

Company registration number: 11634699

Charity number: 1182053



NOCN Job Cards

(A Company limited by guarantee)

Trustee' Report and Financial Statements

For the year ended 31 July 2025

NOCN Job Cards  
(A Company limited by Guarantee)

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NOCN Job Cards  
(A Company limited by Guarantee)

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**Reference and Administrative Details of the Charity, its Trustees and Advisers**

**For the Year Ended 31 July 2025**

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**NOCN Job Cards Trustees' and Directors:**

Chair	Alison Duckles CBE	(Resigned 31 March 2025)
	Graham Hasting-Evans	
	Carl Hassell	
	Paul Allman	(Resigned 31 March 2025)
	Timothy Brownbridge	(Resigned 31 March 2025)
	Kay Dickinson	
	Deborah Haworth	

**Reference and administrative details:**

Charity number:	1182053
Company number:	11634699
Registered office:	Acero Building 1 Concourse Way Sheaf Street Sheffield, S1 2BJ

**Our Advisers:**

Bank	National Westminster Bank Plc	7 Market Place Derby, DE1 9DS
Solicitors	Andrew Holland Law Limited	Suite 2, The Bakery Millenium Business Park Steeton, Keighley West Yorkshire, BD20 6RB
Auditors	Armstrong Watson Audit Limited	Thornfield Business Park Northallerton, DL6 2XQ

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## Chair's Foreword

### For the Year Ended 31 July 2025

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I am pleased to present the NOCN Job Cards Annual Report and Accounts for the year ended 31 July 2025.

Throughout the year, our activities continued to be guided by our charitable objectives, supporting employment and career progression within the construction sector. It is essential to sustaining and enhancing those objectives that, year on year, we deliver a financial performance that upholds industry standards and enhance workforce competence.

I am pleased to report that, despite operating for only eight months before transferring operations to NOCN, the parent Charity, the Charity achieved an operating surplus of £598,000 compared to £411,000 in the previous 12-month period. This reflects strong cost management and continued demand for our services. Following the transfer of trade and assets on 31 March 2025, reserves at year-end were £nil, as expected. These results demonstrate the effectiveness of our operational discipline and commitment to innovation in supporting the sector.

#### Key strategic highlights include:

- **Compliance and Industry Leadership:** The Construction Plant Competence Scheme (CPCS) maintained its position as the only plant card scheme fully compliant with the PSRO Card Scheme Framework and meeting the Construction Leadership Council's "One-Logo" requirements, verified through independent CSCS audit.
- **Scheme Reform and Modernisation:** Significant reforms were implemented to align CPCS with the Standard Setting Body's "New Training Standards." Updated rules and processes were introduced with strong industry support, ensuring the scheme remains relevant and robust.
- **Digital Transformation:** A major milestone was our online Health, Safety and Environment (HS&E) test for plant operatives, combining interactive learning with secure, invigilated assessment. Renewal testing was modernised through a fully online, modular CPD model, improving accessibility and reducing barriers to maintaining competence.
- **Sustainability of CISRS Delivery:** NOCN Job Cards continued to administer CISRS smart cards, with volumes consistent with the previous year. The CISRS contract was successfully renegotiated to ensure sustainability and value for both parties.

Across all activities, NOCN Job Cards supported centres, employers, and operatives to strengthen competence and close critical skills gaps in the sector.

On 31 March 2025, the trade and assets of NOCN Job Cards were transferred to NOCN, enabling a fully integrated service for customers and greater efficiency in delivery. The trustees intend to formally close the Charity during the next financial year.

Looking ahead, the integration of Job Cards activities into NOCN will enhance our ability to deliver high-quality, compliant, and innovative services to the construction sector, supporting our shared charitable objectives and the development of a skilled workforce.

On behalf of the Board of Trustees, I thank all staff and partners for their dedication and professionalism throughout this transitional year.



Kay Dickinson (Chair Audit & Risk group)

9 December 2025

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## **Trustees' Report**

### **For the Year Ended 31 July 2025**

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The Trustees, who act as Directors for the purpose of company law, present their report together with the financial statements of the Charity for the year ending 31 July 2025.

#### **The Purpose of the Charity**

The purpose and mission statement of the Charity is to support learners to achieve success in life and work and support communities and organisations to develop and prosper through the provision and operation of competency card schemes.

