trustees of which 5 were independent from 22nd November 2023 to the 3rd of December 2023. There are currently 6 Trustees of which 4 are independent.

The Trustees do not receive any remuneration or benefits from the Charity.

The Board meets formally on a quarterly basis to review performance against targets; monitor the financial position and consider bids for approval. In the reporting year, the Board has held some of its meetings at the premises of Local Employment Groups. These meetings have included a presentation to ensure the Trustees had a good understanding of what the funding is used for. The Board meets on a face-to-face basis, but Trustees can join the meeting virtually if necessary. Following a Board Effectiveness review, the Board decided to increase the number of meetings to four per year.

Certain activities have been delegated to sub-groups of two or more trustees. The Trustees are also able to delegate activities to the Group Audit Committee and the Group People Committee.

The Board undertakes individual appraisals for directors every two years and holds an annual strategy day. An internal Board Evaluation exercise is took place in 2022.

Declarations of Interest are sought from the Trustees on appointment, at each meeting and on an annual basis. The Board reviewed and updated its policy on declaring interests in 2023.

No offers of gifts or hospitality were received by the Trustees in 2022-2023. The gifts and hospitality register is reviewed annually by the Board. The Board reviewed its policy on declaring and managing conflicts of interest and has made changes to provide greater clarity.

Re:vision has previously benchmarked itself against the Charity Governance Code from a best practice point of view to inform continuous improvement and found it had broadly applied the recommended practice where it was applicable, some areas for improvement were identified and actions agreed. This exercise will be refreshed in 2024.

Trustee Induction and training

New Trustees joining receive an induction pack which includes constitutional documentation, policies and procedures, past minutes and papers and Charity Commission guidance notes. Trustees are also invited to a series of induction meetings to help them understand the organization and their roles and responsibilities as Trustees. Trustees are also encouraged to visit a Local Employment Group to develop an understanding of the organizations that Re:vision funds. Webinars provided by Crowe are also highlighted and recommended to Trustees.

Board Diversity

The Re:vision Board recognises the value of having a board with a diversity of background and experiences, enhancing board effectiveness by bringing a wider range of knowledge and perspectives. The Board reviews its own make up as part of the succession planning process, when a vacancy arises and at each Board Effectiveness Review so that any search activities can be specifically directed at addressing any identified imbalances.

The Re:vision Board is well balanced on gender, with three female Trustees and three male Trustees. The more traditional business skills are well represented on the Board, but the Board ensures that it reviews this skill mix on a regular basis.

The Board wants to ensure that the needs of those groups that it seeks to support are appropriately represented on its Borad. It encourages applications from underrepresented groups on the Board and has established a Trustee Development Programme, to provide opportunities to younger people and individuals with lived experience.

Risk Management

The Trustees have established a risk register which the Board reviews at the end of each Board meeting.

The Trustees have given consideration to the major risks to which the Charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

- Lack of work ready candidates in the marketplace –individuals who are unemployed have more complex barriers to work, as such Re:vision has been reviewing its a approach to better support those groups, such as those with a history of homelessness or those leaving care.
- Connection to its Parent company which, although not-for-profit, is a non-charity – Re:vision's has clear written agreements in place with its Parent Company which are reviewed at regular intervals, it ensures Re:vision has a separate identity and the majority of Independent Trustees
- Re:vision also makes such there are clear processes for managing potential conflicts of interest.
- As Re:vision expands its geographical reach it is beginning to work with an increasing number of Delivery Partners that it is less familiar with and there is a risk that the quality of service and the experience of candidates with not be the same. In order to mitigate this risk, Re:vision intends to seek feedback from candidates during the retention period as an additional quality assurance check.
- Reputational damage - Re:vision has in place rigorous monitoring procedures for all partners, including a process to identify risks and actively supports partners where areas for development are identified.
- Loss of personal data - Re:vision has data sharing agreements in place with partners and provides training for all staff. PPH is Cyber Essentials Certified and its systems are annually tested for improvements to security. A new system for storing personal data will be implemented in 2024 that will improve data security.

Management

The administration, operational management and delivery of Re:vision's activity have been delegated by the Trustees to PPH, under the terms of an Inter-Group Relationship Agreement and SLA.

The performance of PPH in delivering this service is reviewed annually in the Trustees. A fundamental review of the terms of the agreement including service, performance standards and costs will also take place every 5 years (the first review was undertaken in November 2019 with the new agreement effective from 10th March 2020). The Trustees plan to undertake a review of the agreement again in 2024.

The Social Value Team within Procure Plus has been delegated authority by the Trustees to approve bids of up to £50k (per organisation, in aggregate in any one financial year) provided the bids meet the Charity's objectives and approval criteria agreed by the Board. All bids approved in this way are reported to the Board at the following meeting. Bids over £50k, including those that take the aggregate per organisations above £50k, are brought to the Trustees for consideration.

Re:vision does not directly employ staff, with all officers being seconded from PPH (the Sole Subscriber).

Financial Performance

The Statement of Financial Activities is set out on page 17 and shows a deficit of £430,491 (2022: deficit of £659,418) on total income received of £300,658 (2022: £142,230).

The sole subscriber, Procure Plus Holdings Limited, remains the company's principal source of funding.

Investment Policy

As it is the intention to spend funds within 12 months of being received, the Charity's policy is to maintain assets in cash or near cash investments, on deposits for periods not exceeding 6 months. Institutions with which deposits are placed should have a short-term rating of at least Moody's P2, or equivalent.

There is no formal investment return target, and the return achieved of £55,655 (2022: £29,330) during the period is considered to be a satisfactory performance.

Reserves policy

The Trustees' policy is not to let Reserves fall below £50k, to cover contingencies set out in the Risk Register. The policy is subject to annual review.

The actual level of reserves held at the year end totalled £350,470, of which £297,441 were unrestricted funds and £53,029 were restricted.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2023

Trustees' Responsibilities Statement

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with
- preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow trustees/directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a trustee and director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In preparing this report, the trustees, who are also directors of the charitable company, have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Mary Quigg

Date: 7/3/24

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED

Opinion

We have audited the financial statements of Re:Vision North Limited (the 'charitable company') for the year ended 30 June 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act 2011 and Taxation legislation.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience, through discussions with management, and from inspections of the Groups board minutes and legal and regulatory correspondence.

We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur, by meeting with management from relevant parts of the business to understand where management considered there was a susceptibility to fraud. We also considered the potential for management to manage earnings and influence the perceptions of the financial statements.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, payroll cost and the override of controls by management.

Audit procedures performed by the engagement team included:

- Evaluation of the design of controls established to address the risks related to material irregularities in the financial statements; Testing manual journal entries, in particular journal entries relating to management estimates and entries determined to be large or relating to non-routine transactions.;
- Evaluation of income recognition policies and any judgements made around income recognition; reviewing the income system for significant deficiencies or susceptibility to fraud;
- Challenging assumptions and judgements made by management in their significant accounting estimates;
- Agreement of the financial statement disclosures to underlying supporting documentation;
- Making enquiries of management;
- Review of minutes of board meetings throughout the period;

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the lesslikely we are to become aware of it.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherant limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion of the provision of international misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditor's 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

V Szulist

V Szulist (Senior statutory auditor)
for and on behalf of
Crowe U.K. LLP
Statutory Auditor
3rd floor
The Lexicon
Mount Street
Manchester
M2 5NT

Date: 20th March 2024

Crowe U.K. LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Income from:					
Donations and legacies	3	-	**225,000**	**225,000**	*100,000*
Charitable activities	4	-	**20,003**	**20,003**	*12,900*
Investments	5	-	**55,655**	**55,655**	*29,330*
Total income		-	**300,658**	**300,658**	*142,230*
Expenditure on:					
Charitable activities	7	**11,500**	**719,649**	**731,149**	*801,648*
Total expenditure		**11,500**	**719,649**	**731,149**	*801,648*
Net movement in funds		**(11,500)**	**(418,991)**	**(430,491)**	*(659,418)*
Reconciliation of funds:					
Total funds brought forward		**64,529**	**716,432**	**780,961**	*1,440,379*
Net movement in funds		**(11,500)**	**(418,991)**	**(430,491)**	*(659,418)*
Total funds carried forward		**53,029**	**297,441**	**350,470**	*780,961*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 20 to 32 form part of these financial statements.

RE:VISION NORTH LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 8820018

BALANCE SHEET
AS AT 30 JUNE 2023

	Note		2023 £		2022 £
Current assets					
Debtors	14	**906,958**		*1,002,093*	
Cash at bank and in hand		**169,637**		*336,190*	
		1,076,595		*1,338,283*	
Creditors: amounts falling due within one year	15	**(726,125)**		*(557,322)*	
Net current assets			**350,470**		*780,961*
Total assets less current liabilities			**350,470**		*780,961*
Total net assets			**350,470**		*780,961*
Charity funds					
Restricted funds	17		**53,029**		*64,529*
Unrestricted funds	17		**297,441**		*716,432*
Total funds			**350,470**		*780,961*

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Mary Quigg

Date: 21/3/24

The notes on pages 20 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	2023 £	*2022* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(222,208)**	*(739,926)*
Cash flows from investing activities		
Interest receivable	**55,655**	*29,330*
Net cash provided by investing activities	**55,655**	**29,330**
Change in cash and cash equivalents in the year	**(166,553)**	**(710,596)**
Cash and cash equivalents at the beginning of the year	**336,190**	*1,046,786*
Cash and cash equivalents at the end of the year	**169,637**	*336,190*

The notes on pages 20 to 32 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

1. General information

Re:vision North Limited, company number 8820018, is incorporated in England and Wales and limited by guarantee. It is a registered charity, number 1156046. The registered office address is:

Duckworth House
Lancastrian Office Centre
Talbot Road
Manchester M32 0FP

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Re:vision North Limited (Re:vision) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

In the opinion of the Trustees, there are no critical estimates or judgements included in the financial statements.

The Trustees have received confirmation from the sole subscriber Procure Plus Holdings Limited, that it is the current intention that it will continue to provide financial support to finance the charitable company' operations for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

2.2 Going concern

Re:vision is largely funded by companies within the Procure Plus Holdings Group, which operates exclusively in the UK. As a result, the Trustees of Revision do not anticipate any shortfalls in its income below planned levels.

Procure Plus did provide £225k gift aid support to Re:vision during the period. Procure Plus had significantly overfunded Re:vision in previous periods with over £3.7m provided in the previous five financial periods. Procure Plus expects to gift aid significant sums to Re:vision again now that the sale of OSCO is completed. Re:vision was still able to broker 320 quality jobs for individuals defined by various measures as being distant from the workplace from funds provided by Procure Plus.

The Trustees consider therefore that the Company can continue to operate as a going concern and the accounts have therefore been prepared on a going concern basis.

2. Accounting policies (continued)

2.3 Income

All incoming resources are included in the Statement of Financial Activities when the charitable company has entitlement to the funds, probability of receipt and the amount can be measured with sufficient reliability

Other income is recognised in the period in which it is receivable and, to the extent the goods have been provided or on completion of the service, has entitlement to the income.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.8 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

3. Income from donations and legacies

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Procure Plus Holdings Limited	200,000	**200,000**	-
Reallies Limited	25,000	**25,000**	*100,000*
	225,000	**225,000**	*100,000*
Total 2022	*100,000*	*100,000*	

4. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Income from social value activities	20,003	**20,003**	*12,900*
Total 2022	*12,900*	*12,900*	

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Interest receivable	55,655	**55,655**	*29,330*
Total 2022	*29,330*	*29,330*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

6. Analysis of expenditure by expenditure type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Charitable Grants	11,500	393,500	**405,000**	*451,500*
Other costs	-	311,269	**311,269**	*338,598*
Expenditure on governance	-	14,880	**14,880**	*11,550*
Total 2023	11,500	719,649	**731,149**	*801,648*
Total 2022	*35,511*	*766,137*	*801,648*	

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £	*Total 2022 £*
Direct costs	11,500	719,649	**731,149**	*801,648*
Total 2022	*35,511*	*766,137*	*801,648*	

8. Charitable grants

	2023 £	2022 £
Yes Project	**62,000**	*43,000*
Broughton Trust	**34,000**	*27,000*
Volition	**26,000**	*12,000*
We Mind The Gap	**18,000**	*28,000*
Upturn	**18,000**	*13,800*
Wigan Youth Zone	**16,000**	*10,000*
Liverpool in Work	**16,000**	*10,000*
Humankind	**16,000**	*6,000*
Home to Work	**16,000**	-
Back on Track	**16,000**	-
Jewel	**13,000**	*8,000*
Barlow Moor	**12,000**	-
CHIC Midlands	**11,500**	*27,700*
Bolton at Home	**10,000**	-
Embassy Village	**10,000**	-
Goodwill	**10,000**	-
Conwy Employment	**9,000**	*6,000*
Tree of Life	**9,000**	-
Inside Connections	**8,000**	*40,000*
Salvation Army	**8,000**	*23,000*
Cheshire Learning Partnership	**8,000**	*10,000*
Manchester Youth Zone	**8,000**	-
Refugees & Mentors	**8,000**	-
LTEN	**8,000**	-
Positive Steps	**8,000**	-
Calico	**7,000**	*7,000*
L14 Community	**6,000**	*10,000*
Birchwood Centre	**6,000**	*6,000*
B4 Box	**6,000**	-
Your Own Place	**4,000**	*6,000*
Diverse	**3,000**	*8,000*
The Message	**3,000**	*4,000*
Give Get Go	**(1,000)**	-
Communities for Work	**(2,000)**	*12,000*
RCS Wales	**(2,500)**	-
Inspira	**(3,000)**	*38,000*
New Ground	**-**	*76,000*

St Lukes	-	*8,000*
Spear Clapham Junction	-	*8,000*
Transform Lives	-	*6,000*
St Georges Crypt	-	*4,000*
Working Denbighshire	-	*(2,000)*
Street League	-	*(2,000)*
Building Heroes	-	*(2,000)*
Total grants made to promote charitable aims	**405,000**	*451,500*

All of these grants had for purpose the relief of unemployment and the provision of training and employment opportunities. Grant commitments are usually made for a period of up to 12 months.

