

# THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

England & Wales · Charity number 1183708

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2019-06-04

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 71 Aveley Lane  
Farnham  
Surrey  
GU9 8PS

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**Email** [info@hrcompanytrust.org.uk](mailto:info@hrcompanytrust.org.uk)

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

## Activities

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**Objects:** 1. THE ADVANCEMENT OF THE ART AND SCIENCE OF HUMAN RESOURCE AND PERSONNEL MANAGEMENT FOR THE PUBLIC BENEFIT BY:- SUPPORTING EDUCATION AND TRAINING, INCLUDING IN METHODOLOGIES TO PROMOTE EFFECTIVE WORKPLACE CULTURES; - AWARDING PRIZES FOR INNOVATION OR EXCELLENCE IN HUMAN RESOURCE PRACTICE; - AWARDING BURSARIES AND GRANTS TO SUPPORT DEVELOPMENT IN WORKPLACE CULTURE AND OTHER ASPECTS OF PEOPLE MANAGEMENT THAT IMPROVE WORKING LIVES.2. THE RELIEF OF UNEMPLOYMENT FOR THE PUBLIC BENEFIT BY PROVIDING FUNDING AND SUPPORT TO CHARITIES OR COMMUNITY GROUPS SO THAT SUCH GROUPS ARE EQUIPPED WITH THE NECESSARY SKILLS AND TOOLS TO ASSIST PEOPLE WHO ARE UNEMPLOYED OR SEEKING RE-ENTRY TO THE WORKPLACE.

**Activities:** PROMOTING THE ART AND SCIENCE OF HUMAN RESOURCE AND PERSONNEL MANAGEMENT EDUCATION AND TRAINING AWARDING BURSARIES AND GRANTS TO SUPPORT DEVELOPMENT IN WORKPLACE CULTURE AND OTHER ASPECTS OF PEOPLE MANAGEMENT THAT IMPROVE WORKING LIVES PROVIDING FUNDING AND SUPPORT TO CHARITIES OR COMMUNITY GROUPS TO ASSIST PEOPLE WHO ARE UNEMPLOYED

## Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£80,343	£13,650	-	-
2024-12-31	£35,047	£7,872	-	-
2023-12-31	£9,557	£10,113	-	-
2022-12-31	£59,245	£10,789	-	-
2021-12-31	£67,807	£8,784	-	-

## Trustees

Name	Role	Appointed
<b>Nicola Anne Squelch</b>	Chair	2021-12-01
Dominic Scarlett		2026-04-20
GEOFF MORGAN		2019-06-04
James Adam Ian Hartley		2025-06-23
Kirsten Linda Owbridge		2024-06-24
Magaret Anne Pedder		2026-04-20
Roberto Rossi		2026-04-20
SIAN CLAIRE KEALL		2019-06-04
Stanislava Gaspar		2026-04-20
Steve Cave		2026-04-20
Tomasz Lawin		2025-06-23

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

England & Wales - Charity number 1183708

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# Accounts

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# The Human Resource Professionals Charitable Trust

Annual Report and Financial Statements  
for the year ended 31st December 2025

# The Human Resource Professionals Charitable Trust

Contents to the Financial Statements  
for the year ended 31 December 2025

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# The Human Resource Professionals Charitable Trust

Reference and Administrative Information  
for the year ended 31 December 2025

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**Trustees**

N A Squelch      Chair  
T Lawin            Deputy Chair  
K Owbridge       Secretary  
S C Keall  
G Morgan  
J Traynar  
Dr R I Wingfield  
J Hartley

**Ex-officio advisor**

A Eccles

**Principal office**

71 Averley Lane  
Farnham  
Surrey  
GU9 8PS

**Charity registered number**

1183708

**Independent examiner**

John Millidge ACA  
TC Group  
Suffolk House  
George Street  
Croydon  
CR0 0YN

# The Human Resource Professionals Charitable Trust

## Trustees' Report

for the year ended 31 December 2025

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The Trustees present their report and the financial statements of The Human Resources Professionals Charitable Trust ("the Charity") for the year ended 31 December 2025.

The financial statements have been prepared in accordance with the accounting policies set out on page 12 and comply with the Charity's Governing Document and the Charities Act 2011. In accordance with the provisions of section 133 of the Charities Act 2011, and in line with the Charity Commission's guidelines, the financial statements accompanying this report have been prepared on the accruals basis.

