Talent RISE

(CIO Number 1183457)

Trustees' annual report & financial statements for the period ended

31st December 2025

Charity accounts preparation &
independent examination service

Talent RISE

(CIO Number 1183457)

Contents

Index	Page
Report of the trustees	1
Independent examiner's report	5
Receipts & payments accounts	6
Statement of assets and liabilities	7
Notes to the accounts	8

Trustees' Annual Report

From: 1st January 2025 **To: 31st December 2025**

Charity's full name **Talent RISE**

Registered Charity number **1183457**

Objectives and activities

Summary of the purposes of the charity set out in its governing document
At Talent RISE we know that meaningful employment can transform the lives of young people by giving them purpose, dignity and independence. We also know that for a variety of reasons many young people can struggle to access such employment on their own. Our charitable objective, stated below, reflects this:

The object of the charity is to act as a resource for young people, particularly but not exclusively those defined as having “barriers to employment” by providing information, advice and assistance and by organising programmes in the areas of employment support, education, mentoring, social skills, life skills and emotional development as a means of:

(a) relieving unemployment;
(b) advancing education;
(c) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

“Barriers to employment” means unfavourable circumstances or conditions, including but not limited to physical or mental health challenges, low educational attainment, poverty or social and economic status, that reduces their chances of success or effectiveness in obtaining employment.

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts
In line with our charitable object, Talent RISE delivered practical and targeted support to young people aged 16-30 facing barriers to employment.

Key activities included:

Building Aspirations Programme: Developed in partnership with UK Youth, this is a two-day intensive employability course designed to help young people boost their confidence, develop essential skills, and explore realistic routes into work. Delivery focused on small cohorts in safe, trusted spaces that young people already engage with.

1:1 Support & Mentoring: We provided tailored employability support to young people, including CV development, interview preparation, personal guidance and referrals into training or education opportunities.

Job Brokerage & Placements: We directly supported young people to access job roles by identifying suitable employment opportunities, liaising with employers, and providing aftercare to help sustain placements.

Scholarship and Progression Funding: Through our strategic partnership with UKYouth, we offered financial support to Building Aspiration programme participants via a scholarship model to enable young people to access further training or employment where finances were a barrier.

Youth-informed Delivery: While we did not operate a formal Youth Advisory Board during this period, our approach was continually shaped by the voices and feedback of the young people we worked with.

The trustees consider that they have complied with their duties to have due regard to the public benefit guidance published by the Charity Commission.

Additional details of objectives and activities (OPTIONAL)

During the reporting period, Talent RISE benefited significantly from the time, expertise, and in-kind contributions of volunteers and strategic partners.
Volunteers included guest speakers, mentors, and professionals from partner organisations who supported programme delivery, shared career insights, and offered practical coaching to young people. Their contributions enhanced the learning experience, improved confidence outcomes, and extended young people's exposure to real-world employment pathways.

We also wish to recognise the in-kind support provided by Talent International. In addition to generous monthly donations, Talent International has continued to offer vital infrastructure support - including IT systems, office space, financial systems, and marketing resources. This backing has been instrumental in allowing RISE UP to scale delivery, improve operational efficiency, and maintain a low overhead model while maximising direct support for young people.

Together, these contributions have made a meaningful difference in our ability to achieve our mission of transforming the lives of young people through meaningful employment.

Achievements and performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

See appendix at the end of the Trustee's annual report.

Financial review

Review of the charity's financial position at the end of the period

At the close of the reporting period (31 December 2025), Talent RISE was in a stable financial position, having successfully diversified its income streams and managed expenditure in line with delivery plans.

The charity recorded a total income of **£311,374** across the period, reflecting growth from the previous year and demonstrating success in diversifying beyond reliance on a single donor. Income was derived from a combination of grant funding, corporate partnerships, community fundraising, and continued monthly support from Talent International.

Expenditure was focused on programme delivery and direct support for young people, alongside investment in core staffing and infrastructure to strengthen long-term sustainability.
At year end, the charity held sufficient reserves to meet its obligations and continue delivery, with financial planning in place to secure multi-year income and maintain stability into 2026 and beyond.