9. Expenditure on governance

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Governance Auditors' remuneration	14,880	**14,880**	*11,550*
Total 2022	*11,550*	*11,550*	

10. Other charitable costs

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Direct charitable costs	-	256,123	**256,123**	*275,569*
Overhead support	-	54,000	**54,000**	*54,000*
Other administration costs	-	1,146	**1,146**	*9,029*
	-	311,269	**311,269**	*338,598*
Total 2022	*7,811*	*330,787*	*338,598*	

11. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Grant funding of activities 2023 £	Support costs 2023 £	Total funds 2023 £	*Total funds 2022 £*
Direct costs	256,123	405,000	70,026	**731,149**	*801,648*
Total 2022	*272,319*	*454,750*	*74,579*	*801,648*	

12. Auditor's remuneration

	2023 £	*2022 £*
Fees payable to the Company's auditor for the audit of the Company's annual accounts	**10,680**	*9,150*
Fees payable to the Company's auditor in respect of:		
All non-audit services not included above	**4,200**	*2,400*

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2022 - £NIL)*.

During the year ended 30 June 2023, no Trustee expenses have been incurred *(2022 - £NIL)*.

14. Debtors

	2023 £	*2022 £*
Due within one year		
Trade debtors	**6,958**	*2,093*
Amounts owed by group undertakings	**900,000**	*1,000,000*
	906,958	*1,002,093*

15. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	**15,000**	*22,571*
Amounts owed to group undertakings	**300,000**	*100,000*
Other creditors	**745**	*531*
Accruals and deferred income	**410,380**	*434,220*
	726,125	*557,322*

16. Financial instruments

	2023 £	2022 £
Financial assets		
Financial assets measured at cost	**1,076,595**	*1,338,283*

	2023 £	2022 £
Financial liabilities		
Financial liabilities measured at cost	**725,380**	*556,791*

Financial assets measured at cost comprise cash and cash equivalents, trade debtors and amounts owed by group debtors.

Financial liabilities measured at cost comprise trade creditors, accrued expenses and amounts owing to group creditors.

17. Statement of funds

Statement of funds - current year

	Balance at 1 July 2022 £	Income £	Expenditure £	Balance at 30 June 2023 £
Unrestricted funds				
General Fund	**716,432**	**300,658**	**(719,649)**	**297,441**
Restricted funds				
Cumbria Restricted Fund	**3,033**	**-**	**-**	**3,033**
Women and Manual Trades	**34,563**	**-**	**-**	**34,563**
Midlands Social Value Fund	**26,933**	**-**	**(11,500)**	**15,433**
	64,529	**-**	**(11,500)**	**53,029**
Total of funds	**780,961**	**300,658**	**(731,149)**	**350,470**

Statement of funds - prior year

	Balance at 1 July 2021 £	*Income £*	*Expenditure £*	*Balance at 30 June 2022 £*
Unrestricted funds				
General Fund	*1,340,339*	*142,230*	*(766,137)*	*716,432*
Restricted funds				
Cumbria Restricted Fund	*11,033*	*-*	*(8,000)*	*3,033*
Women and Manual Trades	*42,374*	*-*	*(7,811)*	*34,563*
Midlands Social Value Fund	*46,633*	*-*	*(19,700)*	*26,933*
	100,040	*-*	*(35,511)*	*64,529*
Total of funds	*1,440,379*	*142,230*	*(801,648)*	*780,961*

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Current assets	53,029	1,023,566	**1,076,595**
Creditors due within one year	-	(726,125)	**(726,125)**
Total	53,029	297,441	**350,470**

Analysis of net assets between funds - prior year

	Restricted funds 2022 £	*Unrestricted funds 2022 £*	*Total funds 2022 £*
Current assets	*64,529*	*1,273,754*	*1,338,283*
Creditors due within one year	-	*(557,322)*	*(557,322)*
Total	*64,529*	*716,432*	*780,961*

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	*2022 £*
Net expenditure for the year (as per Statement of Financial Activities)	**(430,491)**	*(659,418)*
Adjustments for:		
Interest received	**(55,655)**	*(29,330)*
Decrease in debtors	**95,135**	*782*
Increase/(decrease) in creditors	**168,803**	*(51,960)*
Net cash used in operating activities	**(222,208)**	*(739,926)*

20. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	169,637	336,190
Total cash and cash equivalents	169,637	336,190

21. Analysis of changes in net debt

	At 1 July 2022 £	Cash flows £	At 30 June 2023 £
Cash at bank and in hand	336,190	(166,553)	169,637
	336,190	(166,553)	169,637

22. Related party transactions

Newground CIC became a related party in 2018 due to the fact that the Re:vision Board Member Michael Smith is also the managing director of that entity.

	2023 £	2022 £
Opening balance owed to related party	(101,000)	(102,000)
Accrual movement during the year	65,000	(27,000)
Amounts invoiced by related party	(65,000)	(50,000)
Funds Paid to related party	60,000	78,000
	(41,000)	(101,000)

Mr Smith does not participate in the Re:vision Board decision making on the issuing of grants to Newground CIC to prevent any conflict of interest. During the year ended 30 June 2023, £61k was newly committed to Newground CIC (2022: £25k).

Tree of Life became a related party in 2023 due to the fact that the Re:vision board member Francess Tagoe is also the CEO of that entity.

	2023 £	*2022* *£*
Opening balance owed to related party	**(2,000)**	-
Accrual movement during the year	**(8,000)**	-
Amounts invoiced by related party	**(1,000)**	-
Funds Paid to related party	**1,000**	-
Total	**(10,000)**	-

Francess Tagoe does not participate in the Re:vision board decision making on the issuing of grants to Tree of Life to prevent conflict of interest. During the year ended 30 June 2023, £10k (2022: £2k) was newly committed to Tree of life.

23. Sole subscriber

The company's sole subscriber is Procure Plus Holdings Limited (Company Number: 05888820). The principal purpose of Procure Plus Holdings Limited is to operate as a consortium of social housing providers for mutual benefit.

24. Company limited by guarantee

The company is incorporated under the Companies Act 2006 and is limited by guarantee.

RE:VISION NORTH LIMITED

England & Wales - Charity number 1156046

Accounts

Registered number: 8820018
Charity number: 1156046

RE:VISION NORTH LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

RE:VISION NORTH LIMITED
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2022

Trustees	Paul Webb, Chair (Resigned 30 September 2022) Michael Brown CBE DL Jonathan Drake Darren Cormack Michael Smith, Vice Chair Mary Quigg, Chair Claire Schimmer
Company registered number	8820018
Charity registered number	1156046
Registered office	Duckworth House Talbot Road Manchester M32 0FP
Company secretary	K Taylor
Independent auditors	Crowe U.K. LLP 3rd floor The Lexicon Mount Street Manchester M2 5NT
Bankers	Royal Bank of Scotland plc Drummond House Redheughs Ave Edinburgh EH12 9JN
Solicitors	Devonshire Solicitors 30 Finsbury Circus, London EC2M 7DT

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2022

Re:vision is the trading name of Re:vision North Limited, which was incorporated as a company limited by guarantee on 18th December 2013 and awarded charitable status on 6th March 2014. The company was established under a Memorandum of Association and is governed under its Articles of Association.

Re:vision North Limited's sole subscriber is Procure Plus Holdings Limited (PPH).

Objectives and Purpose

Re:vision North Limited's (Re:vision) objective is the promotion for the public benefit, of urban or rural regeneration usually, but not always, in recognised areas of social and economic deprivation by all or any of the following means set:

- to relieve unemployment; to advance education, training or retraining, particularly among unemployed people, and provide unemployed people with work experience;
- to provide financial assistance, technical assistance or business advice or consultancy in order to provide training and employment opportunities for unemployed people
- in cases of financial or other charitable need through help in setting up their own businesses or to existing business;
- the creation of training and employment opportunities by the provision of workspace, buildings and/or land for use on favourable terms;
- to maintain, improve or provide public amenities and community centres.

The charity benefits unemployed and economically disadvantaged groups of people primarily resident in the North West of England, by creating sustainable employment with training with employers that are committed to the long-term development of their employees.

Re:vision's objective is to benefit individuals distant from the labour market, for whatever reason. This is achieved through equality of opportunity, which in turn provides for a better and more balanced representation in the workforce of the long term unemployed, people in non-traditional gender roles, Not in Education, Employment or Training (NEETs), people from black and minority ethnic groups, and ex-offenders.

Re:vision's purpose is met by working closely with employers primarily across the North West to ensure that their recruitment and employment practices give training and recruitment opportunities to the beneficiaries that Re:vision seeks to support.

This is achieved by working directly with employers and/or organisations that work with employers to influence and incentivise their practices. It is also achieved by working with community groups, ensuring their engagement with potential employees is of good quality and prepares people effectively for employment.

Re:vision intends to take advantage of government and other bodies' funding to the extent it is used to help the charity's beneficiaries. In addition, Re:vision supports community-based organisations to be able to secure funding streams. Re:vision also works with training providers to develop suitable courses with the needs of its beneficiaries in mind.

Through its work with employers, training providers and beneficiaries, Re:vision creates bespoke training provision through new and innovative training solutions.

As regards to maintaining, improving or providing public amenities and community centres: In order to facilitate the recruitment of distant from the labour market candidates Re:vision ensures that there are connections with these groups and this can be facilitated through community groups and their centres, which may require some adaptation and improvement.

Re:vision's role is to support other organisations via grants, training and the sharing of best practice. Re:vision has a contract with service and training providers and employers and ensures that each of these organisations has suitable health and safety policies and practices.

The Trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing Re:vision aims and objectives and in planning its future activities. The Trustees also consider each bid for funding to ensure that it is clear who will benefit from the identified funds, the role of the charity within that delivery and the expected consequential impact, to ensure that all funds are in pursuance of the charity objectives and deliver measurable public benefit.

Achievements and Performance

In this period of operation Re:vision has produced accounts for the 12 months ending June 2022.

Re:vision's KPI year is calculated April - March but the accounting year runs July-June so for the purpose of this report the KPI target is calculated at three quarters of 2021-2022 target and a quarter of the 2022-2023 target and performance is calculated with the results from Quarter 2, 3 & 4 2021-2022 and Quarter 1 2022-2023

The target for new employment outcomes July 2021 – June 2022 was 250 (three quarters of the 2020- 2021 is 188 and a quarter of the 2022-2023 target is 62).
A total of 300 people were helped into employment from 1st July 2021 to 30th June 2022.

A total of 45 projects were approved from 1st July 2021 to 30th June 2022 which included 17 LEGs that Re:vision had previously worked with and 16 new organisations. The value of these projects was for £551,400

Activities

The key activities within financial year July 2021 – June 2022

	July 2021-June 2022 Target	July 2021-June2022 Achievement
People into employment	188 + 62 (250)	243 +57 (300)
% people from priority group into employment	90%	96%
% of those employed retained for minimum of six months	80%	86%

- Exceeding delivery of employment outcomes.
- Exceeding target for priority group candidates into employment and over 80% of candidates retained employment for over 6 months
- Managing organisations using the tier 3 model to ensure full delivery of employment outcomes successfully.
- Successful project review and management of LEGs to ensure contract is delivered within timescales.
- Influencing and improving the quality of delivery by partner of Local Employment Group (LEGs) by providing direct support for commissioned projects
- Continuing to support a partnership network for LEGs that has led to cross organisational working and learning.
- Identifying employability training gap in COVID context and developing training modules.
- Identifying and engaging with new LEGs for commissioned outcomes and referrals in new areas such as the Northeast, the Midlands, the South and Wales.
- Re:vision is continuing its activity to promote and advocate for women entering the construction sector under

the Women and Manual Trades (WaMT) brand
- Ring fencing funding and co-ordinating construction training for Re:vision specific priority groups.
- Re:vision's focus on key priority groups (history of homelessness and care leavers) has seen a growth in engagement and job outcomes for these groups.
- Establishing partnerships with organisations who engage with specific priority groups (Housing First, the Booth Centre & Your Own Place).
- Developing partnerships with existing organisations to commission specific priority group projects (Newground, We Mind the Gap, St George's Crypt).
- Instrumental to supporting PPH's application for the Queen's Award for Enterprise in Promoting Opportunity 2022

A total of 300 people have been supported into employment as a result of Re:vision's activity in this reporting period. The support provided is both financial and practical which includes capacity building.