### **Structure, Governance and Management**

#### **Constitution**

The Charity is a charitable incorporated organisation (CIO), not having share capital and was incorporated on 4 June 2019. It operates in accordance with a Constitution adopted on 28 May 2019. The Charity is registered with the Charity Commission in England and Wales and its registration number is 1183708. The Charity previously operated, from 2016, as an unincorporated charity.

#### **Governance**

The Trustees make the key decisions about the conduct of the Charity. Trustees give their time voluntarily and do not receive remuneration for their services to the Charity. The administration of the Charity was carried out largely by all the Trustees.

There were several changes to the Trustees in 2025. Sathyah Kamalanathan resigned as Treasurer in October 2025, due to work location changes. Alexandra Kitching also stood down as Secretary in January 2025 and from the board in December 2025, with Kirsten Owbridge appointed as Secretary. Ranjani Kearsley also resigned as a trustee in June 2025. Further, Jonathan Traynar, following five years of service, indicated his intention to step down as Investment Lead and Trustee, and the Charity is actively seeking a new Treasurer for 2026.

Two new Trustees have been appointed, Court member Tomasz Lawin and James Harley, recruited from the Company's membership. Both were welcomed as full Trustees at the June meeting. The Charity also had one individual, Praticksha (Trisha) Saha observe for the June 2025 meeting with a view to becoming a Treasurer as part of the Young Trustee Project, however, she did not progress to full Trustee status.

All Trustees are expected to take on additional duties to ensure solid Governance and a Roles and Responsibilities grid was created during 2025, with the aim of ensuring a balanced workload and deputy support for key roles. As a result, Tomasz Lawin has taken on the role of Deputy Chair to support the Chair.

# The Human Resource Professionals Charitable Trust

## Trustees' Report for the year ended 31 December 2025

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The Trustees who served during the year and to the date of this report were:

N A Squelch	Chair	
T Lawin	Deputy Chair	- appointed in June 2025
S Kamalanathan	Treasurer	- resigned as Trustee and Treasurer in October 2025
K Owbridge	Secretary	- appointed in February 2025
S C Keall	Awards Judge	
R Kearsley	Events Committee Liaison	- resigned in June 2025
A Kitching		- resigned in December 2025
G Morgan	Pro Bono Committee Liaison	
J Traynar	Investment Lead	
Dr R I Wingfield	Livery Advisor	
A Eccles	Ex-officio advisor	
J Hartley	Fundraising Committee Liaison	- appointed in June 2025

### Management

The Trustees are responsible for the governance of the Charity, the allocation of grants, the safekeeping and good management of its funds. The Trustees met six times during 2025 and have maintained a record of these meetings, including declarations of conflicts of interest.

Although related, the Charity acts independently of the Company of Human Resource Professionals, one of the City of London Livery companies. The Charity maintains independent governance from the Court, which is its main funder, as are the Company membership.

The Chair of Trustees regularly provides reports to the Court on the Charity's grant making and management priorities. The Chair serves on Court's General Purposes and Finances Committee.

### OBJECTIVES AND ACTIVITIES

The objectives of the Charity as outlined in our Constitution are:

- (a) The advancement of the art and science of human resource and personnel management for the public benefit by:
  - supporting education and training, including in methodologies to promote effective workplace cultures;
  - awarding prizes for innovation or excellence in human resource practice; and
  - awarding bursaries and grants to support development in workplace culture and other aspects of people management that improve working lives.
  
- (b) The relief of unemployment for the public benefit by providing funding and support to charities or community groups so that such groups are equipped with the necessary skills and tools to assist people who are unemployed or seeking re-entry to the workplace.

The Charity shall also further such other purposes that are charitable under the laws of England and Wales.

# The Human Resource Professionals Charitable Trust

## Trustees' Report for the year ended 31 December 2025

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### **Public benefit statement**

The Trustees of the Charity have given due regard to the Charity Commission's guidance on public benefit and have taken reasonable steps to ensure that this guidance has been considered in the activities undertaken by the Charity to deliver its charitable purposes.

The Charity provides a benefit to the public through the pursuance of its principal objects, in particular the advancement of education and promotion of professional development and participation in advancing human resources for public benefit.

### **Performance**

During the course of 2025 the Charity received a total of eight grant submissions for considerations. This was a reduction in applications over 2024. As in previous years, grants are made available to small to medium registered Charities or CICs. The Trustees reconfirmed this criteria in 2024 and this is subject to a regular review.