#### **The Objects of the Charity**

The Charity's objects up until it ceased trade on 31 March 2025 were, as per the Charity's governing document, its Articles of Association, specifically restricted to the advancement of education of operatives working in industry within the United Kingdom and Eire and in other countries which recognise skills and competency card schemes in one or more of the following ways:

- by promoting and widening participation in education and training including for those people who have previously been excluded from educational opportunities;
- by improving the quality and flexibility of education provision for the public benefit, including for those people who have previously been excluded from educational opportunities;
- by improving access for learning opportunities and facilitating progression to further learning, employment and higher education particularly through the award of credit and credit-based qualifications and assured courses;
- by facilitating skills and competence card schemes for individuals working in industry within the UK and Eire and in other countries which recognise skills and competency card schemes, which will set standards and develop and test skills and competencies in order to increase public confidence in the individuals' work;
- by promoting participation by individuals in the schemes;
- by promoting participation by individuals in all forms of education and training in conjunction with and in addition to the schemes;
- by improving the quality and flexibility of the educational provision available to individuals;
- by improving access for individuals to learning opportunities and facilitating progression to further learning, employment and higher education;
- by delivering continuing professional development, training qualifications and assessment qualifications to individuals;
- by working with industry to ensure the schemes and the individuals covered by the scheme are ready for advancements in new technologies; and
- by ensuring the schemes meet the needs of the individuals covered by the scheme.

Following the cessation of trade, the Charity's object is the orderly closure of the Charity.

#### **Public Benefit**

The Trustees have complied with their duty in accordance with the UK Charities Act 2011 to follow the Charity Commission's guidance on the operation of this public benefit.

The Charity started to advance its objectives for the general public through the purchase of the Construction Plant Competency Scheme (CPCS) from CITB on 1<sup>st</sup> March 2019 as the first competency card schemes that the Charity will operate. This card scheme ensures that Construction Plant Operators have the right qualifications and experience to operate different classes of plant machinery on construction sites.

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**Trustees' Report** *(continued)*

**For the Year Ended 31 July 2025**

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**Public Benefit** *(continued)*

In September 2019, the Construction Industry Scaffolders Record Scheme (CISRS) signed a contract with NOCN Job Cards for the Charity to deliver CISRS cards to the Scaffolding industry. CISRS is one of the oldest most respected cards in the construction industry. The contract to deliver the CISRS cards fits very well with the NOCN Job Cards' charitable aims.

During the year the trustees took the decision to transfer the operations of the Charity into its ultimate controlling party, NOCN, a Charity with similar objects and believe that this transfer will further public benefit by simplifying administration and management of the charitable activities.

**Key Achievements, Activities & Performance in the year**

The Construction Plant Competence Scheme (CPCS) has continued to support employment and career progression within the construction plant sector by ensuring operatives meet recognised industry standards and by issuing secure digital SMART cards. It remains the only plant card scheme fully compliant with the PSRO Card Scheme Framework and continues to meet the Construction Leadership Council (CLC) "One-Logo" requirements, verified through independent CSCS audit.

During the year, CPCS implemented significant reforms to align with the Standard Setting Body's "New Training Standards." Updated scheme rules and processes were introduced with strong industry support, shaped through active engagement with working groups. The remaining categories will be phased in as CITB develops further standards.

A major milestone was the modernisation of the renewal's tests, with a fully online, modular CPD model replacing the previous in-person requirement. This digital-first approach has enhanced accessibility, reduced barriers to maintaining competence, and streamlined the renewal process.

NOCN Job Cards continued to administer CISRS smart cards, with volumes consistent with the previous year. In response to cost pressures, the CISRS contract was renegotiated for 2024/25 to ensure sustainability of delivery for both parties.

Across all activities, NOCN Job Cards has supported centres, employers, and operatives to strengthen competence and close critical skills gaps in the sector.

On 31 March 2025, the trade and assets of NOCN Job Cards were transferred to its parent Charity, NOCN Group. Following this transfer, NOCN Job Cards ceased trading and the trustees intend to formally close the Charity during the next financial year. Consequently, these financial statements have been prepared on a basis other than going concern.

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**Trustees' Report** *(continued)*

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**For the Year Ended 31 July 2025**

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**Financial Review**

The result is for the 8-month trading period to 31 March 2025, when the operations of the Charity were transferred to NOCN.