*Priority Group Definitions

Priority Group	Description
Ex-Offender	Candidates who have a criminal record. This includes spent convictions.
BAME	Black, Asian and minority ethnic candidates.
Long Term Unemployed (6 months plus)	Candidates who have been out of employment for over 6 months, any age.
NEET (16-24) 3 months' plus	Candidates aged 16-24 who have not been in education, employment, or training for over 3 months.
Non-traditional roles (i.e., women into construction)	This is split into 3 main categories: • **"Women into construction (trade)"** - women going into a trade role i.e., plumbing, electrical, joinery. • **"Women into construction (general)"** – women going into non-trade roles such as administration or technical apprenticeships but within a construction setting. • **"Non-traditional gender into role"** – for example men into care work or nursing and women into engineering roles which don't fall under construction
Disability	Candidates who identify themselves as having a disability either physical or mental.
50 plus	Candidates aged over 50 years old.
History of homelessness	Candidates who have at some point been homeless. This does not have to be street homeless and can include sofa survey / of no fixed abode.
In care/care leaver	Candidates who are either currently a "looked after child" i.e., those in the care of their local authority or have been in the past.
Military Service Leaver	Candidates who have spent time in the armed forces i.e., army, navy, air force, etc.

COVID-19 Update

In line with the government restrictions easing in April 2021, most groups were able to open and resume normal services by July 2021. All these partners had been able to adapt their services to support candidates remotely throughout the previous delivery year at the height of the pandemic, so if there were any further restrictions imposed Re:vision remained confident that its partners would be able to respond appropriately and timely. Although groups had resumed "normal" service, due to uncertainty of the nature of COVID-19 throughout 2021 - 2022, Re:vision remained in close contact with LEGs to understand how they were operating in the circumstances and monitored any impact on them. In addition to the formal reviews, Re:vision continued the increased informal communication with the LEGs including fortnightly catch ups dependent on the size of the SLA. This close monitoring led Re:vision to better understand likely performance and therefore Re:vision was able exceed all targets.

COVID: Impact on employment. Training and awareness course.

In May 2021 Re:vision held a workshop with several LEGs to discuss the impact that COVID has had on their pre-employment engagement, employment, training and the likely impact of the ending of furlough. Re:vision asked this group to identify what was needed to prevent those they support from becoming further disadvantaged.

The workshop consensus was that there needed to be some training available which responds to post-COVID employment requirements, tackling the inevitable fate of the long term unemployed who were likely to be overlooked by employers for those made recently short-term unemployed. This was a universal problem across all the LEGs regardless of their geography and scale.

Re:vision worked with 2 training providers, Congleton Learning Partnership and Live for Work, to develop a one-day bespoke training programme to address the concerns raised by the LEGs.

This training programme revised current employability programs to include COVID specific training modules such as:

1. COVID awareness in workplace training; how workplaces have changed, how to work in safe manner and the importance of social distancing in the workplace.
2. How to handle confrontation and difficult situations - new training for sectors such as hospitality & retail.
3. Guidelines of how to work from home responsibly and creating suitable workspaces.
4. Wellbeing & resilience - working from home / alone.
5. Digital training on packages beyond Outlook & Microsoft including Teams, Zoom and Skype and how to host and attend video meetings

Between October 2021 – January 2022 Re:vision hosted a series of online training programmes to their partners covering these modules, free of charge, in a "train the trainer" format so they could then deliver it to their candidates

New areas of focus

Throughout 2021-2022, Re:vision has expanded into new geographic areas across the UK, engaging with and commissioning 16 new organisations in the North-East, the Midlands, Merseyside, the South and Wales. Re:vision has worked closely with these new groups to provide intensive support in the start-up phases to ensure the successful delivery of their outcomes.

Re:vision continues to engage and identify with groups in these areas to strengthen its offer across the UK.

Re:vision construction courses

To enable Re:vision to target specific priority groups, Re:vision commissioned a series of construction courses in specific Greater Manchester areas. This enabled Re:vision to maintain relationships with employers and ensure the LEGs continued to access free training for their candidates and remain active and visible within the construction sector following the end of CSF 2 funding in March 2021 that they had benefitted from to support their training and recruitment previously.

Between July 2021 and June 2022 16 courses have been completed with 57 candidates supported in work via this route.

This funding enabled Re:vision to conduct a series of courses specifically targeting cohorts of BAME (Black Asian Minority Ethnic) candidates and care leavers. This resulted in 30% of the employment outcomes from Re:vision construction courses being BAME (Black Asian Minority Ethnic) candidates and 5% being care leavers.

Re:vision has developed its relationship with two groups that specifically work with candidates with a history of homelessness (Housing First and the Booth Centre). Re:vision receives direct referrals from these groups, placing their candidates on a suitable course and then supporting them into employment with a warm introduction to the construction employers that the PPH Social Value teamwork with. These partnerships have resulted in 5% of the employment outcomes from Re:vision construction courses having a history of homelessness.

Pilot scheme / Variation to SLA's for specialist projects

Re:vision has noted there is a reduced number of work ready candidates accessing the LEGs more generally. This indicates that the candidates left accessing the LEGs are those most distant from the labour market who have significant barriers and need more support than some of the other Re:vision priority groups. In time, if left without further consideration, this could lead to a reduction in employment outcomes due to a lack of candidates. In order to mitigate this potential risk, Re:vision has identified two pre-existing specialist projects, Your Own Place (YOP) and Newground, from its hardest to reach priority groups, those being care leavers and people with a history of homelessness. Feedback from both these projects is that full-time employment is not the correct destination for their current case load (for a variety of reasons) and to encourage these candidates into full-time roles would lead to the candidate disengaging and not sustaining employment.

In February 2022, the Re:vision Board authorised a pilot scheme for a variation to the existing SLA's for YOP and Newground. This variation allowed a reduction in the number of contracted hours needed per employment outcome from 30+ hours to 16+ hours, recognising that this intermediate stage can be necessary to ultimately progress into full time work. To ensure the quality aspect of this proposal is not diminished, the projects are required to provide additional in-work support throughout the claimed employment period, which will be monitored by the Re:vision team. This would mean that these candidates continue to get the support they need, and at some point, in the future, may be ready to move into full-time employment, although this may be after the 6-month point

Throughout 2021 – 2022, YOP supported 2 candidates into part-time employment, and it is continuing to offer a range of group sessions and 1-2-1 support to its candidate base to secure its final outcome. It has had one other candidate secure employment, but the hours were below those required within this variation (16).

Newground has supported 1 care leaver into employment and is currently engaging with 6 others, from Blackburn and Darwin Council, whom it hopes to move into employment. Newground has identified that this work takes far longer than its "normal" employability offer as these candidates require significant additional support before being ready to go into employment.

If this pilot scheme is successful Re:vision will roll this out to other specialist projects. This change demonstrates flexibility in how Re:vision continues to support those most distant from the labour market and mitigate any potential risk to numbers of candidates accessing the LEGs.

Housing First- targeting history of homelessness

In 2021, Re:vision partnered with Housing First (HF) in Greater Manchester which is a 3-year fully funded government pilot scheme whose aim is to help people who are homeless and are not engaged in more traditional methods of support, to obtain and sustain a tenancy. HF receive referrals directly from Local Authorities of their most in need individuals who are not being re-housed elsewhere. Each individual has a designated key worker who provides support in all aspects of the individuals 'move on journey'. Re:vision acts as a single point of referral for all key workers within the HF scheme for any of their candidates who are ready to consider work readiness preparation as a minimum. Re:vision will refer them on to a construction opportunity if work ready, or to a known LEG for ongoing work readiness support.

Between July 2021 – June 2022 there's been 5 referrals to Re:vision via the Housing First scheme. Two of these candidates are being actively supported and have engaged in construction training courses. The remaining candidates have been sign-posted to the most suitable Local Employment Group for them, to access further employability support. Despite ongoing contact with case workers and support from Re:vision, no job outcomes have been secured.

The experience gained from this project clearly identifies a gap between the referral point from Housing First and the work undertaken by Re:vision; these candidates are not job ready and still require intermediate support which is beyond the scope of the Housing First project. Re:vision has submitted a brief to Housing First outlining this and hopes to work with Housing First to influence this funding agenda and gain support and income to address it, so that these candidates do not fall through the current gap in provision.

Future specialist projects
Re:vision commissioned two additional specialist projects, St George's Crypt (engaging with those with a history of homelessness) and We Mind the Gap (engaging with care leavers), who have successfully delivered their 2021/2022 SLA. Their candidates work directly for these organisations, so they can provide additional in-work wraparound support contributing to their successful delivery (but only on a small scale).

Queens Award
The PPH Group was successful in achieving the 'Queen's Award for Enterprise: Promoting Opportunity' in May 2022. Re:vision contributed to PPH's application

Women and Manual Trades (WaMT)

Since 30th June 2020 Women and Manual Trades (WaMT) became a brand delivered with the Re:vision activity. Re:vision has continued to promote and advocate for women entering the construction sector and in fact has identified this activity as one of its priorities

Re:vision continues to encourage LEGs to promote the construction sector to their female candidates, promoting construction training and the PPH framework trade positions to them. To ensure that any female being referred into any of the construction opportunities receives targeted support there is a single point of contact within Re:vision for these candidates.

There are currently 28 females employed by PPH framework contractors, 13 being in trade positions making up 9% of the total framework candidates doing trade apprenticeships. This is almost 5 times higher than the industry standard (less than 2%). In addition to this the PPH social value team external contracts have supported a further 18 females into construction in 2021-2022, these positions have also been supported by Re:vision.

The WaMT website has been redesigned and was relaunched in early October 2021. The new website includes the development of a 'jobs board' – an online service, bringing together contractors with vacancies and women who wish to start or develop their careers within construction. The website also lists all training opportunities available to women which PPH/Re:vision is currently running.

Open Circuit, a virtual network for women in electrical trades, was established by WaMT in partnership with JIB four years ago. This virtual network now has a membership of 337 seeing a 13% growth since 2020 – 2021 and is mostly self-sustaining, with significant 'chatter'. Using the learning and success of Open Circuit, WaMT has established several other similar virtual networks including:

- Open Woodworking – working with the institute of carpentry to create a network for women working in carpentry, joinery, cabinet-making etc.
- Open Painting and Decorating – a network for women working in the painting and decorating sector.
- Open Fenestration – working with the Glass & Glazing Federation and Building our Skills to develop a network for women working within the fenestration sector (*fenestration refers to the openings in a building's envelope, most notably the windows, doors, skylights and curtain walls.)*

These networks provide a place for women to seek advice and support from other women working in the trades, enabling them to share their own experiences and opportunities. Work is ongoing with other trade bodies to develop networks in further sectors such as tiling, bricklaying & plastering, plumbing & heating.

To help increase the awareness of women into construction, Re:vision has been working to co-ordinate marketing schedules, post case studies and examples of partnership working to encourage women's involvement in construction. Re:vision has also coordinated new photographs to be taken for its website, using "real" candidates, promoting the women who have been supported by Re:vision into construction opportunities over recent years.

This rise in brand awareness has contributed to employers contacting WaMT directly to assist in recruitment. The WaMT team has successfully sourced a female electrical apprentice for The Museum of London and have been asked to help them recruit for future apprenticeships. WaMT has also assisted Warner Brother Studios in recruiting a female plumbing apprentice and are now assisting them in recruitment for a labouring position

WaMT's '3:2'model was relaunched with Manchester College. This model helps women who have already signed up to either diploma or T-levels at college to engage primarily with (although not exclusively) framework contractors. They will gain paid employment placements during the 2 days each week they are not required to attend college.

4 females benefitted from the 3:2 project and completed their placement in June 2022, after which they have progressed into full-time employment and training programmes (2 x gas servicing engineers and 2 x advanced joinery).

To help increase the percentage of women into construction the social value delivery team are doing targeted activity to conduct women only training courses. To generate interest for these courses the team have identified they will need to engage with new groups and engage with female-specific provisions. The team will also be working with the training provider to ensure they consider any deterring factors for women enrolling on the course such as childcare commitments and ensuring a safe training environment.

Future Plans

In October 2020, two additional objectives were included in the extension to Re:vision's strategy. They were:

- 'Targeted delivery pathways' - allowing Re:vision to develop referral pathways for specific priority groups (i.e., care leavers, history of homelessness and women into construction).
- 'Enhancing Reputation' – including the promotion of social value outcomes in new areas to enhance the reputation of Re:vision.

Much attention has been paid to the development of these objectives, yet there is still plenty more impact to be made. The pathways objective focusses on the most vulnerable groups of people, who typically face multiple barriers to independence and employment, and this makes timescales needed to realise results are especially lengthy.

Over the last year, Re:vision has worked on identifying specialist LEGs who support people from within these priority groups and gaining a better understanding of the issues they face in pursuit of delivering our objectives.

Re:vision will continue to fund targeted construction activity in new geographic areas allowing them to target specific priority groups, engaging with specialist LEGs who are supporting these candidates and then Re:vision can support them into work.

WaMT

Re:vision will continue to expand WAMT's online presence and brand awareness.

Throughout 2022-2023 there will be targeted campaigns aiming to attract more followers to the WaMT Facebook page and new website. WaMT will be focusing on the virtual networks; strengthening/growing the existing ones and creating new ones. WaMT will be reengaging the supporting partners, the JIB and Certsure to discuss new ideas for the groups and maintain focus on the lack of women in the industry.