The Annual Fundraising Dinner, led by the Court with kind donations for auction prizes, resulted in another successful evening. In 2025, the dinner included the inaugural Awards ceremony, with awards announced across two criteria, the Livery BID (Belonging, Inclusion and Diversity) Award open to other City Liveries, and the HR Excellence Award, open to individuals and companies across the City and membership. The Trustees supported the development of the Awards by partnering with the Awards Committee and representing the Charity on the judging panel. Shortlisted companies and liveries also attended the fundraising dinner.

The Master of the Court hosts a series of Masterclasses throughout the year, where tickets to attend are donated to boost the charitable trust funds.

The Chair also liaised with the Court's Membership Committee to review the process by which regular donations could be sought to improve annual income. Following on from the former-Master's initiative to drive up regular donors the Charity is supported by 20 monthly donors.

Working closely with Ex-officio advisor, the Gift Aid process was reviewed and a successful Gift Aid submission was achieved. This has ensured the Company is up to date with its Gift Aid application, and has a written process for Gift Aid, which was identified as an improvement area for 2025. It is hoped to further improve this process in 2026.

The Trustees continued to review and optimise the Charity's income, which included the transfer of funds to an interest gaining account (fixed for one year). During the annual investment review the Trustees agreed to transfer the bulk of funds held in a share portfolio to bonds, to protect the Charity's investment portfolio from geopolitical and macroeconomic challenges seen during the first half of 2025.

The 2025 Master's initiative for the growth of charitable funds resulted in an increase in one-off donations. The Trustees would like to take this opportunity to thank the Master for this successful initiative and for all the past-Masters who most generously donated to the Charity.

Through regular donations and the Court's continued fundraising efforts, the Trustees were able to award grants and continue to effectively manage the Charities funds.

# The Human Resource Professionals Charitable Trust

## Trustees' Report

for the year ended 31 December 2025

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### Investments

The Charity has a significant portion of its assets in an investment fund managed by Rathbones. The remainder is in cash in two savings interest-bearing accounts and a current account. As seen in 2024, the first half of 2025 continued to be tumultuous from a geopolitical and macroeconomic perspective. During the annual review of the Charity's investments, the Trustees decided to move the bulk of funds held in a share portfolio to bonds, to protect the Charity's investments. The fund continued to provide a healthy return, as reported at the year end with a valuation of £197,619.

The Trustees and Investment Manager will review the status of the Investments again at the annual review in June 2026, or earlier if circumstances allow. The fixed-term interest cash savings account will mature in March 2026, and the Trustees will review whether to invest this upon maturity or commit to a further fixed term cash deposit.

### Grantees

During 2025, the Charity received 14 enquiries and 8 completed grant submissions. Following due diligence, assessment and careful consideration, the Trustees agreed to award two small grants, to Pro-Baristas (One Church Brighton) and LaunchIT, provide a donation to the Lord Mayor's Appeal and also entered a partnership with the CIPD Bursary Trust to widen the reach of the Charity's impact.

In 2025, the Charity formed a partnership with the CIPD Bursary Trust to provide grants that will support multiple individuals to undertake human resource study and qualifications. This partnership will support the Charitable Trust's objectives with a unique bursary scheme aimed at supporting small and medium charities who need to improve their HR workplace practices and cultures through upskilling staff and volunteers in HR. The partnership is matched-giving, with the Charity providing £5,000 for 2025, matched by the CIPD Bursary Trust. The Charity worked with the CIPD Bursary Trust and the Court for a joined-up launch across all websites and social media. Members of the Pro-Bono committee took responsibility for assessing grant applications and the Charity awarded the first bursary of the partnership to an individual working at The Sparks Counselling Charity, in Scotland.

Of the partnership, the CIPD Trust said:

*"Our partnership with the Human Resource Professionals Charitable Trust is strengthening the charitable sector from within. By funding CIPD Level 3 qualifications for people committed to the sector, the bursary is helping charities build the people expertise they need to thrive. This support is enabling organisations to navigate complex workforce challenges, improve staff wellbeing, and create more inclusive, resilient workplaces. Ultimately, it's an investment that ensures charities can better support both their teams and the communities who rely on them every day."* Sally Eley - Head of CIPD Trust

Case studies and stories will be shared from the successful participants in future annual reports.

In addition, the Trustees continued their ongoing commitment under Objective Five to support the City of London Corporation and the City of London Lord Mayor's Appeal. The Lord Mayor's Appeal has four pillars which align well with not only the Charity's objectives, but the enhancement of the Human Resource Profession, specifically supporting the growth of an inclusive, healthy, skilled and fair City. It was an honour and a pleasure for the Chair of Trustees to represent the Charity at the annual City 'Impact Reception'.