Card income levels have seen an increase year-on-year when comparing a full 12 month period. Operating costs were lower in the period compared to 2023/24 due to specific efforts to review costs and reduce where possible. This resulted in the Charity achieving an operating surplus of £598k for the 8-month trading period in the year to 31 July 2025 (2024: £411k surplus for 12-month period).

	2025 £000's	2024 £000's
Income	3,017	3,804
Operating costs	(2,419)	(3,393)
<b>Operating surplus</b>	<b>598</b>	<b>411</b>
Depreciation, amortisation & Interest	(280)	(429)
<b>Net incoming/(outgoing) resources</b>	<b>318</b>	<b>(18)</b>

The reserves of the Charity at the end of the year are £nil (2024: £450,750) following the transfer of trade and assets to NOCN, the ultimate controlling party.

**Going Concern**

On 31 March 2025 the trade and assets of NOCN Job Cards was transferred into the parent company of the Group, NOCN. As a result, NOCN Job Cards, as a legal entity, ceased trading and held no assets at 31 July 2025. The financial statements for the year to 31 July 2025 have therefore been prepared on a basis other than going concern. It is the intention of the Trustees to formally close NOCN Job Cards during the next financial year.

No adjustments were required as a result of preparing the accounts on a basis other than going concern.

**Key Risks in the Year 2024/25**

The key risks and uncertainties faced by NOCN Job Cards during the year were as follows:

- The impact of economic uncertainty on the construction sector, requiring cautious financial and operational planning.
- The risk of CPCS failing to adapt to new CITB funding arrangements, mitigated through reforms embedded during the year.
- The need for sustained investment in digital innovation, as underinvestment could limit service quality and stakeholder satisfaction.
- Potential disruption from the standards-setting process and/or PSRO decisions that may not ensure a level playing field for CPCS.
- Competition from lower-standard schemes, which risk undermining safety and reducing incentives to maintain high competence.

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**Trustees' Report** *(continued)*

**For the Year Ended 31 July 2025**

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**Reserves Policy**

Historically, the aim of the policy was to maintain approximately 6 to 8 months of projected operating expenditure and available cash (pooled at a group level). These unrestricted reserves, were freely available for general use and held to withstand short-term financial risks and to support any net wind-up costs in the event of closure.

Following the transfer of the trade and assets of the Charity to NOCN, the parent company of the Group, on 31 March 2025 the Charity ceased to hold any assets and therefore no longer holds any reserves. The services previously delivered by the Charity continued uninterrupted within NOCN, with reserves now managed at the Group level in line with NOCN's financial policies.

**Powers of Investment**

The Trustees are authorised by the Memorandum of Association to invest monies not immediately required for the Charity's own purposes in such investments, securities or property as they deem fit subject to any conditions required by law.

**Future Plans**

It is the intention of the trustees, following the transfer of trade and assets to NOCN during the year, to formally close NOCN Job Cards in the year to 31 July 2026.

**Structure, Governance and Management**

NOCN Job Cards is a company limited by guarantee and a registered Charity and is governed by its Memorandum and Articles of Association. The Charitable company was incorporated on 22 October 2018 and registered in England and Wales as a charity on 15 February 2019. The Charity commenced operations on 1 March 2019.

NOCN Job Cards is consolidated within NOCN, given its Articles give NOCN majority voting rights on the Board.

**Organisation of the Charity**

NOCN Job Cards is governed by a Board of Trustees and at 31 July 2025 the Charity had 4 Trustees, with 3 resignations in the year.

The Board makes any trustee appointment decisions. Any appointments have to be approved by the NOCN Board.

The Board of Trustees meets at least quarterly with a full business agenda including a review of the Management Accounts and budget achievement. During the year the Board was supported by one sub-committee: Group Audit & Risk Committee. The sub-committee meets between 3 and 4 times in the year and reports its activities and recommendations, at the Board meeting immediately following their own meetings.

The Board of Trustees delegates the management of the Charity to the Group Chief Executive who undertakes these responsibilities through an Executive Committee which is comprised of the Chief Executive Officer, Chief Operating Officer and all the Group Directors within NOCN Group, and an Operations Group which is made up of the Executive Committee (except the Chief Executive Officer) plus the Heads of Departments of the Group entities.