WaMT will be attending a National Federation of Roofing Contractors' Yorkshire branch meeting later in 2022 to propose creating a new group for women in roofing.

Following successful delivery of the 3:2 model with Manchester college, planning is currently ongoing with this year's college intake and a targeted launch of the 3:2 programme is planned for January 2023.

WaMT is working with Torus Foundation and Nobody Left Behind to promote construction courses scheduled in October 2022. Following course completion, WaMT will be working with the attendees to secure them suitable positions.

Re:vision will continue to promote the social value outcomes delivered via social media and online channels to increase its online presence and communicate its achievements directly to strategic partners. This will continue to strengthen these relationships, ensure the full value of delivery is understood whilst also enhancing Re:vision's reputation.

Re:vision plans to remain agile to external factors to ensure that sustainable employment opportunities remain its primary focus. Re:vision will continue to monitor and support all LEG partners closely due to the volatility of COVID-19 and continue to stay informed about regional updates and restrictions. All partners were able to adapt their services to support candidates remotely throughout 2020-2021 so if there are any further restrictions imposed Re:vision is confident that their partners can respond appropriately and in a timely manner.

Re:vsion will also remain vigilant in its focus on the impact that the political environment (rising cost of living etc) has on not only the LEG's but also those whom they support. Re:vision will ensure that it monitors this impact, and will take steps to respond in any way that is helpful and appropriate.

Re:vision will also continue to source and support new LEGs, so it does not become overly dependent on any specific LEG, continuing to expand, engaging and supporting new groups across the UK.

Structure, governance and management

The directors of the company are also trustees of the charity. During the reporting period to 30 June 2021, they were:

Trustee	Appointed	Resigned
Appointed by the Sole Subscriber Board		
Michael Brown CBE DL[1]		
Appointed by the Board of Trustees		
Paul Webb (Chair) [1]		30th September 2022
Darren Cormack		
Jonathan Drake		
Michael Smith (Vice Chair)		
Mary Quigg[1] (Chair from 1st October 2022)		
Claire Schimmer		

[1] *Director of the Sole Subscriber*

Paul Webb resigned from his position as Chair on 30th September 2022 and Mary Quigg was appointed as Chair from 1st October 2022.

As the Sole Subscriber, PPH can appoint or remove Trustees. During the charity's first year of operation the initial Trustees were appointed by PPH, following which the Trustees have taken responsibility for the recruiting new Trustees. Appointments made by the Board of Trustees require the written consent of the sole subscriber.

Mary Quigg and Claire Schimmer were appointed as part of the merger with Women and Manual Trades in 2020.

To ensure independence from the Sole Subscriber Board, the majority of Trustees are Independent. During the reporting period, there were 7 Trustees of which 4 are independent. There are currently 6 Trustees of which 4 are independent

Trustee appointments are for a fixed term of no longer than 3 years. If a Trustee has completed 9 years' continuous service on the board of the charity, they shall not be eligible for re-appointment for at least 12 months.

The Trustees do not receive any remuneration or benefits from the Charity.

The Board meets formally on a quarterly basis to review performance against targets; monitor the financial position and consider bids for approval. The Board holds its annual strategy meetings at the premises of a Local Employment Groups which has included a presentation and tour of the facilities meetings to ensure the Trustees had a good understanding of what the funding is used for. The Board had only met virtually during the Covid pandemic but it has resumed face-to-face meetings in 2022. Following a Board Effectiveness review, the Board decided to reduce the number of meetings to three per year.

Certain activities have been delegated to sub-groups of two or more trustees. The Trustees are also able to delegate activities to the Group Audit Committee and the Group N&S Committee.

The Board undertakes individual appraisals for directors every two years and holds an annual strategy day annually each year. A Board Effectiveness review was undertaken by MIAA in the Autumn of 2020. The Board was found to be operating effectively. An internal Board Evaluation exercise is planned for Autumn 2022.

Declarations of Interest are sought from the Trustees on appointment, at each meeting and on an annual basis.

No offers of gifts or hospitality were received by the Trustees in 2021-2022. The gifts and hospitality register is reviewed annually by the Board. An audit of the PPH Group's Governance arrangements that took place in April 2021 with a focus on managing conflicts of interest and gifts and hospitality received a substantial assurance rating.

Re:vision undertook an exercise to benchmark itself against the updates to the Charity Governance Code from a best practice point of view to inform continuous improvement and found it had broadly applied the recommended practice where it was applicable, some areas for improvement were identified and actions agreed.

Trustee Induction and training

New Trustees joining receive an induction pack which includes constitutional documentation, policies and procedures, past minutes and papers and Charity Commission guidance notes. Trustees also undergo a series of induction meetings to help them understand the organization and their roles and responsibilities as Trustees.

Board Diversity

The Re:vision Board recognises the value of having a board with a diversity of background and experiences, enhancing board effectiveness by bringing a wider range of knowledge and perspectives. The Board has agreed it will review its own make up as part of the succession planning process, when a vacancy arises and at each Board Effectiveness Review so that any search activities can be specifically directed at addressing any identified imbalances.

The gender balance on the Re:vision Board has improved. In 2019-2020 the Re:vision Board had only male trustees, the Re:vision Board now has two female trustees and four male trustees. The Board is currently actively recruiting for a current vacancy and is encouraging applications from Black, Asian and Minority Ethnic candidates as it has identified that individuals from these groups are underrepresented on the Board.

Trustee Development Programme

The Board has also established a Trustee Development Programme for individuals with lived experience. During the development programme the individual will attend the Re:vision Board and participate in development activities with the potential to be appointed as a full Trustee at the end of the 12 month period.

Risk Management

The Trustees have established a risk register which the Board reviews at the end of each Board meeting.

The Trustees have given consideration to the major risks to which the Charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

- Lack of work ready candidates in the marketplace - Re:vision has already piloted a different approach to better support those with a history of homelessness and those leaving care with some success and is now exploring the potential for a multi-partner, multi-agency approach to evolve things further
- As Re:vision expands its geographical reach it is beginning to work with an increasing number of Local Employment Groups that it is less familiar with and there is a risk that the quality of service and the experience of candidates with not be the same. In order to mitigate this risk, Re:vision intends to seek feedback from candidates during the retention period as an additional quality assurance check.
- Failure to obtain other funding streams - This is mitigated by the fact that there is regular monitoring of the financial position against commitments. The core activities are funded by its Parent Company which is financially stable but Re:vision also has reserves which it has a plan to reduce in a managed way to ensure continuity if its income reduced unexpectedly.
- Reputational damage - Re:vision has in place rigorous monitoring procedures for all partners, including a process to identify risks and actively supports partners where areas for development are identified.
- Loss of personal data - Re:vision has data sharing agreements in place with partners and provides training for all staff. PPH is Cyber Essentials Certified and its systems are annually tested for improvements to security.

Management

The administration, operational management and delivery of Re:vision's activity have been delegated by the Trustees to PPH, under the terms of an Inter-Group Relationship Agreement and SLA.

The performance of PPH in delivering this service is reviewed annually by the Trustees. A fundamental review of the terms of the agreement including service, performance standards and costs will also take place every 5 years (the first review was undertaken in November 2019 with the new agreement effective from 10th March 2020).

The Social Value Team within Procure Plus has been delegated authority by the Trustees to approve bids of up to £50k (per organisation, in aggregate in any one financial year) provided the bids meet the Charity's objectives and approval criteria agreed by the Board. All bids approved in this way are reported to the Board at the following meeting. Bids over £50k, including those that take the aggregate per organisations above £50k, are brought to the Trustees for consideration.

Re:vision does not directly employ staff, with all officers being seconded from PPH (the Sole Subscriber).

Financial Performance

The Statement of Financial Activities is set out on page 18 and shows a deficit of £659,418 (2021: surplus of £89,465) surplus on total income received of £142,230 (2021: £717,924).

The sole subscriber, Procure Plus Holdings Limited, remains the company's principal source of funding.

Investment Policy

As it is the intention to spend funds within 12 months of being received, the Charity's policy is to maintain assets in cash or near cash investments, on deposits for periods not exceeding 6 months. Institutions with which deposits are placed should have a short-term rating of at least Moody's P2, or equivalent.

There is no formal investment return target, and the return achieved of £29,330 (2021: £26,460) during the period is considered to be a satisfactory performance.

Reserves policy

The Trustees' policy is not to let Reserves fall below £50k, to cover contingencies set out in the Risk Register. The policy is subject to annual review.

The actual level of reserves held at the year end totalled £780,961, of which £716,432 were unrestricted funds and £64,529 restricted

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2022

Trustees' Responsibilities Statement

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

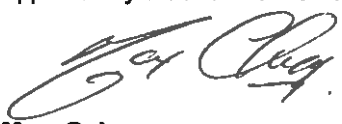
The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with
- preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow trustees/directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a trustee and director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In preparing this report, the trustees, who are also directors of the charitable company, have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Mary Quigg

Date: 8/3/2023

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED

Opinion

We have audited the financial statements of Re:Vision North Limited (the 'charitable company') for the year ended 30 June 2022 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act 2011 and Taxation legislation.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risk of irregularities, sample testing on the posting of journals and reviewing accounting estimates for biases.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherant limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion of the provision of international misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

V Szulist

V Szulist

Crowe U.K. LLP
Statutory Auditor
3rd floor
The Lexicon
Mount Street
Manchester
M2 5NT

Date: 22nd March 2023.

Crowe U.K. LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Income from:					
Donations and legacies	3	-	**100,000**	**100,000**	*625,000*
Charitable activities	4	-	**12,900**	**12,900**	*66,464*
Investments	5	-	**29,330**	**29,330**	*26,460*
Total income		-	**142,230**	**142,230**	*717,924*
Expenditure on:					
Charitable activities	7	**35,511**	**766,137**	**801,648**	*628,459*
Total expenditure		**35,511**	**766,137**	**801,648**	*628,459*
Net movement in funds		**(35,511)**	**(623,907)**	**(659,418)**	*89,465*
Reconciliation of funds:					
Total funds brought forward		**100,040**	**1,340,339**	**1,440,379**	*1,350,914*
Net movement in funds		**(35,511)**	**(623,907)**	**(659,418)**	*89,465*
Total funds carried forward		**64,529**	**716,432**	**780,961**	*1,440,379*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 21 to 33 form part of these financial statements.

RE:VISION NORTH LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 8820018

BALANCE SHEET
AS AT 30 JUNE 2022

	Note		2022 £		*2021 £*
Current assets					
Debtors	14	**1,002,093**		*1,002,875*	
Cash at bank and in hand		**336,190**		*1,046,786*	
		1,338,283		*2,049,661*	
Creditors: amounts falling due within one year	15	**(557,322)**		*(609,282)*	
Net current assets			**780,961**		*1,440,379*
Total assets less current liabilities			**780,961**		*1,440,379*
Total net assets			**780,961**		*1,440,379*
Charity funds					
Restricted funds	17		**64,529**		*100,040*
Unrestricted funds	17		**716,432**		*1,340,339*
Total funds			**780,961**		*1,440,379*

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Mary Quigg

Date: 8/3/2023

The notes on pages 21 to 33 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2022

	2022 £	*2021* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(739,926)**	*(217,179)*
Cash flows from investing activities		
Interest receivable	**29,330**	*26,460*
Net cash provided by investing activities	**29,330**	**26,460**
Change in cash and cash equivalents in the year	**(710,596)**	**(190,719)**
Cash and cash equivalents at the beginning of the year	**1,046,786**	*1,237,505*
Cash and cash equivalents at the end of the year	**336,190**	*1,046,786*

The notes on pages 21 to 33 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

1. General information

Re:vision North Limited, company number 8820018, is incorporated in England and Wales and limited by guarantee. It is a registered charity, number 1156046. The registered office address is:

Duckworth House
Lancastrian Office Centre
Talbot Road
Manchester M32 0FP

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Re:vision North Limited (Re:vision) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

In the opinion of the Trustees, there are no critical estimates or judgements included in the financial statements.

The Trustees have received confirmation from the sole subscriber Procure Plus Holdings Limited, that it is the current intention that it will continue to provide financial support to finance the charitable company' operations for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

2.2 Going concern

Re:vision is largely funded by companies within the Procure Plus Holdings Group, which operates exclusively in the UK. The Board of Procure Plus Holdings Limited do not anticipate any drop in income caused by Brexit or COVID. As a result, the Trustees of Revision do not anticipate any shortfalls in its income below planned levels.

Procure Plus did not provide gift aid support to Re:vision during the period. Procure Plus had significantly overfunded Re:vision in previous periods with over £2.7m provided in the previous three financial periods. Procure Plus expects to gift aid significant sums to Re:vision again once the sale of OSCO is completed. Re:vision was still able to broker 300 quality jobs for individuals defined by various measures as being distant from the workplace from funds provided by Procure Plus in previous periods.

The Trustees consider therefore that the Company can continue to operate as a going concern and the accounts have therefore been prepared on a going concern basis.