# The Human Resource Professionals Charitable Trust

## Trustees' Report for the year ended 31 December 2025

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### **Grantees (continued)**

The Trustees were mindful that most applicants related to Objective Four to 'facilitate employment or re-entry into the workplace' and took the decision to ensure parity of the grants programme against all the objectives, hence the CIPD Bursary Awards partnership launch.

Set up in 2015, Pro-Barista is an award-winning Barista training programme and employability project supporting people who face barriers to work. It is entirely run by graduates of the programme and has trained over 1,400 baristas.

Approximately 20% of the baristas have education needs, and 20% speak English as an additional language. 33% experience mental ill health and 67% are long-term unemployed. 19% of trainees are 18-25 and NEET. These groups need additional multi-faceted support over a longer period of time, which is supported by the Pro-Barista programme.

Through their referral pathways cultivated with local employers, Pro-Barista has helped more than 300 people directly into employment, plus many others have found their own way into work thanks to the skills and confidence developed during their time on the programme. 50% of certified course graduates found paid employment within a year of completing the programme.

The programme was recently able to secure funding of £2,500 to purchase new equipment, however, this funding was conditional on them raising an additional £4,420 of the remaining balance required. The Charity's donation will go directly to support this fundraising effort, with new equipment enabling Pro-Barista to support more students by replacing aging equipment.

Pro-Barista aims to facilitate employment and employability for a further 420 people, provide 2,150 hours of training and employability support and connect 150 people with direct opportunities. They will also support 13 cafes to develop their HR practices, workplace culture and inclusion.

Launch It Stoke on Trent is the newest member of a network of charities called Launch It, which has been operating for over 25 years with consistent results. This arm of the charity is based at Longton Town Hall, Stoke on Trent and supports young people (18-30) who are experience barriers and setbacks, supporting them in turning a business idea into reality. They offer affordable workspaces, knowledge and skills to run a business and guidance from experienced mentors.

The centre is a hub for young entrepreneurs and the wider community. Launch It will support 40 local people each year. Stoke is ranked as the 13th most deprived area in the UK, so local people face significant barriers to success. The typical cohort for this programme will also face additional barriers such as low income or poverty, ill health, including mental health, have few qualifications, be single parents, young carers or care leavers. Without support, these young entrepreneurs will face significant hurdles in transforming their business ideas into sustainable ventures.

The Enterprise Manager of Launch It will work with every client on a one-to-one basis and co-ordinate workshops, training, networking and events. The programme will aim to support 40 disadvantaged young people, at it is hoped that 50% will participate in a two-year intensive incubator programme with a minimum of 12 hours 1:1 support and 6 hours of skills training.

# The Human Resource Professionals Charitable Trust

## Trustees' Report

for the year ended 31 December 2025

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### **Fundraising**

The Company (Court) takes the lead on fundraising, whereas the Charity takes responsibility for the safe management and distribution of these funds. Fundraising comes from various sources:

- Events run by the Company of HR Professionals with proceeds donated to the Charity.
- An auction at the annual fundraising event
- Donations from individuals or corporates.
- Grant-making from other organisations following applications by the Charity.

The Trustees are grateful to the Master, Court members, Clerk and Assistant Clerk for their continued efforts to raise these essential funds and recognises the work involved. The Trustees would also like to extend their thanks to all the individuals who provided amazing experiences and products to auction. These fundraising efforts help the Charity deliver more against the objectives and to raise the profile of the Company of Human Resource Professionals.

In support of the fundraising efforts, the Trustees continue to speak at events, host informal gatherings and prepare and share stories of how the Company members are 'giving back'.

### **Funds**

To effectively manage the Charity there is a need to pay for some practical management support. This includes fees associated with the administration of website hosting and development, financial management and regulatory compliance.

In 2025, it was agreed by the Trustees that this would also include a small amount of administrative support for the Chair, Treasurer and Secretary, as the activities of the Charity have increased. This was identified as a potential requirement during the 2024 operating year, to provide improved and timely correspondence for grant applicants and to relieve the burden on some of the key Trustees with operational functions to enable them to focus on governance. It took some time to identify the key individual for support, with a late start in 2025.

The Trustees endeavour to keep any expenses to a cost-effective minimum and personally undertake key administrative tasks to achieve reduced outgoings. I would like to acknowledge this significant voluntary effort of all the Trustees to help with the Charity's operational needs, whilst also maintaining good governance. This voluntary effort is estimated to be in excess of 300 hours per annum.