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**Trustees' Report** *(continued)*

**For the Year Ended 31 July 2025**

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**Trustee Induction and Training**

When new Trustees join the Board, a formal briefing from the Chair and Group Chief Executive takes place and they receive an induction pack. Trustees receive formal training on their responsibilities, including their legal obligations.

**Compliance with the Charity Governance Code**

The Trustees monitor compliance with the Charity Governance Code, the assessment of which was last updated in November 2025. It has been assessed that the Group continues to be compliant with the Code.

**Pay policy for senior staff**

Two Trustees received remuneration from NOCN as key management of NOCN, but did not receive remuneration from NOCN Job Cards. The rest of the Trustees received no remuneration.

Details of any Trustee related party transactions are disclosed in the notes to the accounts.

**Risk Management**

The Group operates a risk management policy and strategy. The aims of the policy and strategy are to:

- consider best practice in designing a risk management framework;
- encourage well-managed taking of risk to deliver business objectives;
- provide staff with policies and procedures necessary to manage risk;
- embed risk management in the day-to-day conduct of business;
- identify and prioritise risk using the risk management technology;
- regularly monitor risk at Group Chief Executive and Director Level; and
- achieve continuous improvement in risk management.

During the year the Group Audit & Risk Committee has routinely considered the Strategic Risk Register and examined specific areas of risk at the request of the Board and has overseen a review of the register's format and risks. The Strategic Risks are also reported to the Board on a quarterly basis. The Strategic Risk Register is also reviewed on a monthly basis by the Executive Committee.

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**Trustees' Report** *(continued)*

**For the Year Ended 31 July 2025**

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**Trustees' responsibilities in relation to the financial statements**

The Trustees (who are also the directors for the purposes of company law) are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period.

In preparing the Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate 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 to enable them to ensure that the financial statements comply with the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the Charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Disclosure of information to auditors**

The Trustees who held office at the date of approval of the Trustees Report confirm that, so far as they are aware, there is no relevant information of which the Group's auditor is unaware; and each Trustee has taken all steps that they ought to have taken as a Trustee to make themselves aware of any relevant audit information and to establish that the group's auditor is aware of that information.



Kay Dickinson (Chair Audit & Risk group)

9 December 2025

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**Independent Auditor's Report****to the Members of NOCN Job Cards**

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**Opinion**

We have audited the financial statements of NOCN Job Cards (the 'charitable company') for the year ended 31 July 2025 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, 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 31 July 2025 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 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 UK, including the FRC'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.

**Emphasis of matter – financial statements prepared on a basis other than going concern**

We draw attention to the accounting policies on page 15, which indicates that the directors intend to formally close the charitable company following the legal transfer of property and trade to NOCN following the merger on 31 March 2025 and do not consider it appropriate to adopt the going concern basis of accounting in preparing the financial statements. Accordingly, the financial statements have been prepared on a basis other than going concern.

**Other information**

The other information comprises the information included in the trustees 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.

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**Independent Auditor's Report** *(continued)*

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**to the Members of NOCN Job Cards**

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**Opinion on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the 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 Trustees' Report.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; 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 set out on page 8, 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**

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.

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**Independent Auditor's Report** *(continued)*

**to the Members of NOCN Job Cards**

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Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the charitable company through discussions with directors and other management, and from our commercial knowledge and experience of the industry. The key laws and regulations we identified were Charities Act 2011, Companies Act 2006, Employment legislation and Ofqual regulations;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and obtaining compliance certificates; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the entity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' report.

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**Independent Auditor's Report** *(continued)*

**to the Members of NOCN Job Cards**

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**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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Simon Turner (Senior Statutory Auditor)

for and on behalf of

**Armstrong Watson Audit Limited**

Chartered Accountants

Northallerton

Date: 18 December 2025

NOCN Job Cards  
(A Company limited by Guarantee)