2. Accounting policies (continued)

2.3 Income

All incoming resources are included in the Statement of Financial Activities when the charitable company has entitlement to the funds, probability of receipt and the amount can be measured with sufficient reliability

Other income is recognised in the period in which it is receivable and, to the extent the goods have been provided or on completion of the service, has entitlement to the income.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.8 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Procure Plus Holdings Limited	-	-	*600,000*
Reallies Limited	100,000	**100,000**	*25,000*
	100,000	**100,000**	*625,000*
Total 2021	*625,000*	*625,000*	

4. Income from charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Income from charitable activities	-	12,900	**12,900**	*66,464*
Total 2021	*46,633*	*19,831*	*66,464*	

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Interest receivable	29,330	**29,330**	*26,460*
Total 2021	*26,460*	*26,460*	

6. Analysis of expenditure by expenditure type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Charitable Grants	27,700	423,800	**451,500**	*404,100*
Other costs	7,811	330,787	**338,598**	*213,859*
Expenditure on governance	-	11,550	**11,550**	*10,500*
Total 2022	35,511	766,137	**801,648**	*628,459*
Total 2021	*5,473*	*622,986*	*628,459*	

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £	*Total 2021 £*
Direct costs	35,511	766,137	**801,648**	*628,459*
Total 2021	*5,473*	*622,986*	*628,459*	

8. Charitable grants

	2022 £	2021 £
New Ground	**76,000**	*60,000*
Yes Project	**43,000**	*27,000*
Inside Connections	**40,000**	-
Inspira	**38,000**	*22,000*
We Mind The Gap	**28,000**	-
Midlands SV Fund	**27,700**	-
Broughton Trust	**27,000**	*2,000*
Salvation Army	**23,000**	*14,000*
Upturn	**13,800**	*60,300*
Communities for Work	**12,000**	-
Volition	**12,000**	-
Wigan Youth Zone	**10,000**	*20,000*
Liverpool in Work	**10,000**	*10,000*
Cheshire Learning Partnership	**10,000**	-
L14 Community	**10,000**	-
The Jewel Foundation	**8,000**	*20,000*
Diverse	**8,000**	-
St Lukes	**8,000**	-
Spear Clapham Junction	**8,000**	-
Calico	**7,000**	*45,000*
Birchwood Centre	**6,000**	*27,000*
Humankind	**6,000**	*6,000*
Transform Lives	**6,000**	-
Conwy Employment	**6,000**	-
Your Own Place	**6,000**	-
The Message	**4,000**	*4,000*
St Georges Crypt	**4,000**	*4,000*
Working Denbighshire	**(2,000)**	*14,000*
Building Heroes	**(2,000)**	-
Street League	**(2,000)**	-
Other	-	*68,800*
Total grants made to promote charitable aims	**451,500**	*404,100*

All of these grants had for purpose the relief of unemployment and the provision of training and employment opportunities. Grant commitments are usually made for a period of up to 12 months.

9. Expenditure on governance

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Governance Auditors' remuneration	-	11,550	**11,550**	*10,500*
Total 2021	*2,100*	*8,400*	*10,500*	

10. Other charitable costs

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Direct charitable costs	-	275,569	**275,569**	*161,512*
Overhead support	-	54,000	**54,000**	*48,088*
Other administration costs	7,811	1,218	**9,029**	*4,258*
	7,811	330,787	**338,598**	*213,858*
Total 2021	*3,373*	*210,485*	*213,858*	

11. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Grant funding of activities 2022 £	Support costs 2022 £	Total funds 2022 £	*Total funds 2021 £*
Direct costs	272,319	454,750	74,579	**801,648**	*628,459*
Total 2021	*161,512*	*404,100*	*62,847*	*628,459*	

12. Auditors' remuneration

	2022 £	*2021* *£*
Fees payable to the Company's auditor for the audit of the Company's annual accounts	**9,150**	*6,600*
Fees payable to the Company's auditor in respect of:		
All non-audit services not included above	**2,400**	*1,800*

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2021 - £NIL)*.

During the year ended 30 June 2022, no Trustee expenses have been incurred *(2021 - £NIL)*.

14. Debtors

	2022 £	*2021* *£*
Due within one year		
Trade debtors	**2,093**	*2,875*
Amounts owed by group undertakings	**1,000,000**	*1,000,000*
	1,002,093	*1,002,875*

15. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	**22,571**	*70,000*
Amounts owed to group undertakings	**100,000**	*100,000*
Other creditors	**531**	*833*
Accruals and deferred income	**434,220**	*438,449*
	557,322	*609,282*

16. Financial instruments

	2022 £	2021 £
Financial assets		
Financial assets measured at cost	**1,338,283**	*2,049,661*

	2022 £	2021 £
Financial liabilities		
Financial liabilities measured at cost	**556,791**	*608,449*

Financial assets measured at cost comprise cash and cash equivalents, trade debtors and amounts owed by group debtors.

Financial liabilities measured at cost comprise trade creditors, accrued expenses and amounts owing to group creditors.

17. Statement of funds

Statement of funds - current year

	Balance at 1 July 2021 £	Income £	Expenditure £	Balance at 30 June 2022 £
Unrestricted funds				
General Funds	**1,340,339**	**142,230**	**(766,137)**	**716,432**
Restricted funds				
Cumbria Restricted Funds	**11,033**	**-**	**(8,000)**	**3,033**
Women and Manual Trades	**42,374**	**-**	**(7,811)**	**34,563**
Midlands Social Value Funds	**46,633**	**-**	**(19,700)**	**26,933**
	100,040	**-**	**(35,511)**	**64,529**
Total of funds	**1,440,379**	**142,230**	**(801,648)**	**780,961**

Statement of funds - prior year

	Balance at 1 July 2020 £	*Income* £	*Expenditure* £	*Balance at 30 June 2021* £
Unrestricted funds				
General Funds	*1,292,034*	*671,291*	*(622,986)*	*1,340,339*
Restricted funds				
Cumbria Restricted Funds	*11,033*	*-*	*-*	*11,033*
Women and Manual Trades	*47,847*	*-*	*(5,473)*	*42,374*
Midlands Social Value Funds	*-*	*46,633*	*-*	*46,633*
	58,880	*46,633*	*(5,473)*	*100,040*
Total of funds	*1,350,914*	*717,924*	*(628,459)*	*1,440,379*

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Current assets	64,529	1,273,754	**1,338,283**
Creditors due within one year	-	(557,322)	**(557,322)**
Total	64,529	716,432	**780,961**

Analysis of net assets between funds - prior year

	Restricted funds 2021 £	*Unrestricted funds 2021 £*	*Total funds 2021 £*
Current assets	*100,040*	*1,949,621*	*2,049,661*
Creditors due within one year	-	*(609,282)*	*(609,282)*
Total	*100,040*	*1,340,339*	*1,440,379*

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	*2021 £*
Net income/expenditure for the year (as per Statement of Financial Activities)	**(659,418)**	*89,465*
Adjustments for:		
Interest received	**(29,330)**	*(26,460)*
Decrease in debtors	**782**	*1,504*
Decrease in creditors	**(51,960)**	*(281,688)*
Net cash used in operating activities	**(739,926)**	*(217,179)*

20. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	336,190	1,046,786
Total cash and cash equivalents	336,190	1,046,786

21. Analysis of changes in net debt

	At 1 July 2021 £	Cash flows £	At 30 June 2022 £
Cash at bank and in hand	1,046,786	(710,596)	336,190
	1,046,786	(710,596)	336,190

22. Related party transactions

Newground CIC became a related party in 2018 due to the fact that the Re:vision Board Member Michael Smith is also the managing director of that entity.

	2022 £	2021 £
Opening balance owed to related party	(102,000)	(86,000)
Accrual movement during the year	(27,000)	12,000
Amounts invoiced by related party	(50,000)	(72,000)
Funds Paid to related party	78,000	44,000
	(101,000)	(102,000)

Mr Smith does not participate in the Re:vision Board decision making on the issuing of grants to Newground CIC to prevent any conflict of interest.

Broughton Trust became a related party in 2019 due to the fact that the Re:vision Board Member Jonathan Drake is also a Trustee of that entity.

	2022 £	2021 £
Opening balance owed to related party	-	(52,000)
Accrual movement during the year	-	32,000
Amounts invoiced by related party	-	(34,000)
Funds paid to related party	-	31,000
Closing balance owed to related party	-	(23,000)

Mr Drake did not participate in the Revision Board decision making on the issuing of grants to Broughton Trust to prevent any conflict of interest. Mr Drake left his positiion in the Brioughton Trust in April 2021.

23. Sole subscriber

The company's sole subscriber is Procure Plus Holdings Limited (Company Number: 05888820). The principal purpose of Procure Plus Holdings Limited is to operate as a consortium of social housing providers for mutual benefit.

24. Company limited by guarantee

The company is incorporated under the Companies Act 2006 and is limited by guarantee.

RE:VISION NORTH LIMITED

England & Wales - Charity number 1156046

Accounts

Registered number: 8820018
Charity number: 1156046

RE:VISION NORTH LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021

RE:VISION NORTH LIMITED
(A company limited by guarantee)

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RE:VISION NORTH LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 JUNE 2021

Trustees	Paul Webb, Chair Michael Brown CBE DL Jonathan Drake Darren Cormack Michael Smith, Vice Chair Mary Quigg (appointed 1 July 2020) Claire Schimmer (appointed 1 July 2020)
Company registered number	8820018
Charity registered number	1156046
Registered office	Duckworth House Talbot Road Manchester M32 0FP
Company secretary	K Taylor
Independent auditors	Crowe U.K. LLP 3rd floor The Lexicon Mount Street Manchester M2 5NT
Bankers	Royal Bank of Scotland plc Drummond House Redheughs Ave Edinburgh EH12 9JN
Solicitors	Devonshire Solicitors 30 Finsbury Circus, London EC2M 7DT

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 JUNE 2021

Re:vision is the trading name of Re:vision North Limited, which was incorporated as a company limited by guarantee on 18th December 2013 and awarded charitable status on 6th March 2014. The company was established under a Memorandum of Association and is governed under its Articles of Association.

Re:vision North Limited's sole subscriber is Procure Plus Holdings Limited (PPH).

Objectives and Purpose

Re:vision North Limited's (Re:vision) objective is the promotion for the public benefit, of urban or rural regeneration usually, but not always, in recognised areas of social and economic deprivation by all or any of the following means set:

- to relieve unemployment; to advance education, training or retraining, particularly among unemployed people, and provide unemployed people with work experience;
- to provide financial assistance, technical assistance or business advice or consultancy in order to provide training and employment opportunities for unemployed people
- in cases of financial or other charitable need through help in setting up their own businesses or to existing business;
- the creation of training and employment opportunities by the provision of workspace, buildings and/or land for use on favourable terms;
- to maintain, improve or provide public amenities and community centres.

The charity benefits unemployed and economically disadvantaged groups of people primarily resident in the North West of England, by creating sustainable employment with training with employers that are committed to the long-term development of their employees.

Re:vision's objective is to benefit individuals distant from the labour market, for whatever reason. This is achieved through equality of opportunity, which in turn provides for a better and more balanced representation in the workforce of the long term unemployed, people in non-traditional gender roles, NEETs, people from black and minority ethnic groups, and ex-offenders.

Re:vision's purpose is met by working closely with employers primarily across the North West to ensure that their recruitment and employment practices give training and recruitment opportunities to the beneficiaries that Re:vision seeks to support.

This is achieved by working directly with employers and/or organisations that work with employers to influence and incentivise their practices. It is also achieved by working with community groups, ensuring their engagement with potential employees is of good quality and prepares people effectively for employment.

Re:vision intends to take advantage of government and other bodies' funding to the extent it is used to help the charity's beneficiaries. In addition, Re:vision supports community-based organisations to be able to secure funding streams. Re:vision also works with training providers to develop suitable courses with the needs of its beneficiaries in mind.

Through its work with employers, training providers and beneficiaries, Re:vision creates bespoke training provision through new and innovative training solutions.

As regards to maintaining, improving or providing public amenities and community centres: In order to facilitate the recruitment of distant from the labour market candidates Re:vision ensures that there are connections with these groups and this can be facilitated through community groups and their centres, which may require some adaptation and improvement.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2021

Re:vision's role is to support other organisations via grants, training and the sharing of best practice. Re:vision has a contract with service and training providers and employers and ensures that each of these organisations has suitable health and safety policies and practices.

The Trustees have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing Re:vision aims and objectives and in planning its future activities. The Trustees also consider each bid for funding to ensure that it is clear who will benefit from the identified funds, the role of the charity within that delivery and the expected consequential impact, to ensure that all funds are in pursuance of the charity objectives and deliver measurable public benefit.

Achievements and Performance

In this period of operation Re:vision has produced accounts for the 12 months ending June 2021.

Re:vision's KPI year is calculated April - March but the accounting year runs July-June so for the purpose of this report the KPI target is calculated at three quarters of the 2020-2021 and a quarter of the 2021-2022 target and performance is calculated with the results from Quarter 2, 3 & 4 2020-2021 and Quarter 1 2021-2022.

The target for new employment outcomes July 2020 - June 2021 was 213 (three quarters of the 2020-2021 target is 150 and a quarter of 2021-2022 target is 63).

A total of 256 people were helped into employment from 1st July 2020 to 30th June 2021.

A total of 40 projects were approved from 1st July 2020 to 30th June 2021 which included 16 Local Employment Groups (LEGs) that Re:vision had previously worked with and 9 new organisations. The value of these projects was for £511,500.