Statement explaining the policy for holding reserves stating why they are held
The trustees recognise the importance of maintaining adequate reserves to safeguard the charity's operations and ensure continuity of support for young people.
Talent RISE's policy is to maintain unrestricted reserves equivalent to six months of core operating expenditure. This provides a financial cushion to protect against short-term income fluctuations, delays in grant payments, or unexpected expenditure.
Amount of reserves held
At the end of the reporting period (31 December 2025), the charity held reserves in line with its policy of maintaining the equivalent of six months of core operating expenditure.

Reasons for holding zero reserves
N/A - the charity holds unrestricted reserves in accordance with its reserves policy.

Funds materially in deficit
N/A - the charity does not hold any funds in deficit.

Explanation of any uncertainties about the charity continuing as a going concern
There are no uncertainties about the charity's ability to continue as a going concern. Talent RISE has diversified its income streams, secured multi-year commitments from partners, and maintains appropriate reserves to ensure stability. Trustees are confident in the charity's financial sustainability.

During the reporting period, the charity's principal sources of income included:

- Regular monthly donations and in-kind infrastructure support from Talent International
- Programme funding from UK Youth, which enabled the delivery of the Building Aspirations employability programme
- A strategic grant from The Fore, which funded the creation of our Youth Development Officer role, increasing capacity and enabling us to support more young people
- Community fundraising through RISE Day 2024, which raised over £10,000
- Targeted grant funding and corporate partnerships

This diversification marked a key step in building a sustainable, independent funding model, reducing reliance on a single source and increasing resilience for future years.

Structure, governance and management

Description of the charity's trusts: Talent RISE is governed in accordance with its charitable objects as registered with the Charity Commission.

Type of governing document (e.g. trust deed, royal charter)	The charity is governed by a Constitution, adopted at registration.
How the charity is constituted (e.g unincorporated association, CIO)	Talent RISE is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission for England and Wales

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Trustees are appointed in accordance with the provisions of the Constitution. Trustees may be recruited through open advertisement, personal recommendation, or nomination, subject to approval by the Board. All trustees serve a term of office as set out in the Constitution and are eligible for reappointment.

Additional governance issues (OPTIONAL)
New trustees receive an induction pack, including the charity's governing document, recent financial statements, and strategic plans. They are also briefed by the CEO and Chair on current priorities, risks, and responsibilities. Training opportunities are offered to trustees as appropriate.

Reference and administration details

Charity's full name	Talent RISE

Other names the charity is known by	RISE UP

Charity's principal address	Sevendale House
	7 Dale Street
	Manchester
	M1 1JA

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee
Richard Earl	Chair		
Darren Wells			
Greg Reed			
Jenny Liveridge-Right			

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year
N/A	**N/A**

Names and addresses of advisers (OPTIONAL)

Type of adviser	Name	Address
Independent Examiner	Karen Wood ACMA,CGMA	Outsource Accountancy Services & Independent 2 Galligap Lane, York YO10 3NR

Bankers

Name of chief executive or names of senior staff members
Roman Dibden

Declaration

The trustees declare that they have approved the Trustees Annual Report and Accounts

Signed on behalf of the charity's trustees

Signature 
Full Name ***Richard Earl***
Position ***Chair***
Date



BUILDING ASPIRATIONS PROGRAMME



MAKING EDUCATION A PRIORITY EVENT



SNOW CAMP

Chairman's Report

Rise Up has had an exciting year of growth and development during 2025 and we were delighted to place approximately 120 young people into meaningful employment.

Importantly we have a great opportunity to build on this which has prompted us to consider a number of areas to ensure we are well placed to handle the increased challenges and responsibilities. We have developed a number of critical long term partnerships which means we must be very mindful of our independence and governance in terms of managing these relationships.

Furthermore, we must ensure that we have the maximum amount of financial rigour and that the appropriate controls are in place.

Due to the significant merger and acquisition activity of Rise Up's primary sponsor swipejobs within the Community Employment sector, there are major opportunities that will now present themselves which is something requiring a great deal of consideration.

We must also ensure that the Trustee Board is fit for the future and that it has the right skills and capacity, sufficiently understands governance, and has the appropriate level of diversity. The Youth Advisory Board is a critical part of this dynamic and we must establish the right channels for both forums to communicate effectively.

