

## **HACRO CIO**

**Registered Charity 1163064**

### **ANNUAL REPORT FOR THE YEAR ENDING 31 March 2025**

#### **OBJECTS**

The objects of the Charity are:

- to educate and train and relieve poverty and sickness among persons who are suffering, have suffered or might suffer a legal restriction on their liberty in any penal or corrective establishment through any means whatsoever and the families of such persons in such ways as the trustees think fit;
- to further and promote the study of and research into all aspects and methods of the prevention of crime and delinquency and to obtain and make records of and disseminate information concerning the same; and
- to promote, support or carry on either alone or in co-operation with anybody, authority, or person, any project or scheme in connection with any methods of the prevention of crime and delinquency and to provide moneys for such purposes whether by way of loan or otherwise, within the area of the County of Hertfordshire and such other nearby English Counties as may from time to time be determined by the trustees.

#### **GOVERNING DOCUMENT**

HACRO is a Charitable Incorporated Organisation and is governed by its Constitution. Its Constitution is a trust deed dated 05 August 2015.

#### **PRINCIPAL OFFICE**

Our principal office is 62-72 Victoria Street, St Albans, Hertfordshire. AL1 3XH.

#### **PRINCIPAL ACTIVITIES**

- HACRO (Hertfordshire Association for the Care and Rehabilitation of Offenders) is a predominantly Grant Funded charity, helping people in Hertfordshire who have been on the wrong side of the law to turn their lives around. We believe in second chances;
- Our vision is a world in which everyone on the wrong side of the law has the chance to turn their lives around and lead a life fully contributing to society. We deliver our vision through programmes that build capability and confidence, delivered with respect and integrity. Our mission is to offer support for offenders, potential offenders and their families to make positive changes in their lives and thereby reduce the number of victims of crime;
- We do this by providing mentoring support and a range of training and well-being programmes. We also work with other local charities to provide individualised and needs-based support;
- Our flagship programme, TurnAround was launched on 1st January 2023 as a personal development programme providing support, purpose, engagement, structure and opportunity to ex-offenders on their journey back into the community.

## **PUBLIC BENEFIT**

The above activities are for the benefit of our participants in particular and the public at large. In this respect the trustees have due regard for the guidance issued by the Charities Commission on public benefit.

## **ACHIEVEMENTS**

Our overriding achievement has been the continued development of our flagship programme, Turn-Around.

## **FINANCE**

Income from all sources aggregated £295,324 compared with £223,973 last year.

We started the year with total funds of £159,552 of which £41,395 was restricted for our charitable programmes. At the year end, we held total funds aggregating £155,132 of which £19,832 was restricted for specific charitable purposes by the providers. The trustees have been able to secure significant longer-term funding providing financial security for the charity.

Our fixed asset is a motor vehicle, a people carrier, donated by the West Herts Charitable Trust (WHCT) during the Year ending 31<sup>st</sup> March 2023. Whilst it is a donation, we will be obligated to return it to WHCT if it is no longer needed. In the event of destruction or disposal, we will be obligated to account to WHCT for 75% of any proceeds. We are obligated to keep the vehicle insured and do so at the valuation provided to us by WHCT. The vehicle is depreciated at the higher of 25% of the reducing balance or the mark down provided to us by WHCT.

## **RESERVES**

We seek to keep reserves enabling us to support our programmes for a further six months without raising further income. We have reviewed cash flow projections for a full twelve-month period from 31 March 2025 and we are satisfied that we have the resources to function as a going concern for the remainder of the period to 31 March 2026 and beyond.

We aim to keep adequate reserves to enable us to support our charitable programmes and to provide our employees with job security.

The greatest risk to the charity would be failure to secure new sources of income to replace existing funds as they are expensed.

## **ANNUAL ACCOUNTS**

The Accounts of HACRO are drawn up on an accrual's basis. In particular, funds aggregating £99,294 (2024 £57,626) have been received in the current year, relating to expenditure arising in the year starting on 01 April 2025. These have been reported as grant income received in advance.