Activities

The key activities within financial year July 2020 – June 2021

	July 2020 - June 2021 Target	July 2020-June 2021 Achievement
People into employment	150 + 63 (213)	187 + 69 (256)
% of people from priority group* into employment	90%	89% (99% including short-term unemployed)
% of those employed retained for minimum of six months	80%	93%

- Exceeding delivery of employment outcomes.
- Exceeding target for % of canditates retained in employment for over 6 months (93%).
- Slightly below target for priority groups into employment but this increases to 99% if include short-term unemployed to consider those made redundant due to COVID.
- Managing organisations, using a 3 stage process for service quality checks during the early stages of engagement, to ensure the range of services being commissioned are of the relevant quality and consistency leading to the expected volume of employment outcomes being successfully delivered.
- Successful project review and management of LEGs to ensure contract is delivered within time scales.
- Supporting LEGs by identifying additional funding streams they can draw down on during the pandemic.
- Influencing and improving the quality of delivery by partner LEGs by providing direct support for commissioned projects.
- Adapting successfully to remote working and staying actively engaged with all LEGs.
- Successfully managing organisations to ensure maximum delivery of employement outcomes possible during COVID-19. Only 1 project was cancelled and 2 had to defer their projects to 2021/2022.
- Continuing to support a partnership network for LEGs that has led to cross organisational working and learning.
- Identifying employability training gap in COVID context and developing training modules.
- Identifying and engaging with new LEGs for commissioned outcomes and referrals in new areas such as the North East, the Midlands, the South and Wales.
- New partnership working with Housing First and Care Leaver Covenant to target specific Re:vision priority groups.
- Following the merger with Women and Manual Trades (WaMT), Re:vision is continuing its activity to promote and advocate for women entering the construction sector under the WAMT brand.
- Ring fencing funding and co-ordinating construction training for Re:vision specific priority groups.
- Continuing to offer advice, co-ordination and support for OSCO during the recruitment phase within Hindley prison, ensuring that training and employment opportunities for ex-offenders remains a priority..

A total of 256 people have been supported into employment as a result of Re:vision's activity in this reporting period. The support provided is both financial and practical which includes capacity building.

*Priority Group Definitions

Priority Group	Description
Ex-Offender	Candidates who have a criminal record. This includes spent convictions.
BAME	Black, Asian and minority ethnic candidates.
Long Term Unemployed (6 months plus)	Candidates who have been out of employment for over 6 months, any age.
NEET (16-24) 3 months' plus	Candidates aged 16-24 who have not been in education, employment, or training for over 3 months.
Non-traditional roles (i.e., women into construction)	This is split into 3 main categories: • **"Women into construction (trade)"** - women going into a trade role i.e., plumbing, electrical, joinery. • **"Women into construction (general)"** – women going into non-trade roles such as administration or technical apprenticeships but within a construction setting. • **"Non-traditional gender into role"** – for example men into care work or nursing and women into engineering roles which don't fall under construction
Disability	Candidates who identify themselves as having a disability either physical or mental.
50 plus	Candidates aged over 50 years old.
History of homelessness	Candidates who have at some point been homeless. This does not have to be street homeless and can include sofa survey / of no fixed abode.
In care/care leaver	Candidates who are either currently a "looked after child" i.e., those in the care of their local authority or have been in the past.
Military Service Leaver	Candidates who have spent time in the armed forces i.e., army, navy, air force, etc..

Impact of Covid-19

Due to the uncertainty of the nature of COVID-19 from 23rd March 2020, Re:vision remained in close contact with LEGs to understand how they were operating in the circumstances and monitored any impact on them. Re:vision remained in close contact with the LEGs throughout 2020-2021 providing them with support, making them aware of external funding streams they may be eligible for and ensuring there were regular updates on *their delivery plans*.

As a result of the lockdown, Re:vision saw little delivery throughout the first quarter of operational year 2020-2021 (April – June 2020) and fully expected the reduced volume to continue throughout the 2nd operational quarter. By September 2021 all but one of the LEGs had resumed their service and had adapted their services to work remotely or adhere to the new social distancing regulations. In line with the government restrictions easing in April 2021 most LEGs had their own 'roadmap' to reopen centres and resume normal services engaging with more clients. As a result of Re:vision's increased communication and the LEGs being versatile and adapting their services in response to the government announcements, Re:vision managed to exceed its employment target.

One delivery target was negatively impacted in relation to COVID-19, that being the priority group measure. The LEGs predictably saw an increase in short term unemployed people requiring their services due to being made redundant since the lockdown in March 2020. Re:vision only classifies a person as long-term unemployed when they are unemployed for 6 months. Re:vision undertook to track the volume of short-term unemployed outcomes as it was felt that it was a specific consequence of COVID-19. There has been additional data provided throughout this period which demonstrates that the reduction in the priority group percentage is due to this factor alone. Therefore, the priority group data is now tracked as per the Re:vision priority groups for 'long term unemployed' (6 months+), and then separately to also include 'short term unemployed'. This new tracking format demonstrates the agility of Re:vision to respond to the changing circumstances of the LEGs during this time whilst recognising the need for data capture, reporting and quality.

COVID: impact on employment. Training and awareness course.

In May, Re:vision held a workshop with several LEGs to discuss the impact that COVID has had on their pre-employment engagement, employment, training and the likely impact of the ending of furlough. Re:vision asked this group to identify what was needed to prevent those they support from becoming further disadvantaged.

The workshop consensus was that there needed to be some training available which responds to post-COVID employment requirements, tackling the inevitable fate of the long term unemployed who were likely to be overlooked by employers for those made recently short-term unemployed. This was a universal problem across *all the LEGs regardless of their geography and scale.*

Re:vision arranged a focus group with 4 key local employment groups to explore solutions for this problem. It was agreed that current employability programs needed to be revised to include COVID specific training modules such as:

1. COVID awareness in workplace training; how workplaces have changed, how to work in safe manner and the importance of social distancing in the workplace.
2. How to handle confrontation and difficult situations - new training for sectors such as hospitality & retail
3. Guidelines of how to work from home responsibly and creating suitable workspaces.
4. Wellbeing & resilience - working from home / alone.
5. Digital training on packages beyond Outlook & Microsoft including Teams, Zoom and Skype and how to host and attend video meetings

Re:vision is working with 2 training providers (Congleton Learning Partnership and Live for Work) to develop a one-day bespoke training programme to address these issues. Re:vision plans to coordinate this training across its partners in 2021-2022, free of charge, in a "train the trainer" format so they can then deliver it to their candidates.

Support to Local Employment Groups (LEGs)

The LEGs receiving commissioned funds continued to receive regular contract review meetings to discuss the quality of delivery against targets. This was also an opportunity for Re:vision to look for ways to further support them to build their capacity and resilience. Due to the unpredictable nature of COVID-19 in addition to the formal reviews Re:vision increased their informal communication with the LEGs to include weekly or fortnightly catch ups dependent on the size of the project. This was to establish how many candidates each LEG was working with, what job outcomes they were chasing and if their target delivery for month-end was on track. This close monitoring led Re:vision to better forecast performance and therefore Re:vision was able to cancel a project and reprofile two others thus ensuring that delivery capacity was not exceeded, and outcomes were maximised.

In line with the Re:vision strategy, grants awarded in this period have all been made on a "commissioned" basis. Following on from a successful implementation of splitting larger projects into two Service Level Agreements since 2019-2020, Re:vision has continued with this approach.

New areas

During 2020-2021, Re:vision expanded its work into new geographical areas (North-East, the Midlands, the South and Wales) which required the identification and support of new LEGs. Re:vision has commissioned a further 6 LEGs who it has worked closely with to provide intensive support in the start-up phases to ensure the successful delivery of their outcomes. This included 3 new delivery partners that benefited from a short-term ringfenced fund that was made available to support local candidates into work in the Midlands region.

Maintaining employer engagement and job brokerage

In early 2021, Re:vision identified the short-term need to continue the engagement with Manchester based construction employers that had, up to March 2021, benefitted from CSF funding for their initial training requirements rendering a person 'site ready'. To enable these opportunities to continue, alongside the non-construction jobs that the LEGs broker themselves, Re:vision funded this activity where there was known demand. This ensured the ongoing relationship with employers was maintained and the LEGs remained active and visible within the construction sector. The longer-term ambition is that new funding streams become *available for Re:vision to access.*

Using this model, Re:vision has commissioned a series of construction courses in Greater Manchester areas. Between April 2021 – June 2021 Re:vision has coordinated 7 courses, engaging 44 candidates, 4 candidates have been moved into employment with the remainder being supported through their CSCS test. They will then be moved into suitable employment from July 2021 onwards.

This planned construction related activity has enabled Re:vision to target the groups that were prioritised at the Re:vision strategy session: care leavers, history of homelessness and women, this targeted work will be continued throughout 2021-2022.

Targeting specific priority groups

At the Re:vision strategy day in April 2020, three groups were highlighted to target specifically: care leavers, history of homelessness and women into construction. Following this Re:vision sent surveys to the LEGs to find out their current engagement levels with these groups and subsequent focus groups were held in August 2020 to see how they could better target these groups. The feedback commonly found that these groups have more significant or a larger number of barriers than other priority groups which require intense engagement over a sustained period.

History of Homelessness (HoH)
All LEGs agreed that they would not be the correct point of contact for HoH candidates until they had received targeted support and were closer to being employment ready. Evidence suggests that to rush this referral process is detrimental to the candidates and creates the likelihood of individuals falling back into unemployment and potential homelessness so Re:vision looked to develop relationships with groups specialised in working with these candidates.

Re:vision has partnered with Housing First (HF) in Greater Manchester which is a 3-year fully funded government pilot scheme whose aim is to help people who are homeless and are not engaged in more traditional methods of support, to obtain and sustain a tenancy. HF receive referrals directly from Local Authorities of their most in need individuals who are not being re-housed elsewhere. Each individual has a designated key worker who provides support in all aspects of the individuals 'move on journey'.

Re:vision acts as a single point of referral for all key workers within the HF scheme for any of their candidates who are ready to consider work readiness preparation as a minimum. Re:vision will refer them on to a construction opportunity if work ready, or to a known LEG for ongoing work readiness support. HF have referred 5 candidates to Re:vision who want to work in the construction sector, Re:vision is currently supporting them through the construction training process.

Due to most of the LEG support being offered remotely through 2020-2021, there was a greater need for individuals to have access to online training. This is naturally a challenge to those who do not have access to IT facilities. Re:vision has several tablets/laptops for training purposes and has agreed to support such distant online working, via the loan of this equipment, to those unable to otherwise self-learn. A personal loan agreement form has been created, by the HF team, for this arrangement.

Re:vision has developed relationships with 2 non-commissioned LEGs (Mustard Tree and Business in the Community) who work specifically with candidates with a history of homelessness, so they work in partnership to *refer into their construction training opportunities.*

Care Leavers

Throughout the focus groups the feedback from LEGs was that care leavers are usually the hardest group to target, this is reflected by this group being the most under-represented of Re:vision's priority groups in 2019 – 2020 (3%). Typically, LEGs engage with care leavers on an ad-hoc walk-in basis, but none have specific referral pathways established. The LEGs recognised if this group are supported at the wrong time, it can be more damaging, and limiting, to the candidate so Re:vision has been developing links with organisations who are experienced in supporting this group.

Care Leaver Covenant (CLC) creates structure for care leavers to continue their journey after care. One of their key outcomes is employment and training. Re:vision confirmed 2 'Offers' for Care Leaver Covenant (CLC) which they are advertising internally on their portal. CLC has also raised these offers with the ten Greater Manchester local authorities at the 'Care Leaver Trust Board' and the Director of Children's Services at Manchester City Council has shared the opportunities across this network:

Offer 1 – to do a specific construction training cohort ring-fenced for care leavers.
Offer 2 – to refer care leavers looking for employment to Re:vision who will conduct an initial assessment and then sign-post them to the correct destination, either a LEG or an existing construction course if suitable.

In May 2020 working in partnership with Manchester City Council Re:vision supported a care leaver cohort through a construction training course. This course supported 5 care leavers through their Health & Safety Level 1 training and a work experience placement and although the candidates remained 'not yet work ready' the Re:vision team continues to track and support the candidates.

Aside from the construction sector, Re:vision has commissioned a LEG project which specifically targets care *leavers in Greater Manchester - We Mind the Gap. This project provides intensive employability support for care* leavers to move them into full-time opportunities which are outside of the construction sector.

Women into construction

Through the surveys and focus groups it was identified that the LEGs don't specifically promote the construction industry to women. The current method during initial engagement is for LEGs to record the employment sectors the candidates are interested in. Alternative sectors, which candidates may not be aware of, do not appear to be further explored. This could go some way to explain why only 0.66% of women select construction at the initial engagement. From previous pieces of work with female trainees Re:vision is aware that the lack of promotion to them of the construction sector is one of the main barriers to women entering the sector.

Following the 3 focus groups the consensus was that the LEGs should target communication to promote the construction sector. Re:vision promoted the CITB "Go Construct" website and video which outlines the numerous types of positions that are available both on and off site. The LEGs agreed to introduce all female candidates who are unsure of their next steps in employment to this website to broaden their horizons. It was also suggested, due to the high volume of construction related opportunities passed to the LEGs, that where they have a digital notice board the construction video could be played on a loop

Women and Manual Trades (WaMT)

Since the merger in 30th June 2020 with Women and Manual Trades (WaMT), Re:vision has continued to promote and advocate for women entering the construction sector under the WAMT brand.