**Statement of Financial Activities (incorporating income and expenditure account)**

**For the Year Ended 31 July 2025**

	Note	2025 Unrestricted Funds £	2025 Total Funds £	2024 Total Funds £
<b>Incoming resources</b>				
Charitable activities	1	3,016,575	3,016,575	3,804,383
<b>Total incoming resources</b>		<b>3,016,575</b>	<b>3,016,575</b>	<b>3,804,383</b>
<b>Resources expended</b>				
Charitable activities	2,3	2,698,920	2,698,920	3,822,322
<b>Total resources expended</b>		<b>2,698,920</b>	<b>2,698,920</b>	<b>3,822,322</b>
<b>Net movement in funds before other recognised gains and losses</b>		<b>317,655</b>	<b>317,655</b>	<b>(17,939)</b>
<b>Net movement in funds in the period</b>		<b>317,655</b>	<b>317,655</b>	<b>(17,939)</b>
Total funds brought forward		450,750	450,750	468,689
Group transfer		(768,405)	(768,405)	-
<b>Total funds carried forward</b>	14	<b>-</b>	<b>-</b>	<b>450,750</b>

All the figures above relate to the principal activities of the Charity. As per note 16, the Charity's trade and assets were transferred to parent company on 31 March 2025 and the Charity has not traded since. The result for 2025 is therefore for the 8 months to 31 March 2025, when the Charity ceased to trade.

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

The notes on pages 15 to 25 form part of these financial statements.

NOCN Job Cards  
(A Company limited by Guarantee)

**Balance Sheet**

**As at 31 July 2025**

	Notes	2025 Unrestricted Funds £	2024 Unrestricted Funds £
<b>Fixed assets</b>			
Intangible assets	9	-	1,813,482
Tangible assets	10	-	16,465
<b>Total fixed assets</b>		-	1,829,947
<b>Current assets</b>			
Debtors	11	-	484,403
Cash at bank and in hand		-	322,013
<b>Total current assets</b>		-	806,416
<b>Current liabilities</b>			
Creditors: Amounts falling due within one year	12	-	(2,185,613)
<b>Net current liabilities</b>		-	(1,379,197)
<b>Total net assets</b>		-	450,750
<b>Represented by:</b>			
General funds	14	-	450,750
<b>Total funds</b>		-	450,750

The notes on pages 15 to 25 form part of these 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 by the Trustees and authorised for issue on [4] December 2025 and were signed on its behalf by:



Kay Dickinson (Chair Audit & Risk group)



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## Notes to the Financial Statements

For the Year Ended 31 July 2025

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### Accounting Policies

The following accounting policies have been applied consistently in dealing with items, which are considered material in relation to the Charity's Financial Statements.

### Basis of preparation

NOCN Job Cards (the "Charity") is a company limited by guarantee, a registered charity and is incorporated and domiciled in the United Kingdom. The Financial Statements have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102, the reporting standard applicable in the UK and Ireland (*Charities SORP FRS 102*), the Charities Act 2011 and the Companies Act 2006.

NOCN Job cards meets the definition of a public benefit entity under FRS 102.

The presentational and functional currency of these financial statements is sterling and values are rounded to the nearest pound.

The Charity's ultimate parent undertaking, NOCN, includes the Charity in its consolidated financial statements. The consolidated financial statements for NOCN are available to the public and may be obtained from Companies House, Crown Way, Cardiff, CF14 3UZ. In these financial statements, the charitable company is considered to be a qualifying entity (for the purposes of this FRS) and has applied the exemptions available under FRS102 in respect of the following disclosures:

- Cashflow statement and related notes; and
- Key management personnel compensation

### Going concern

The Charity ceased trading on 31 March 2025 following the transfer of its trade and assets to its ultimate controlling party, NOCN. It is the intention of the trustees to formally close NOCN Job Cards in the next financial year.

As a result, the financial statements were prepared on a basis other than going concern.

### Incoming Resources

Income from charitable activities, being card and associated test fees, is recognised at the point of booking/processing.

Income is classed as unrestricted unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

### Financial Instruments

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

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**Notes to the Financial Statements** *(continued)*

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**For the Year Ended 31 July 2025**

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**Resources Expended**

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 appropriate cost drivers depending on the nature of the activities the staff are involved in. The cost drivers include time spent, proportion of entity income level as a percentage of Group income level, and entity FTEs as a percentage of Group total FTEs. Depreciation charges are allocated on the portion of the assets use.

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

All expenditure is inclusive of irrecoverable VAT.

**Tangible Fixed Assets and Depreciation**

Tangible assets are stated at cost less accumulated depreciation.

Depreciation is provided so as to write off the cost or valuation of assets over their estimated useful economic lives, using the straight line method as follows:

- |                         |                   |
|-------------------------|-------------------|
| • Computer equipment    | - 33.3% per annum |
| • Fixtures and fittings | - 10% per annum   |

All tangible fixed assets costing over £1,000 are capitalised on acquisition and are included in the balance sheet at cost. The estimated useful economic lives and depreciation method are reviewed at each year end.