## **FINANCIAL SUPPORT**

We are highly dependent on grants for our income and we acknowledge and thank, among others, the following organisations for their support during the year:

The National Lottery Community Fund  
The Tudor Trust  
Lloyds Bank Foundation for England and Wales  
The Swire Charitable Trust  
Colin MBE & Dawn Powell Charitable Fund  
The Beatrice Laing Trust  
The Clothworkers Foundation  
The Lawn Tennis Association  
Hertfordshire County Council  
Hertfordshire Community Foundation  
St Albans Council

## **FINANCIAL CONTROLS**

During the period, we reviewed the charity's financial control procedures to ensure that they were appropriate for our current activities. The review concluded that the financial controls were both adequate and appropriate.

## **PERSONNEL**

We continue to employ the services of a part-time Chief Executive Officer (CEO), Matthew Cannon who is supported by one full time employee and ten part-time employees. They, in turn, are supported by four volunteers.

## **TRUSTEES**

Trustees are recruited following open advertisement or personal recommendation. All are formally interviewed. by at least two trustees prior to approval at a meeting of the board of trustees.

On 31<sup>st</sup> March 2025, our trustees were:

Audrey Beale JP – Chair  
John Walker FCA – Treasurer  
Jacqueline Brabazon  
Eric Pillinger  
Christopher Hale JP  
Mark Shepperd – appointed 20 April 2024  
Cormac OKeefe – appointed 14 November 2024

Peter Spencer JP retired from the Board in December 2024 having served for nine years.

## **RELATED TRANSACTIONS**

There were no transactions that could give rise to a conflict of interest for any trustees. No funds were paid to trustees by the charity during the year save for appropriate out-of-pocket expenses.

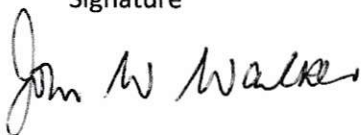
## INDEPENDENT EXAMINER

Mr. Andrew Thomson, BA FCA of Leverstock Green, Hertfordshire acted as Independent Examiner of the accounts of the Charity.

## DECLARATION

The trustees declare that they have approved the trustees' Annual Report set out above.

Signed on behalf of the charity's trustees.

Signature	Full name	Position	Date
	John Willis Walker	Treasurer	19.09.2025



# HACRO

*For the Care and Rehabilitation of Offenders*

## FINANCIAL STATEMENTS

**For the year ending 31st March 2025**

**Registered Charity No:** 1163064

**Email:** [office@hacro.org.uk](mailto:office@hacro.org.uk)

**Telephone:** 01727 854727

**Website:** [www.hacro.org.uk](http://www.hacro.org.uk)

**Address:** 62-72 Victoria Street, St Albans, Herts, AL1 3XH

# **HACRO**

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## **HACRO**

### **LEGAL AND ADMINISTRATIVE**

**For the year ended 31 March 2025**

Name: HACRO CIO

Registered Number: 1163064

Trustees: Valerie Beale JP - Chair  
John Walker FCA - Treasurer  
Jacqui Brabazon  
Eric Pillinger  
Christopher Hale  
Mark Shepperd - appointed 20 April 2024  
Cormac OKeefe - appointed 14 November 2024

Executive: Matthew Cannon - Chief Executive Officer

Registered Address: 62-72 Victoria Street  
St Albans  
AL1 3XH

Website: [www.hacro.org.uk](http://www.hacro.org.uk)

Independent Examiner: Andrew Thomson BA FCA  
Leverstock Green  
Hertfordshire

# **HACRO**

## **INDEPENDENT EXAMINER'S REPORT**

**For the year ended 31 March 2025**

I report on the Accounts of HACRO for the year ended 31 March 2025 which are set out on pages 3 to 9.