Re:vision continues to encourage more females into construction. There are currently 19 females employed by PPH framework contractors, 12 being in trade positions making up 10% of the total framework candidates doing trade apprenticeships which is 5 times higher than the industry standard (less than 2%). In addition to this the PPH CSF project has supported a further 33 females into construction.

Re:vision continues to encourage LEGs to promote the construction sector to their female candidates, promoting construction training and the PPH framework trade positions to them. To ensure that any female being referred into any of the construction opportunities receives targeted support there is a single point of contact within Re:vision for these candidates.

Open Circuit, a virtual network for women in electrical trades, was established by Women and Manual Trades (WaMT) in partnership with JIB three years ago. The virtual network now has a membership of 285, and is mostly self-sustaining, with significant 'chatter'. Through the network around 10 people have been supported into the electrical industry.

Using the learning and success of Open Circuit, the Institute of Carpentry has been working with Re:vision/WaMT to establish Open Woodworking a similar virtual network for women working in carpentry, joinery, cabinetmaking etc, this went live in February 2021. The Painting and Decorating Association confirmed its intention to support the development of a network for women in the P&D sector and as such Open Painting and Decorating went live in May 2021.

Work is ongoing with other trade bodies, and approaches have been made to Build UK (a consortium of trade bodies) to develop networks in further sectors (incl. plastering).

Other activity

OSCO Homes
Re:vision continues to support the training and recruitment of ex-offenders for opportunities within OSCO Homes. Due to COVID-19 the operational factory in HMP Hindley has remained closed to prisoner operatives since the lockdown in March 2021. Re:vision and Osco are continuing to work with the Governor and his team to ensure plans are fully established for recruitment and training activity for productive work to re-commence as soon as circumstances within the prison allow. Between June 2020 and July 2021 Re:vision has still been able to support the recruitment of 9 positions either on site or in the OSCO factory setting in Runcorn. This includes 2 females and 3 ex-offenders.

Assurance
Re:vision reviewed its management and scrutiny of risks and assurances, confirming that prior to any new projects being authorised it requests a copy of the LEGs business plan and latest accounts. The latter are forwarded to the finance team to check for financial longevity. In addition to this Re:vision requests a copy of their public & employer liability insurance documents (professional indemnity is also requested but this is not mandatory) before commissioning to ensure these are valid. Throughout the year Re:vision monitors these insurance documents and ensures they remain live.

Safe guarding
As part of due diligence, Re:vision confirms that all LEGs have a safeguarding policy and that all relevant staff receive safeguarding training. This is now included in the Service Level Agreement along with the confirmation that any serious safeguarding incident which relates directly to the Re:vision funding will be notified to Re:vision immediately. In the quarterly review meetings Re:vision also re-confirms these details to ensure any new relevant staff have been trained in safeguarding and any necessary notifications of incidents have been reported.

Queens Award

The PPH Group has reapplied for the 'Queen's Award for Enterprise: Promoting Opportunity' in September 2021. Re:vision has contributed to PPH's application.

Future Plans

In October 2020, Re:vision completed a proposed 2-year extension to the current 5-year strategy (2015-2020) which will continue to 2022. This plan will continue to deliver the objectives which were implemented between 2015-2020 whilst also focusing on 2 new additional objectives.

The proposed additional objectives are:

- 'Targeted delivery pathways' - allowing Re:vision to develop referral pathways for specific priority groups (i.e., care leavers, history of homelessness and women into construction).
- 'Enhancing Reputation' – including the promotion of social value outcomes in new areas to enhance the reputation of Re:vision.

Re:vision plans to commission a series of construction courses in Greater Manchester areas throughout 2021-2022 to help target specific priority groups. Re:vision will continue to build on their relationship with organisations who are working with specific priority groups and engage with new ones to support their 'work ready' candidates into the construction training and job opportunities.

Re:vision plans to commission care leaver-specific projects with existing LEGs (such as Newground) where they have established referral streams from Local Authorities, and they will then provide intensive support to help these candidates into employment opportunities.

Re:vision is actively in discussions with PPH framework contractors to encourage them ring-fence positions for female their apprenticeships specifically for females. Once agreed, a training course, work taster and interview process will be advertised to the LEGs, via the WaMT website and Facebook groups.

The WaMT website will be redesigned and plans to relaunch it in the October 2021. The new website will include the development of a 'jobs board' – an online service, bringing together contractors with vacancies and women who wish to start or develop their careers within construction.

The 'green' agenda was highlighted at the strategy session in 2020/2021 as a priority. Re:vision will continue to support the wider 'green' agenda within PPH and its client and stakeholder groups. Re:vision, with PPH colleagues, is part of Greater Manchester Combines Authority's (GMCA) 'retrofit accelerator' programme, with a particular focus on the development and provision of skills and training, and the provision of employment opportunities. Re:vision will ensure they are promoting any opportunities which arise from the 'retrofit accelerator' programme to LEGs so their candidates can benefit from them.

Re:vision will continue to promote the social value outcomes delivered via social media and online channels to increase their online presence and communicate their achievements directly to strategic partners. This will continue to strengthen these relationships, ensure the full value of delivery is understood whilst also enhancing Re:vision's reputation

Re:vision plans to remain agile to external factors to ensure that sustainable employment opportunities remain *their primary focus. Re:vision will continue to monitor and support all LEG partners closely due to the volatility of* COVID-19 and continue to stay informed about regional updates and restrictions. All partners were able to adapt their services to support candidates remotely throughout 2020-2021 so if there are any further restrictions imposed Re:vision is confident that their partners can respond appropriately and in a timely manner.

Re:vision will also continue to source and support new LEGs, so they do not become overly dependent on any LEG. Re:vision will continue to expand, engaging and supporting new groups across the UK

Structure, governance and management

The directors of the company are also trustees of the charity. During the reporting period to 30 June 2021, they were:

Trustee	Appointed	Resigned
Appointed by the Sole Subscriber Board		
Michael Brown CBE DL[1]		
Appointed by the Board of Trustees		
Paul Webb (Chair) [1]		
Darren Cormack		
Jonathan Drake		
Michael Smith (Vice Chair)		
Appointed from 1st July 2020 following merger with Women and Manual Trades		
Mary Quigg[1]		1st July 2020
Claire Schimmer		1st July 2020

[1] *Director of the Sole Subscriber*

As the Sole Subscriber, PPH can appoint or remove Trustees. During the charity's first year of operation the initial Trustees were appointed by PPH, following which the Trustees have taken responsibility for the recruiting new Trustees.

Appointments made by the Board of Trustees require the written consent of the sole subscriber. This has now been delegated by the PPH Board so that it is managed through the Group Nominations and Staffing Committee, who consider nominations against the role description and person specification and makes a recommendation to the Board of Trustees regarding the suitability of the nomination.

It was agreed as part of the merger with Women and Manual Trades (WAMT) that two Trustees from the WAMT Board, Mary Quigg and Claire Schimmer would be appointed from 1st July 2020.

To ensure independence from the Sole Subscriber Board, the majority of Trustees are Independent. During the reporting period, there were 7 Trustees of which 4 are independent.

Trustee appointments are for a fixed term of no longer than 3 years. If a Trustee has completed 9 years' continuous service on the board of the charity, they shall not be eligible for re-appointment for at least 12 months.

The Trustees do not receive any remuneration or benefits from the Charity.

The Board meets formally on a quarterly basis to review performance against targets; monitor the financial position and consider bids for approval. In the past the Board has held some meetings at the premises of the Local Employment Groups which has included a presentation and tour of the facilities. The Board also invites presentations from Local Employment Groups, and employers to present at meetings to ensure the Trustees had a good understanding of what the funding is used for. Due to Covid-19, all Board meetings since March 2020 have taken place virtually. Following a Board Effectiveness review, the Board has decided to reduce the number of meetings to three per year and hopes to resume face-to-face meetings in 2022.

Certain activities have been delegated to sub-groups of two or more trustees. The Trustees are also able to delegate activities to the Group Audit Committee and the Group N&S Committee.

The Board undertakes individual appraisals for directors every two years and holds an annual strategy day annually each year. A Board Effectiveness review was undertaken by MIAA in the Autumn of 2020. The Board was found to be operating effectively.

Declarations of Interest are sought from the Trustees on appointment, at each meeting and on an annual basis.

No offers of gifts or hospitality were received by the Trustees in 2020-2021. The gifts and hospitality register is reviewed annually by the Board.

An audit of the PPH Group's Governance arrangements that took place in April 2021 with a focus on managing conflicts of interest and gifts and hospitality received a substantial assurance rating.

Re:vision undertook an exercise to benchmark itself against the updates to the Charity Governance Code from a best practice point of view to inform continuous improvement and found it had broadly applied the recommended practice where it was applicable, some areas for improvement were identified and actions agreed.

Trustee Induction and training

New Trustees joining receive an induction pack which includes constitutional documentation, policies and procedures, past minutes and papers and Charity Commission guidance notes. Trustees also undergo a series of induction meetings to help them understand the organization and their roles and responsibilities as Trustees. During the Covid-19 pandemic, inductions have taken place online and visits to LEGs as part of the induction have unfortunately been suspended.

In October 2020, the Board undertook some training around the role of the trustee delivered by Salford Community & Voluntary Services.

Board Diversity

The Re:vision Board recognises the value of having a board with a diversity of background and experiences, enhancing board effectiveness by bringing a wider range of knowledge and perspectives. The Board has agreed it will review its own make up as part of the succession planning process, when a vacancy arises and at each Board Effectiveness Review so that any search activities can be specifically directed at addressing any identified imbalances.

The gender balance on the Re:vision Board has improved. In 2019-2020 the Re:vision Board had only male trustees, the Re:vision Board now has two female trustees and five male trustees. The Board has identified the absence of Black, Asian and Minority Ethnic representation on the Board and will endeavor to address this at the next opportunity.

WAMT merger

WAMT has been formally wound up and has been removed from the register at both Companies House and the Charity Commission.

Risk Management

The Trustees have established a risk register which the Board reviews at the end of each Board meeting.

The Trustees have given consideration to the major risks to which the Charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

Covid-19 restrictions have the potential to inhibit Re:vision's activity which could render its delivery service unable to meet its targets in the affected area. Re:vision has processes in place to continue delivery on a reduced level, unless complete lockdown is imposed by government and maintains close working relationships with LEGs and employer partners to enable a quick response. In the event of regional lockdown, funding could be switched to another hotspot in order to meet the overall target.

Aside from Covid-19, the principal risks identified by the Trustees are:

- Failure to obtain other funding streams - This is mitigated by the fact that there is regular monitoring of the financial position against commitments. The core activities are funded by its Parent Company which is financially stable but Re:vision also has reserves which it has a plan to reduce in a managed way to ensure continuity if its income reduced unexpectedly.
- Reputational damage - Re:vision has in place rigorous monitoring procedures for all partners, including a process to identify risks and actively supports partners where areas for development are identified.
- Loss of personal data - Re:vision has data sharing agreements in place with partners and provides training for all staff. PPH is Cyber Essentials Certified and its systems are annually tested for improvements to security.

Management

The administration, operational management and delivery of Re:vision's activity have been delegated by the Trustees to PPH, under the terms of an Inter-Group Relationship Agreement and SLA.

The performance of PPH in delivering this service is reviewed annually by the Trustees. A fundamental review of the terms of the agreement including service, performance standards and costs will also take place every 5 years (the first review was undertaken in November 2019 with the new agreement effective from 10th March 2020).

The Regeneration Team within Procure Plus has been delegated authority by the Trustees to approve bids of up to £50k (per organisation, in aggregate in any one financial year) provided the bids meet the Charity's objectives and approval criteria agreed by the Board. All bids approved in this way are reported to the Board at the following meeting. Bids over £50k, including those that take the aggregate per organisations above £50k, are brought to the Trustees for consideration.

Re:vision does not directly employ staff, with all officers being seconded from PPH (the Sole Subscriber).

Financial Performance

The Statement of Financial Activities is set out on page 20 and shows a surplus of £89,465 (2020: £775,010) on total income received of £717,924 (2020: £1,822,580).

The sole subscriber, Procure Plus Holdings Limited, remains the company's principal source of funding.

Investment Policy

As it is the intention to spend funds within 12 months of being received, the Charity's policy is to maintain assets in cash or near cash investments, on deposits for periods not exceeding 6 months. Institutions with which deposits are placed should have a short-term rating of at least Moody's P2, or equivalent.

There is no formal investment return target, and the return achieved of £26,460 (2020: £25,229) during the period is considered to be a satisfactory performance.

Reserves policy

The Trustees' policy is not to let Reserves fall below £50k, to cover contingencies set out in the Risk Register. The policy is subject to annual review.