### **Financial review**

The Charity reports income in the year of £80,343 (2024 - £39,270), total expenditure of £13,650 (2024 - £7,992), unrealised gains on investment assets of £600 (2024 - £10,639) and a total surplus for the year of £67,293 (2024 - £41,917).

The increase in incoming resources was attributable to both a rise in the number and value of donations received during the year and the receipt of a successful Gift Aid claim.

At the year end date the Charity reports investment funds of £197,619 (2024 - £192,453), cash at bank of £133,078 and total net assets of £323,403. All funds of the Charity are held within unrestricted funds.

# The Human Resource Professionals Charitable Trust

Trustees' Report  
for the year ended 31 December 2025

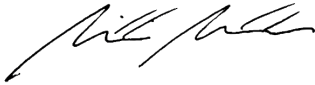
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## Going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these financial statements.

The Trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

This report was approved by the trustees and signed on their behalf by:



.....  
N A Squelch  
Chair

19 January 2026

.....  
Date

Independent Examiner's Report to the Trustees' of  
The Human Resource Professionals Charitable Trust

for the year ended 31 December 2025

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I report to the Charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2025 which are set out on pages 10 to 16.

**Responsibilities and basis of report**

As the Charity's Trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

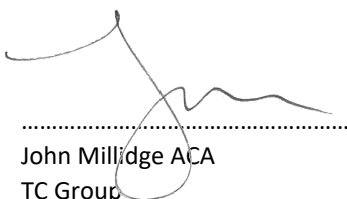
I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of 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 no concerns and 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.



.....  
John Millidge ACA  
TC Group

Suffolk House  
George Street  
Croydon  
CR0 0YN

Date: .....19 January 2026.....

# The Human Resource Professionals Charitable Trust

## Statement of Financial Activities for the year ended 31 December 2025


	Notes	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<b>Incoming resources</b>			
Voluntary receipts	2	60,449	24,741
Activities for generating funds		13,020	8,351
Investment income		6,874	6,178
		80,343	39,270
<b>Resources expended</b>			
Charitable activities	3	7,500	5,592
Costs of generating voluntary receipts	3	-	480
Governance and related costs	3	6,150	1,920
		13,650	7,992
<b>Realised and unrealised gains / (losses) on investment assets</b>		600	10,639
<b>Net movement in funds</b>		67,293	41,917


# The Human Resource Professionals Charitable Trust

Balance Sheet  
as at 31 December 2025

	Note	31 December 2025		31 December 2024	
		£	£	£	£
<b>Fixed assets</b>					
Investment funds	5		197,619		192,453
<b>Current assets</b>					
Debtors	6	356		4,009	
Cash at bank and in hand		133,078		61,568	
		<u>133,434</u>		<u>65,577</u>	
<b>Liabilities</b>					
Creditors: falling due within one year	7	7,650		1,920	
<b>Net current assets</b>			125,784		63,657
<b>Net assets</b>			<u>323,403</u>		<u>256,110</u>
<b>Funds of the charity</b>					
Unrestricted income funds	8		<u>323,403</u>		<u>256,110</u>

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

  
.....  
N A Squelch  
Chair

  
.....  
K Owbridge  
Secretary

19 January 2026  
.....  
Date

# The Human Resource Professionals Charitable Trust

Notes to the Financial Statements  
for the year ended 31 December 2025

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## 1. PRINCIPAL ACCOUNTING POLICIES

### **Basis of preparation**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The financial statements have been prepared under the historical cost convention.

The financial statements are presented in Sterling (£) which is the functional currency of the charity. Monetary amounts in these accounts are rounded to the nearest £.

During the year, the charity changed its basis of accounting from the receipts and payments basis to the accruals basis. The financial statements have therefore been prepared under the accruals basis of accounting in accordance with the Charities Act 2011 and applicable charity accounting standards.

Under the accruals basis, income and expenditure are recognised when they are earned or incurred, rather than when cash is received or paid. The change has been made to provide a more accurate and complete view of the charity's financial position and activities. Comparative figures have been adjusted where necessary to ensure consistency with the current year's accounting policies.

### **Going concern**

After making enquiries, the Trustees have reasonable expectation that the charity has adequate resources to continue in operational existence and meets its liabilities as they fall due for the foreseeable future, being a period of a least twelve months from the date these financial statements were approved. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

### **Incoming resources**

All income is recognised once the Foundation has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

### **Resources expended**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

### **Investment assets**

Investments are included in the balance sheet at their market value at the reporting date. Changes in market value during the year are recognised in the Statement of Financial Activities as gains or losses on investments. Income arising from investments, including dividends and distributions from funds, is recognised when receivable.