### **Respective responsibilities of trustee and examiner**

The Charity's trustees are responsible for the preparation of the accounts. The Charity's trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

I am qualified to undertake the examination by being a Fellow of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

### **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with the general Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

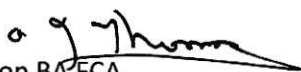
### **Independent Examiner's Statement**

In the course of my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed



Andrew Thomson BA FCA

Leverstock Green, Hertfordshire

Date

19/9/25



**Statement of Financial Activities**  
**For the year ended 31 March 2025**

	Note	2025 Unrestricted Funds £	2025 Restricted Funds £	2025 Total Funds £	2024 Total Funds £
<b>Income resources:</b>					
Donations	2	32,184	5,619	37,803	35,176
Grant income	2	81,064	171,445	252,509	165,267
Donation of Vehicle	11	0	0	0	21,000
Other Income	2	5,012	0	5,012	2,530
<b>Total incoming resources</b>		<b>118,260</b>	<b>177,064</b>	<b>295,324</b>	<b>223,973</b>
<b>Resources expended</b>					
Charitable Activities	3	101,118	198,626	299,744	274,329
<b>Total expenditure</b>		<b>101,118</b>	<b>198,626</b>	<b>299,744</b>	<b>274,329</b>
<b>Net Income</b>		<b>17,142</b>	<b>(21,562)</b>	<b>(4,420)</b>	<b>(50,356)</b>
<b>Transfer between funds</b>	9	13,166	(13,166)	0	0
<b>Net income for the year</b>		<b>30,308</b>	<b>(34,728)</b>	<b>(4,420)</b>	<b>(50,356)</b>
<b>Total funds brought forward</b>		<b>118,157</b>	<b>41,395</b>	<b>159,552</b>	<b>209,908</b>
<b>Total funds carried forward</b>		<b>148,465</b>	<b>6,667</b>	<b>155,132</b>	<b>159,552</b>

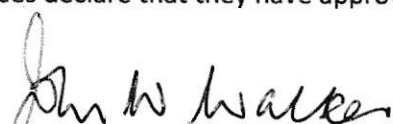
The Notes on pages 5 to 9 form part of these accounts

**HACRO**  
**BALANCE SHEET**  
**AS AT 31 March 2025**

	Note	2025 £	2024 £
<b>Fixed Assets</b>	<b>11</b>	15,000	20,000
<b>Current Assets</b>			
Debtors	5	11,673	(7,799)
Payments in advance	6	2,397	3,116
Cash at bank and in hand		232,340	211,560
		<b>246,410</b>	<b>206,877</b>
<b>Current Liabilities</b>			
Creditors	7	6,984	9,699
Receipts in advance	8	99,294	57,626
<b>Total Current Liabilities</b>		106,278	67,325
<b>Net Current Assets</b>		<b>140,132</b>	<b>139,552</b>
<b>Net Assets</b>		<b>155,132</b>	<b>159,552</b>
<b>Funds</b>			
Unrestricted funds	9	135,301	118,157
Restricted funds	9	19,831	41,395
		<b>155,132</b>	<b>159,552</b>

The trustees declare that they have approved the Accounts set out above.

Signed

  
John Willis Walker FCA

Date

19.09.2025

# **HACRO**

## **Notes to the Financial Statements For the year ended 31 March 2025**

### **1 Accounting Policies**

#### **Basis of the preparation of the accounts**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement on 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) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

#### **Charity Information**

HACRO is a Charitable Incorporation Organisation registered in England and Wales.

#### **Incoming resources**

All material incoming resources have been included on an accruals basis.

Donations and gifts are included in the statement of financial activities.

All grants are recognised as income within the period to which they relate.

#### **Fixed Assets**

Fixed Assets relate to a motor vehicle which is Depreciated at the greater of 25% on the reducing balance and the diminution in value determined from time to time by the donor to whom HACRO is accountable in the event of sale or destruction.