**Intangible Fixed Assets and Amortisation**

Intangible assets are stated at cost less accumulated amortisation and any accumulated impairment losses.

Purchased goodwill is recognised at the cost of acquisition less the on-balance sheet assets purchased.

Software development costs are recognised as an intangible asset when purchased but are amortised when all of the following criteria are demonstrated:

- The technical feasibility of completing the software so that it will be available for use or sale.
- The intention to complete the software and use or sell it.
- The ability to use the software or to sell it.
- How the software will generate probable future economic benefits.
- The availability of adequate technical, financial and other resources to complete the development and to use or sell the software.
- The ability to measure reliably the expenditure attributable to the software during its development.

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**Notes to the Financial Statements** *(continued)***For the Year Ended 31 July 2025**

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**Intangible Fixed Assets and Amortisation** *(continued)*

Amortisation is charged so as to allocate the cost of intangibles less their residual values over their estimated useful lives, using the straight-line method. The intangible assets are amortised over the following useful economic lives:

Software development costs	5 years
Goodwill	10 years

If there is an indication that there has been a significant change in amortisation rate or residual value of an asset, the amortisation of that asset is revised prospectively to reflect the new expectations. If the net fair value of the identifiable assets and liabilities acquired exceeds the cost of a business combination, the excess up to the fair value of non-monetary assets acquired is recognised in the SoFA (statement of financial activities) in the periods in which the non-monetary assets are recovered. Any excess exceeding the fair value of non-monetary assets acquired is recognised in the statement of financial activities in the periods expected to be benefited.

**Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Pensions**

No contributions were made by the charity to the scheme in the year. The scheme was formally closed on 16 December 2024.

**Fund Accounting**

Restricted funds are funds that are to be used for specific purposes as laid down by the donor. Expenditure which meets this criterion is charged to restricted funds, together with a fair allocation of management and support costs.

Unrestricted funds comprise those funds, which the Trustees are free to use in accordance with the objects of the Charity.

Designated funds are unrestricted funds, which have been allocated for specific purposes by the Trustees.

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**Notes to the Financial Statements** *(continued)*

**For the Year Ended 31 July 2025**

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**Critical accounting estimates and areas of judgement**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

- ***Goodwill useful economic life and amortisation***

The key judgements and sources of estimation uncertainty relate to the identified useful economic life attributable to the goodwill on acquisition of the trade and assets of CPCS which has been capitalised to the Balance Sheet.

## Notes to the Financial Statements *(continued)*

For the Year Ended 31 July 2025

### Notes to the Accounts

#### 1. Incoming resources from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Competency scheme activities	3,016,575	3,016,575	3,804,383

Income from charitable activities primarily comprises theory and practical test fees, card upgrades and extensions fees, and HS&E tests in respect of the Construction Plant Competence Scheme (CPCS) and Construction Industry Scaffolders Record Scheme (CISRS).

The income in the year is for the 8 months to 31 March 2025 when the Charity ceased to trade.

All income from charitable activities in the prior period was unrestricted.

#### 2. Analysis of resource expended on charitable activities summary by fund type

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Competency scheme activities	2,698,920	2,698,920	3,822,322

All resource expended from charitable activities in the prior period was unrestricted.

The resources expended in the year is for the 8 months to 31 March 2025 when the Charity ceased to trade.

#### 3. Analysis of resource by activity

	Activities undertaken directly £	Support costs £	2025 £
Competency scheme activities	1,898,268	800,652	2,698,920

  

	Activities undertaken directly £	Support costs £	2024 £
Competency scheme activities	2,670,691	1,151,631	3,822,322

NOCN Job Cards  
(A Company limited by Guarantee)

**Notes to the Financial Statements** *(continued)*

**For the Year Ended 31 July 2025**

**4. Analysis of support costs**

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	15,381	15,381	139,802
Depreciation and amortisation	279,595	279,595	428,879
Group recharge for support	498,476	498,476	575,450
Governance costs	7,200	7,200	7,500
Total	800,652	800,652	1,151,631

Governance costs are made up of audit and accountancy fees, intellectual property rights costs, and legal and professional fees.