### **Fund accounting**

The charity only holds unrestricted funds which can be used in accordance with the charitable objectives of the charity at the discretion of the trustees.

# The Human Resource Professionals Charitable Trust

Notes to the Financial Statements  
for the year ended 31 December 2025

<b>2. INCOMING RESOURCES</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Voluntary receipts</b>		
Donations received	50,005	24,741
Gift aid received	10,444	-
	<u>60,449</u>	<u>24,741</u>
<b>Activities for generating funds</b>		
Income from fundraising events	13,020	8,351
	<u>13,020</u>	<u>8,351</u>
<b>Investment income</b>		
Investment income	4,566	4,223
Interest on cash deposits	2,308	1,955
	<u>6,874</u>	<u>6,178</u>
	<u>6,874</u>	<u>6,178</u>
<b>Total incoming resources</b>	<u>80,343</u>	<u>39,270</u>
	<u>80,343</u>	<u>39,270</u>
<b>3. RESOURCES EXPENDED</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Charitable activities</b>		
Grants paid	7,500	5,592
	<u>7,500</u>	<u>5,592</u>
<b>Costs of generating voluntary receipts</b>	-	480
	<u>-</u>	<u>480</u>
<b>Governance costs</b>		
Accountancy fees	2,600	1,920
Consultancy fees	3,300	-
Administrative support	250	-
	<u>6,150</u>	<u>1,920</u>
	<u>6,150</u>	<u>1,920</u>
<b>Total resources expended</b>	<u>13,650</u>	<u>7,992</u>
	<u>13,650</u>	<u>7,992</u>

Grants awarded to institutions are noted below. Grants were not made to individuals.

# The Human Resource Professionals Charitable Trust

Notes to the Financial Statements  
for the year ended 31 December 2025

## 3. RESOURCES EXPENDED (continued)

	2025	2024
	£	£
Humber Job Hub	-	2,292
ProAge Ltd	-	1,800
Lord Mayor Appeal	500	500
Clapton & Hackney Sea Cadet	-	1,000
CIPD	5,000	-
Launch It	1,000	-
Pro Barista	1,000	-
<b>Total resources expended</b>	<b>7,500</b>	<b>5,592</b>

## 4. STAFF COSTS

The charity had no employees in the year, or in the prior year.

## 5. INVESTMENT FUNDS

	2025	2024
	£	£
Opening valuation of investment assets	192,453	147,291
Additions at cost	196,661	34,523
Disposals at carrying value	(190,872)	-
Realised gains / (losses)	(5,163)	10,639
Unrealised gains / (losses)	4,540	-
<b>Closing valuation of investment assets</b>	<b>197,619</b>	<b>192,453</b>
<b>Investments at market value comprise:</b>		
Multi-asset investment fund	9,960	192,453
Bond fund	187,659	-
	<b>197,619</b>	<b>192,453</b>

All investment assets were held within the UK. Material investments are listed above.

## 6. DEBTORS

	2025	2024
	£	£
Other debtors	356	4,009

# The Human Resource Professionals Charitable Trust

Notes to the Financial Statements  
for the year ended 31 December 2025

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<b>7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Grant liabilities	2,000	-
Accrued expenses	5,650	1,920
	<hr/>	<hr/>
	7,650	1,920
	<hr/>	<hr/>
<b>8. ANALYSIS OF MOVEMENTS IN FUNDS</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Balance at 1 January	256,110	214,193
Incoming resources	80,343	39,270
Resources expended	(13,650)	(7,992)
Realised and unrealised gains / (losses) on investment assets	600	10,639
	<hr/>	<hr/>
<b>Balance at 31 December</b>	<b>323,403</b>	<b>256,110</b>
	<hr/>	<hr/>

All funds of the charity are unrestricted.

## 9. RELATED PARTY TRANSACTIONS

There were no related party transactions in the year or in the prior year.

# The Human Resource Professionals Charitable Trust

Notes to the Financial Statements  
for the year ended 31 December 2025

## 10. RESTATEMENT OF COMPARATIVE AMOUNTS

During the year, the charity changed its basis of accounting from the receipts and payments basis to the accruals basis. The financial statements have therefore been prepared under the accruals basis of accounting in accordance with the Charities Act 2011 and applicable charity accounting standards.