The vehicle is insured at the value determined by the donor.

#### **Resources expended**

All expenditure is accounted for on an accrual basis.

All expenditure has been analysed using a natural classification.

#### **Fund Accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and 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 charity for specific purposes. The cost of raising and administering such funds are charged against the specific fund.

#### **Going concern**

The trustees of the charity deem that there are sufficient funds available to continue operating on a going concern basis for the foreseeable future.

## HACRO

### Notes to the Financial Statements For the year ended 31 March 2025

#### 1 Accounting Policies (Continued)

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods

There are no critical accounting estimates or judgements in the financial statements.

2 Income from charitable activity	Unrestricted	Restricted	Total 2025	Total 2024
	funds	funds		
	£	£	£	
Grants	81,064	171,445	252,509	165,267
Donations	32,184	5,619	37,803	35,176
Donations re motor vehicle	0	0	0	21,000
Other	5,012	0	5,012	2,530
<b>Total</b>	<b>118,260</b>	<b>177,064</b>	<b>295,324</b>	<b>223,973</b>
<b>Total 2024</b>	<b>47,385</b>	<b>176,588</b>	<b>223,973</b>	

#### Financial Support

The charity is highly dependent for its income on grants and donations. Among others, the following organisations have supported the charity during the year

The National Lottery Community Fund, The Tudor Trust, Lloyds Bank Foundation for England and Wales, The Swire Charitable Trust, The Beatrice Laing Trust, Colin MBE & Dawn Powell Charitable Fund, The Clothworkers Foundation, The Lawn Tennis Association, Hertfordshire County Council, Hertfordshire Community Foundation, St Albans Council.



# HACRO

## Notes to the Financial Statements For the year ended 31 March 2025

3 Expenditure on charitable activity	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024
Website and marketing	3,886	325	4,211	3,799
External facilitator/instructor	1,080	8,370	9,450	18,609
Venue hire	3,426	3,158	6,584	5,120
Programme expenses	4,650	26,669	31,319	41,955
Salaries	76,557	135,688	212,245	178,664
Materials for programmes	108	9,860	9,968	3,503
Staff training	1,552	483	2,035	886
Staff event	168	0	168	304
Motor and travelling Expenses	190	969	1,159	689
Motor vehicle insurance	54	1,318	1,372	1,550
Motor vehicle depreciation		5,000	5,000	8,000
Awards and events	2,335	990	3,325	2,421
Printing, postage and stationary	178	0	178	399
Telephone and internet	1,582	0	1,582	1,234
Computer and software	2,624	5,796	8,420	4,509
Insurance	1,653		1,653	1,456
Sundry expenses	975		975	1,094
Bank charges	100		100	87
Accountancy fees				50
<b>Total expenditure</b>	<b>101,118</b>	<b>198,626</b>	<b>299,744</b>	<b>274,329</b>
<b>Total 2024</b>	<b>66,202</b>	<b>208,127</b>	<b>274,329</b>	



## HACRO

### Notes to the Financial Statements For the year ended 31 March 2025

#### 4 Salaries and wages

	Total 2025	Total 2024
	£	£
Pension	4,668	4,284
Wages	198,927	169,630
Tax & NI	8,650	4,750
<b>Total</b>	<b>212,245</b>	<b>178,664</b>

An average of 11 (2024 - 11) staff were employed during the year  
No members of staff were paid more than £60,000 in either year

#### 5 Debtors

	2025	2024
	£	£
Debtors	10,623	(8,649)
Loan	1,050	850
<b>Total</b>	<b>11,673</b>	<b>(7,799)</b>

#### 6 Prepayments

	2025	2024
	£	£
Insurances	2,397	1,036
Rent		2,080
<b>Total</b>	<b>2,397</b>	<b>3,116</b>