The Group recharge for support is made up of Job Cards' share of the Group's overheads, such as facilities and IT infrastructure costs, these costs are allocated across the Group entities using appropriate drivers tailored to the costs of each function.

**5. Net incoming resources**

	2025 £	2024 £
Net incoming resources for the year are stated after charging:		
Depreciation	2,136	4,512
Amortisation	277,459	424,367
External audit fees	7,200	7,500
Operating lease in respect of buildings	26,803	40,205
Operating lease in respect of equipment and cars	-	6,718

**6. Employee numbers and costs**

The charity is supported with HR services from the Parent Charity, NOCN to enable the delivery of its services, which included staff costs. Whilst staff do not have a contract of service with NOCN Job Cards, as they worked wholly for this charity, until the transfer of trade and assets to NOCN, it is considered appropriate to disclose staff costs and average numbers within these financial statements.

	2025 £	2024 £
<b>Staff</b>		
Wages and salaries	779,362	1,259,316
Social security costs	73,334	117,547
Pension costs	56,348	93,607
Total	909,044	1,470,470

The average number of persons providing services to the charity during the year was as follows:

	2025 Number	2024 Number
Charitable activities	32	35
Total	32	35

There were no employees as at 31 July 2025.

NOCN Job Cards  
(A Company limited by Guarantee)

**Notes to the Financial Statements** *(continued)*

**For the Year Ended 31 July 2025**

**7. Trustee remuneration and expenses**

No remuneration or expenses were claimed by the trustees in the year to 31 July 2025 (2024 £nil).

**8. Audit remuneration**

	2025 £	2024 £
External audit	7,200	9,000
<b>Total</b>	<b>7,200</b>	<b>9,000</b>

**9. Intangible fixed assets**

During the year, as part of the Group simplification (see note 16), the trade and assets of the Charity were transferred into NOCN, the ultimate controlling party, on 31 March 2025. As such the Charity held no intangible assets at 31 July 2025.

	Software development £	Goodwill CPCS £	Total £
<b>Cost</b>			
At beginning of year	667,969	3,289,659	3,957,628
Additions	123,698	-	123,698
Disposals	(65,888)	-	(65,888)
Group transfers	(725,779)	(3,289,659)	(4,015,438)
<b>At end of year</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Amortisation</b>			
At beginning of year	231,881	1,912,265	2,144,146
Charge for the year	77,111	200,348	277,459
Disposals	(65,888)	-	(65,888)
Group transfers	(243,104)	(2,112,613)	(2,355,717)
<b>At end of year</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net book value at 31 July 2025</b>	<b>-</b>	<b>-</b>	<b>-</b>
Net book value at 31 July 2024	436,088	1,377,394	1,813,482

NOCN Job Cards  
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**Notes to the Financial Statements** *(continued)*

**For the Year Ended 31 July 2025**

**10. Tangible fixed assets**

	Computer equipment £	Office equipment £	Fixtures and fittings £	Total £
<b>Cost</b>				
At beginning of year	22,346	15,009	17,034	54,389
Disposals	(22,346)	-	-	(22,346)
Group Transfers	-	(15,009)	(17,034)	(32,043)
<b>At end of year</b>	-	-	-	-
<b>Depreciation</b>				
At beginning of year	22,346	7,254	8,324	37,924
Charge for the year	-	1,001	1,135	2,136
Disposals	(22,346)	-	-	(22,346)
Group Transfers	-	(8,255)	(9,459)	(17,714)
<b>At end of year</b>	-	-	-	-
<b>Net book value at 31 July 2025</b>	-	-	-	-
Net book value at 31 July 2024	-	7,755	8,710	16,465

During the year as part of the Group simplification (see note 16), the trade and assets of the Charity were transferred into NOCN, the ultimate controlling party, on 31 March 2025. As such the Charity held no tangible assets at 31 July 2025

**11. Debtors**

	2025 £	2024 £
Trade debtors	-	440,738
Prepayments and accrued income	-	43,665
<b>Total</b>	-	484,403

Trade debtors are stated net of bad debt provisions of £nil (2024: £10,402)

**12. Creditors – amounts falling due within one year**

	2025 £	2024 £
Trade creditors	-	76,112
Accruals	-	130,179
Amounts owing to group undertakings	-	1,979,322
<b>Total</b>	-	2,185,613

Amounts owed to group undertakings are interest free.