Under the accruals basis, income and expenditure are recognised when they are earned or incurred, rather than when cash is received or paid. The change has been made to provide a more accurate and complete view of the charity's financial position and activities. Comparative figures have been adjusted as follows:

	Note	Previously reported £	Restatement adjustment £	As restated £
Investment assets	a	165,300	27,153	192,453
Other current assets		4,009	-	4,009
Cash at bank and in hand		61,568	-	61,568
Creditors: amounts falling due within one year	b	-	(1,920)	(1,920)
<b>Net assets</b>		<b>230,877</b>	<b>25,233</b>	<b>256,110</b>
Payments over receipts / surplus/deficit	c	(3,125)	45,042	41,917

Details of the adjustments made are discussed below.

- a Investment assets are restated £3,147 lower than previously reported under the receipts and payments method of accounting to take in to account unrealised losses in the year.
- b Creditors: amounts falling due within one year have been recognised on costs that relate to the financial year but were not invoiced to the charity until following the year end.
- c The following adjustments have been recognised:

Investment income recognised from investment assets where the income received was automatically reinvested within the charity's investment funds.	4,223
Purchase of investment funds which were previously recorded under the receipts and payments basis of accounting as a cash outflow, but under the accruals basis of accounting are recorded as additions to investment assets.	30,300
Costs recognised under the accruals basis of accounting.	(120)
Unrealised gains recognised on investment assets in the year.	10,639
	<u>45,042</u>

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

England & Wales - Charity number 1183708

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# Accounts

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Charity number: 1183708

**The Human Resource Professionals Charitable Trust**

**Annual Report and Financial Statements**

**for the year ended 31st December 2024**

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

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for the year ended 31 December 2024**

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**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Reference and Administrative Information  
for the year ended 31 December 2024**

<b>Trustees</b>	N A Squelch S Kamalanathan K Owbridge S C Keall R Kearsley A Kitching G Morgan J Traynar Dr R I Wingfield	Chair Treasurer Secretary
<b>Ex-officio advisor</b>	A Eccles	
<b>Principal office</b>	71 Averley Lane Farnham Surrey GU9 8PS	
<b>Charity registered number</b>	1183708	
<b>Independent examiner</b>	John Millidge ACA TC Group Suffolk House George Street Croydon CRO 0YN	

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report for the year ended 31 December 2024

The Trustees present their report and the financial statements of The Human Resources Professionals Charitable Trust ("the Charity") for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out on page 10 and comply with the Charity's Governing Document and the Charities Act 2011. In accordance with the provisions of section 133 of the Charities Act 2011, and in line with the Charity Commission's guidelines, the financial statements accompanying this report have been prepared on a receipts and payments account basis.

#### Structure, Governance and Management

##### Constitution

The Charity is a charitable incorporated organisation (CIO), not having share capital and was incorporated on 4 June 2019. It operates in accordance with a Constitution adopted on 28 May 2019. The Charity is registered with the Charity Commission in England and Wales and its registration number is 1183708. The Charity previously operated, from 2016, as an unincorporated charity.

##### Governance

The Trustees make the key decisions about the conduct of the Charity. Trustees give their time voluntarily and do not receive any remuneration for their services to the Charity. The administration of the Charity was carried out largely by all the Trustees.

In 2023, the Trustees identified areas for improvement, with greater links with the Court of the Company of Human Resource Professionals, particularly on the development of an Annual Awards programme. A new Trustee was recruited from the Company's membership, Kirsten Owbridge, who observed the Trustees' April meeting and was a full Trustee at the June meeting.

The Trustees who served during the year and to the date of this report were:

N A Squelch	Chair	
S Kamalanathan	Treasurer	
K Owbridge	Secretary	- appointed June 2025
S C Keall		
R Kearsley	Events Committee Liaison	
A Kitching	Awards Committee Liaison	- resigned as Secretary in January 2025
G Morgan	Pro Bono Committee Liaison	
J Traynar	Investment Lead	
Dr R I Wingfield		
T Gallagher		- resigned Jan 2024
A Eccles	Ex-officio advisor	

##### Management

The Trustees are responsible for the governance of the Charity, the allocation of grants, the safekeeping and good management of its funds. The Trustees met six times during 2024 and have maintained a record of these meetings, including declaration of conflicts of interest.

Although related, the Charity acts independently of the Company of Human Resource Professionals, one of the City of London Livery companies. The Charity maintains independent governance from the Court, which is its main funder.