In conclusion it has been a satisfactory year however I'm confident that 2026 represents a fantastic opportunity to take things to the next level.

Richard Earl,
Rise Up Chairman

Independent Examiner's Report on the Accounts

I report on the accounts of the CIO: **Talent RISE**
for the period ended **31st December 2025** which are set out on pages 6 to 8.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the CIO 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 "2011 Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. 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 consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention

1) which gives me reasonable cause to believe that in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

   have not been met; or
2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



30/09/2026

Karen Wood ACMA, CGMA
Charity accounts preparation &
independent examination service
2 Galligap Lane
Osbaldwick
York YO10 3NR

Date:

Talent RISE
(CIO Number 1183457)

Receipts & payments accounts for the period ending: 31st December 2025

	Unrestricted funds	Restricted funds	2025 Total funds	18 months to Dec 2024 Total funds
Receipts	**£**	**£**	**£**	**£**
Donations from Talent International	116,245	-	116,245	151,825
Elavate grant	-	-	-	25,000
Corporate donations	135,248	59,830	195,078	58,675
Just giving donations	51	-	51	15,795
Workshops	-	-	-	3,784
Total receipts	**251,544**	**59,830**	**311,374**	**255,079**
Payments				
Staff salaries	169,598	29,144	198,742	143,868
Donations to Talent Rise US & AUS	-	-	-	44,189
Contractors	-		-	510
Travel & entertaining	10,214	390	10,604	3,652
Staff training & benefits	1,192	-	1,192	615
DBS checks for staff & volunteers	-	-	-	500
Candidate support	-	-	-	58
Events & workshops	1,939	-	1,939	2,711
Support for young people	-	3,663	3,663	-
Marketing & website	6,184	-	6,184	3,783
Telephone,internet & office costs	1,827	-	1,827	1,552
Insurance costs	777	-	777	491
Bank & just giving charges	26	-	26	1,045
Computers & office equipment	1,345	1,883	3,228	4,365
Independent examination	-	-	-	350
Subscriptions	623	-	623	467
Total payments	**193,725**	**35,080**	**228,805**	**208,156**
Net of receipts/(payments)	**57,819**	**24,750**	**82,569**	**46,923**
Balance Brought forward	**91,554**	**27,505**	**119,059**	**72,136**
Balance Carried Forward	**149,373**	**52,255**	**201,628**	**119,059**

Talent RISE
(CIO Number 1183457)

Statement of assets and liabilities at:			**31st December 2025**	
			2025	**2024**
	Unrestricted funds	**Restricted funds**	**Total funds**	**Total funds**
Assets	**£**	**£**	**£**	**£**
Cash at bank and in hand				
Current bank account	149,344	52,255	201,599	119,030
Treasurer's account	29		29	29
	149,373	**52,255**	**201,628**	**119,059**

			2025	**2024**
	Unrestricted Funds	**Restricted Funds**	**Total Funds**	**Total Funds**
Liabilities	**£**	**£**	**£**	**£**
Independent Examination fee	375	-	375	-
	375	**-**	**375**	**-**

Talent RISE
(CIO Number 1183457)

Notes to the Accounts for the period ending 31st December 2025

1 Basis of preparation

The Trustees have taken advantage of section 144 (2) of the Charities Act 2011 and prepared the accounts on a receipts and payments basis.

2 Restricted funds

Fund name	Purpose
Elevate	Funding from Salford CVS for Elevate Salford
UK Youth	To purchase items for young people who had completed the programme

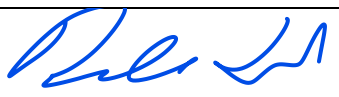
	Balance b/fwd £	Incoming resources £	Resources expended £	Trf of funds £	Balance c/fwd £
Restricted					
Elevate	25,000	16,229	29,144	-	12,085
UK Youth	2,505	23,601	5,936		20,170
Leathersellers	-	20,000			20,000
				-	-
				-	-
	27,505	**59,830**	**35,080**	**-**	**52,255**

Approval of Accounts for the period ending: 31st December 2025

The report and accounts were approved at a meeting of the Trustees held on:

11th Aug 2026

Date



Signed for and on behalf of the trustees

1st of Sep 2026

Date

Richard Earl

Print name

Chair

Position (e.g. Chair etc)