NOCN Job Cards  
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**Notes to the Financial Statements** *(continued)*

**For the Year Ended 31 July 2025**

**13. Analysis of net assets between funds**

	Unrestricted & total funds 2025 £	Unrestricted & total funds 2024 £
Intangible fixed assets	-	1,813,482
Tangible fixed assets	-	16,465
Current assets	-	806,416
Current liabilities due in less than one year	-	(2,185,613)
<b>Net Assets</b>	-	450,750

**14. Statement of Funds**

**Statement of funds – current year**

	At 31 July 2024 £	Incoming resources £	Outgoing resources £	Transfer of funds £	At 31 July 2025 £
General funds	450,750	3,016,575	(2,698,920)	(768,405)	-
<b>Total unrestricted funds</b>	450,750	3,016,575	(2,698,920)	(768,405)	-

**Statement of funds – prior year**

	At 31 July 2023 £	Incoming resources £	Outgoing resources £	Transfer of funds £	At 31 July 2024 £
General funds	468,689	3,804,383	(3,822,322)	-	450,750
<b>Total unrestricted funds</b>	468,689	3,804,383	(3,822,322)	-	450,750

**15. Financial Commitments**

At 31 July 2025, the Group had commitments under non-cancellable operating leases as follows:

	2025 £	2024 £
<b>Buildings:</b>		
Within one year	-	40,205
Between two and five years	-	43,619
<b>Equipment:</b>		
Within one year	-	6,718

NOCN Job Cards  
(A Company limited by Guarantee)

**Notes to the Financial Statements** *(continued)*

**For the Year Ended 31 July 2025**

**16. Group simplification**

During the year, a Group simplification exercise was performed to streamline the Group's corporate structure into NOCN, the ultimate controlling party, to deliver a joined-up service for learners, employers, and centres, while maintaining the social impact and charitable objectives of both organisations.

As a result the trade and assets were transferred into the main trading entity and ultimate controlling party of the Group, NOCN on 31 March 2025 at their net book value.

The assets and liabilities transferred were as follows:

	£'000
Fixed assets - Intangible	1,659,721
Fixed assets - Tangible	14,329
Debtors	251,950
Cash	22,861
Creditors	(1,180,456)
Net assets	<b>768,405</b>

Any intercompany balances between NOCN Job Cards and NOCN were offset on 31 March 2025. NOCN Job Cards is now non trading and the Trustees plan to formally close the Charity during the next financial year.

**17. Related Party Transactions**

During the year the Charity was recharged expenditure of £498,476 (2024: £575,450) from its parent company in relation to support costs.

Other transactions with related parties were as follows:

	2025 Income / (Costs) £	2025 Amount due from/(to) at the year end £	2024 Income / (Costs) £	2024 Amount due from/(to) at the year end £
BAM Nuttall <sup>1</sup>	35,478	-	87,857	4,292
Construction Industry Scaffolders Record Scheme <sup>2</sup>	(255,398)	-	(397,181)	33,408
Amelia Renny <sup>3</sup>	-	-	(1,440)	-

All related party transactions are undertaken under normal commercial terms.

<sup>1</sup>Transactions with BAM Nuttall represent learner registration, certification fees and CPCS cards. Timothy Brownbridge is an Academy Manager at BAM Nuttall.

<sup>2</sup>Transactions with Construction Industry Scaffolders Record Scheme in relation to the Card processing Income.

<sup>3</sup>Transactions with Amelia Renny relate to e-learning development. Amelia Renny is related to Simon Renny who is a Group Director of NOCN.

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**Notes to the Financial Statements** *(continued)*

**For the Year Ended 31 July 2025**

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**18. Controlling Party**

The immediate parent and ultimate controlling parent of the Charity is NOCN, a Charitable Company registered in England and Wales, with registered address Acero Building, 1 Concourse Way, Sheaf Street, Sheffield, United Kingdom, S1 2BJ.

NOCN is the sole member of NOCN Job Cards and so for Companies Act purposes NOCN Job Cards is a wholly owned subsidiary of NOCN. Therefore, the Board considers NOCN to be the controlling party.

The smallest and largest group in which the company's results are consolidated is that headed by NOCN. The consolidated accounts of this company are available to the public and may be obtained from the company's registered address, as set out above. No other group accounts include the results of the company.