The actual level of reserves held at the year end totalled £1,440,379, of which £1,340,339 were unrestricted funds and £100,040 restricted.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2021

Trustees' Responsibilities Statement

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

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with
- preparing their report, of which the auditor is unaware, and
- the trustees, having made enquiries of fellow trustees/directors and the charitable company's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a trustee and director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

In preparing this report, the trustees, who are also directors of the charitable company, have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Michael Brown CBE DL
(Trustee)
Date: 10 March 2022

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED

Opinion

We have audited the financial statements of Re:Vision North Limited (the 'charitable company') for the year ended 30 June 2021 which comprise the Statement of Financial Activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act 2011 and Taxation legislation.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risk of irregularities, sample testing on the posting of journals and reviewing accounting estimates for biases.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

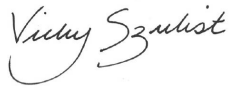
These inherant limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion of the provision of international misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF RE:VISION NORTH LIMITED (CONTINUED)



V Szulist

Crowe U.K. LLP
Statutory Auditor
3rd floor
The Lexicon
Mount Street
Manchester
M2 5NT

21st March 2022

Crowe U.K. LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

RE:VISION NORTH LIMITED
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	3	-	**625,000**	**625,000**	*1,770,847*
Charitable activities	4	**46,633**	**19,831**	**66,464**	*26,504*
Investments	5	-	**26,460**	**26,460**	*25,229*
Total income		**46,633**	**671,291**	**717,924**	*1,822,580*
Expenditure on:					
Charitable activities	7	**5,473**	**622,986**	**628,459**	*1,047,570*
Total expenditure		**5,473**	**622,986**	**628,459**	*1,047,570*
Net movement in funds		**41,160**	**48,305**	**89,465**	*775,010*
Reconciliation of funds:					
Total funds brought forward		**58,880**	**1,292,034**	**1,350,914**	*575,904*
Net movement in funds		**41,160**	**48,305**	**89,465**	*775,010*
Total funds carried forward		**100,040**	**1,340,339**	**1,440,379**	*1,350,914*

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 23 to 35 form part of these financial statements.

RE:VISION NORTH LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 8820018

BALANCE SHEET
AS AT 30 JUNE 2021

	Note		2021 £		2020 £
Current assets					
Debtors	14	**1,002,875**		*1,004,379*	
Cash at bank and in hand		**1,046,786**		*1,237,505*	
		2,049,661		*2,241,884*	
Creditors: amounts falling due within one year	15	**(609,282)**		*(890,970)*	
Net current assets			**1,440,379**		*1,350,914*
Total assets less current liabilities			**1,440,379**		*1,350,914*
Total net assets			**1,440,379**		*1,350,914*
Charity funds					
Restricted funds	17		**100,040**		*58,880*
Unrestricted funds	17		**1,340,339**		*1,292,034*
Total funds			**1,440,379**		*1,350,914*

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

However, an audit is required in accordance with section 145 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Michael Brown CBE DL
(Trustee)
Date: 10 March 2022

The notes on pages 23 to 35 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2021

	2021 £	*2020* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(217,179)**	*468,599*
Cash flows from investing activities		
Interest receivable	**26,460**	*25,229*
Net cash provided by investing activities	**26,460**	**25,229**
Change in cash and cash equivalents in the year	**(190,719)**	**493,828**
Cash and cash equivalents at the beginning of the year	**1,237,505**	*743,677*
Cash and cash equivalents at the end of the year	**1,046,786**	*1,237,505*

The notes on pages 23 to 35 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

1. General information

Re:vision North Limited, company number 8820018, is incorporated in England and Wales and limited by guarantee. It is a registered charity, number 1156046. The registered office address is:

Duckworth House
Lancastrian Office Centre
Talbot Road
Manchester M32 0FP

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Re:vision North Limited (Re:vision) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

In the opinion of the Trustees, there are no critical estimates or judgements included in the financial statements.

The Trustees have received confirmation from the sole subscriber Procure Plus Holdings Limited, that it is the current intention that it will continue to provide financial support to finance the charitable company' operations for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

2.2 Going concern

Re:vision is largely funded by companies within the Procure Plus Holdings Group, which operates exclusively in the UK. The Board of Procure Plus Holdings Limited do not anticipate any drop in income caused by Brexit or COVID. As a result, the Trustees of Revision do not anticipate any shortfalls in its income below planned levels.

In addition Re:vision has enough resources on its on own balance sheet to continue to service all of its activities and creditors for at least 12 months from the date of signing these accounts.

The Trustees consider therefore that the Company can continue to operate as a going concern and the accounts have therefore been prepared on a going concern basis.

2. Accounting policies (continued)

2.3 Income

All incoming resources are included in the Statement of Financial Activities when the charitable company has entitlement to the funds, probability of receipt and the amount can be measured with sufficient reliability

Other income is recognised in the period in which it is receivable and, to the extent the goods have been provided or on completion of the service, has entitlement to the income.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.6 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Accounting policies (continued)

2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.8 Financial instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.9 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

3. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Procure Plus Holdings Limited	-	600,000	**600,000**	*1,335,000*
Reallies Limited	-	25,000	**25,000**	*388,000*
Women and Manual Trades	-	-	**-**	*47,847*
	-	625,000	**625,000**	*1,770,847*
Total 2020	*47,847*	*1,723,000*	*1,770,847*	

4. Income from charitable activities

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Income from charitable activities	46,633	19,831	**66,464**	*26,504*
Total 2020	*-*	*26,504*	*26,504*	

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Interest receivable	26,460	**26,460**	*25,229*
Total 2020	*25,229*	*25,229*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

6. Analysis of expenditure by expenditure type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Charitable Grants	-	404,100	**404,100**	*536,206*
Other costs	3,373	210,486	**213,859**	*503,162*
Expenditure on governance	2,100	8,400	**10,500**	*8,202*
Total 2021	5,473	622,986	**628,459**	*1,047,570*
Total 2020	*2,000*	*1,045,570*	*1,047,570*	

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Direct costs	5,473	622,986	**628,459**	*1,047,570*
Total 2020	*2,000*	*1,045,570*	*1,047,570*	

8. Charitable grants

	2021 £	2020 £
Upturn	**60,300**	*19,500*
New Ground	**60,000**	*118,000*
Calico	**45,000**	*16,000*
B4 Box	**40,000**	*42,000*
Yes Project	**27,000**	*81,510*
Birchwood Centre	**27,000**	*17,000*
Inspira	**22,000**	-
The Jewel Foundation	**20,000**	*16,000*
Wigan Youth Zone	**20,000**	-
Woking Denbighshire	**14,000**	-
Salvation Army	**14,000**	-
Liverpool in Work	**10,000**	-
RCS Wales	**10,000**	-
Give Get Go	**8,000**	*10,000*
Tree of Life	**8,000**	*4,000*
Humankind	**6,000**	-
PATH	**6,000**	-
The Message	**4,000**	*9,000*
St Georges Crypt	**4,000**	-
Broughton Trust	**2,000**	*61,000*
Best	**(1,000)**	*2,000*
UCAN Farnworth	**(2,200)**	*10,000*
We Mind the Gap	**-**	*56,000*
Communities for work	**-**	*26,000*
Street League	**-**	*26,000*
Volition	**-**	*14,000*
Building Heroes	**-**	*8,000*
Groundwork	**-**	*(2,000)*
Other smaller grants	**-**	*2,196*
Total grants made to promote charitable aims	**404,100**	*536,206*

All of these grants had for purpose the relief of unemployment and the provision of training and employment opportunities. Grant commitments are usually made for a period of up to 12 months.

9. Expenditure on governance

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Governance Auditors' remuneration	2,100	8,400	**10,500**	*8,202*
Total 2020	*-*	*8,202*	*8,202*	

10. Other charitable costs

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Direct charitable costs	-	161,512	**161,512**	*426,981*
Overhead support	-	48,088	**48,088**	*73,019*
Other administration costs	3,373	885	**4,258**	*3,162*
	3,373	210,485	**213,858**	*503,162*
Total 2020	*-*	*503,162*	*503,162*	

11. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Grant funding of activities 2021 £	Support costs 2021 £	Total funds 2021 £	*Total funds 2020 £*
Direct costs	161,512	404,100	62,847	**628,459**	*1,047,570*
Total 2020	*426,981*	*536,206*	*84,383*	*1,047,570*	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

12. Auditors' remuneration

	2021 £	2020 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	**6,600**	*6,432*
Fees payable to the Company's auditor in respect of:		
All non-audit services not included above	**1,800**	*1,770*

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2020 - £NIL)*.

During the year ended 30 June 2021, no Trustee expenses have been incurred *(2020 - £NIL)*.

14. Debtors

	2021 £	2020 £
Due within one year		
Trade debtors	**2,875**	*4,379*
Amounts owed by group undertakings	**1,000,000**	*1,000,000*
	1,002,875	*1,004,379*

15. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	**70,000**	*9,652*
Amounts owed to group undertakings	**100,000**	*500,000*
Other creditors	**833**	*1,216*
Accruals and deferred income	**438,449**	*380,102*
	609,282	*890,970*

16. Financial instruments

	2021 £	*2020* *£*
Financial assets		
Financial assets measured at cost	**2,049,661**	*2,241,884*

	2021 £	*2020* *£*
Financial liabilities		
Financial liabilities measured at cost	**608,449**	*889,754*

Financial assets measured at cost comprise cash and cash equivalents, trade debtors and amounts owed by group debtors.

Financial liabilities measured at cost comprise trade creditors, accrued expenses and amounts owing to group creditors.

17. Statement of funds

Statement of funds - current year

	Balance at 1 July 2020 £	Income £	Expenditure £	Balance at 30 June 2021 £
Unrestricted funds				
General Funds	**1,292,034**	**671,291**	**(622,986)**	**1,340,339**
Restricted funds				
Cumbria Restricted Funds	**11,033**	**-**	**-**	**11,033**
Women and Manual Trades	**47,847**	**-**	**(5,473)**	**42,374**
Midlands Social Value Funds	**-**	**46,633**	**-**	**46,633**
	58,880	**46,633**	**(5,473)**	**100,040**
Total of funds	**1,350,914**	**717,924**	**(628,459)**	**1,440,379**

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 July 2019 £	*Income* £	*Expenditure* £	*Balance at 30 June 2020* £
Unrestricted funds				
General Funds	*562,871*	*1,774,733*	*(1,045,570)*	*1,292,034*
Restricted funds				
Cumbria Restricted Funds	*13,033*	*-*	*(2,000)*	*11,033*
Women and Manual Trades	*-*	*47,847*	*-*	*47,847*
	13,033	*47,847*	*(2,000)*	*58,880*
Total of funds	*575,904*	*47,847*	*(1,047,570)*	*1,350,914*

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	**Unrestricted funds 2021** £	**Total funds 2021** £
Current assets	100,040	1,949,621	**2,049,661**
Creditors due within one year	-	(609,282)	**(609,282)**
Total	100,040	1,340,339	**1,440,379**

18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Restricted funds 2020 £	*Unrestricted funds 2020 £*	*Total funds 2020 £*
Current assets	*58,880*	*2,183,004*	*2,241,884*
Creditors due within one year	-	*(890,970)*	*(890,970)*
Total	*58,880*	*1,292,034*	*1,350,914*

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	*2020 £*
Net income for the year (as per Statement of Financial Activities)	**89,465**	*775,010*
Adjustments for:		
Interest receivable	**(26,460)**	*(25,229)*
Decrease/(increase) in debtors	**1,504**	*(211,495)*
Decrease in creditors	**(281,688)**	*(69,687)*
Net cash provided by/(used in) operating activities	**(217,179)**	*468,599*

20. Analysis of cash and cash equivalents

	2021 £	*2020 £*
Cash in hand	**1,046,786**	*1,237,505*
Total cash and cash equivalents	**1,046,786**	*1,237,505*

21. Analysis of changes in net debt

	At 1 July 2020 £	Cash flows £	At 30 June 2021 £
Cash at bank and in hand	**1,237,505**	**(190,719)**	**1,046,786**
	1,237,505	**(190,719)**	**1,046,786**

22. Related party transactions

Newground CIC became a related party in 2018 due to the fact that the Re:vision Board Member Michael Smith is also the managing director of that entity.

	2021 £	*2020 £*
Opening balance owed to related party	**(86,000)**	*(50,500)*
Accrual movement during the year	**12,000**	*(37,500)*
Amounts invoiced by related party	**(72,000)**	*(79,500)*
Funds paid to related party	**44,000**	*81,500*
	(102,000)	*(86,000)*

Mr Smith does not participate in the Re:vision Board decision making on the issuing of grants to Newground CIC to prevent any conflict of interest.

Broughton Trust became a related party in 2019 due to the fact that the Re:vision Board Member Jonathan Drake is also a Trustee of that entity.

	2021 £	*2020 £*
Opening balance owed to related party	**(52,000)**	*(62,000)*
Accrual movement during the year	**32,000**	*10,000*
Amounts invoiced by related party	**(34,000)**	*(71,000)*
Funds paid to related party	**31,000**	*71,000*
Closing balance owed to related party	**(23,000)**	*(52,000)*

Mr Drake did not participate in the Revision Board decision making on the issuing of grants to Broughton Trust to prevent any conflict of interest. Mr Drake left his positiion in the Brioughton Trust in April 2021.

23. Sole subscriber

The company's sole subscriber is Procure Plus Holdings Limited (Company Number: 05888820). The principal purpose of Procure Plus Holdings Limited is to operate as a consortium of social housing providers for mutual benefit.

24. Company limited by guarantee

The company is incorporated under the Companies Act 2006 and is limited by guarantee.