#### 7 Creditors

	2025	2024
	£	£
Other creditors	6,122	4,047
Accruals	862	5,652
<b>Total</b>	<b>6,984</b>	<b>9,699</b>

#### 8 Receipts in advance

	2025	2024
	£	£
National Lottery	35,164	34,293
Tudor Trust	29,268	23,333
The Colin MBE & Dawn Powell Charitable Fund	34,862	
<b>Total</b>	<b>99,294</b>	<b>57,626</b>

# HACRO

## Notes to the Financial Statements For the year ended 31 March 2025

9 Movement in funds	As at 1 April 2024 £	Incoming Resources £	Outgoing resources £	Transfers £	As at 31 March 2025
<b>Restricted funds</b>					
Small grants	7,358	2,297	(7,527)	0	2,128
Caring dads	1,808	0	(1,808)	0	0
Dedicated dads	3,094	0	(3,094)	0	0
Training/wellbeing	1,149	1,050	(874)	0	1,325
Turn Around	7,217	130,372	(127,222)	(9,796)	571
Road to employment	769	39,044	(36,644)	(3,370)	(200)
Information technology	0	4,300	(3,292)	0	1,008
Motor vehicle cash grant	5,000	0	(1,250)	0	3,750
Motor vehicle non-cash donation	15,000	0	(3,750)	0	11,250
<b>Total Restricted funds</b>	<b>41,395</b>	<b>177,063</b>	<b>(185,461)</b>	<b>(13,166)</b>	<b>19,832</b>
<b>Unrestricted funds</b>					
Unrestricted funds	88,157	118,260	(114,283)	13,166	105,300
Contingent Reserve	30,000				30,000
<b>Total Unrestricted funds</b>	<b>118,157</b>	<b>118,260</b>	<b>(114,283)</b>	<b>13,166</b>	<b>135,300</b>
<b>Total Funds</b>	<b>159,552</b>	<b>295,323</b>	<b>(299,744)</b>	<b>0</b>	<b>155,132</b>

### 10 Related parties

There were no transactions that could give rise to a conflict of interest for any trustees.

No funds were paid to trustees by the charity during the year save for appropriate out-of-pocket expenses.

### 11 Fixed Assets - Motor Vehicle

The motor vehicle is a people carrier donated by West Herts Charitable Trust (WHCT) for which HACRO contributed £7,000, provided by way of a specific grant from the Da Vinci Foundation during the year ending 31 March 2023. WHCT regard the donation as a gift and, as such, the vehicle is the property of HACRO but subject to return if the vehicle is no longer needed. At inception, the vehicle was valued by WHCT at £28,000 and is held in HACRO's books at the valuation provided by WHCT from time to time, which is the value at which it must be insured. At 31 March 2025, the vehicle was valued by WHCT at £20,000 and so the vehicle has been insured at that level. In line with its policy regarding depreciation the Trustees have depreciated the vehicle by 25% of the reducing balance. In the event of destruction or disposal, HACRO will be required to account to WHCT for 75% of any proceeds.

Donation at inception being 01 April 2023

	£
West Herts Charitable Trust	21,000
Da Vinci Foundation	7,000
Value at inception	28,000
Depreciation last year	8,000
Book value at 31 March 2024	20,000
Depreciation this year	5,000
Book value at 31 March 2025	15,000

# **HACRO**

## **INDEPENDENT EXAMINER'S REPORT**

**For the year ended 31 March 2025**

I report on the Accounts of HACRO for the year ended 31 March 2025 which are set out on pages 3 to 9.

### **Respective responsibilities of trustee and examiner**

The Charity's trustees are responsible for the preparation of the accounts. The Charity's trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed.

I am qualified to undertake the examination by being a Fellow of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

### **Basis of Independent Examiner's Statement**

My examination was carried out in accordance with the general Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.


### **Independent Examiner's Statement**

In the course of my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed

  
Andrew Thomson BA FCA  
Leverstock Green, Hertfordshire

Date

14/9/25