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) for the year ended 31 December 2024

The Chair of Trustees regularly provides reports to the Court on the Charity's grant making and management priorities, and is a member of the General Purposes and Finances Committee.

#### OBJECTIVES AND ACTIVITIES

The objectives of the Charity as outlined in our Constitution are:

- (a) The advancement of the art and science of human resource and personnel management for the public benefit by:
  - supporting education and training, including in methodologies to promote effective workplace cultures;
  - awarding prizes for innovation or excellence in human resource practice; and
  - awarding bursaries and grants to support development in workplace culture and other aspects of people management that improve working lives.
  
- (b) The relief of unemployment for the public benefit by providing funding and support to charities or community groups so that such groups are equipped with the necessary skills and tools to assist people who are unemployed or seeking re-entry to the workplace.

The Charity shall also further such other purposes that are charitable under the laws of England and Wales.

#### Public benefit statement

The Trustees of the Charity have given due regard to the Charity Commission's guidance on public benefit and have taken reasonable steps to ensure that this guidance has been considered in the activities undertaken by the Charity to deliver its charitable purposes.

The Charity provides a benefit to the public through the pursuance of its principal objects, in particular the advancement of education and promotion of professional development and participation in advancing human resources for public benefit.

#### Performance

During the course of 2024 the Charity received a total of fifteen grant submissions for considerations. This was an increase in applications, without promotion from previous years, and was attributed to improvements made to the Charity's website. As some of the applicants were not registered Charities or CICs, the Trustees revisited their awarding criteria and agreed that grants would be made available only to small to medium registered Charities or CICs. The Trustees also agreed that this criteria was subject to a regular review.

The Annual Fundraising Dinner, led by the Court with kind donations for auctions, resulted in a successful evening echoing pre-Covid times. The Chair liaised with the Court's Membership Committee to review the process by which regular donations could be sought to improve annual income. Following on from the former-Master's initiative to drive up regular donors there was a small increase to 20 monthly donors. The Treasurer and the Chair prepared a test Gift Aid report and awaited feedback on its success. This is a key improvement area for 2025.

The Trustees continued to review and optimise the Charity's income, which included the transfer of funds to an interest gaining account. The annual investment review also resulted in transferring funds to the Charity's investment portfolio. The 2024 Master's initiative for the growth of charitable funds resulted in an increase in one-off donations. The Trustees would like to take this opportunity to thank the Master for this successful initiative and for all the past-Masters who most generously donated to the Charity.

Through regular donations and the Court's continued fundraising efforts the Trustees were able to award grants and continue to effectively manage the Charity's funds.

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) for the year ended 31 December 2024

#### Investments

The Charity has a significant portion of its assets in an investment fund managed by Rathbones. The remainder is in cash in a savings interest-bearing account and current account. This financial year was a tumultuous one from a geopolitical and macroeconomic perspective. Therefore, it was pleasant to find a healthy return reported at year end (31 December 2024).

During the year the Trustees reviewed and approved the Charity's investment policy without any changes and agreed to transfer further savings in-line with this policy. As the main aim of the investment fund is to provide the Charity with growth of its assets in support of the Company reaching Livery status, Trustees will continue to consider carefully the investment strategy as well as the investment manager and determine if any changes are required in 2025.

#### Grantees

During 2024, the Charity received 17 enquiries and 15 completed grant submissions. Following due diligence, assessment and careful consideration, the Trustees agreed to award three small grants. One of the grant awards was decided in the previous year, but the transaction was made in 2024 to supporting the Sea Cadets to help with the training of young people to develop themselves and enhance their employability. This is aligned with the Charity's objectives.

In addition, the Trustees continued their ongoing commitment under Objective Five to support the City of London Corporation and the City of London Lord Mayor's Appeal. The Lord Mayor's Appeal has four pillars which align well with not only the Charity's objectives, but the enhancement of the Human Resource Profession, specifically supporting the growth of an inclusive, healthy, skilled and fair City. It was an honour and a pleasure for the Chair of Trustees to represent the Charity at the annual City 'Impact Reception'.

The Trustees were mindful that most applicants related to Objective Four to 'facilitate employment or re-entry into the workplace' and took the decision to ensure parity of the grants programme against all the objectives.

Humber Job Hub CIC was awarded a grant to support re-employment of those furthest from work. This project helped twenty individuals:- eighteen in group sessions and two with individual sessions. Of these, eight gained employment, one participated in volunteering while actively looking for work and three started formal training qualifications to ready themselves for their desired future job. Participant feedback was positive, for example:

"I was treated with respect, as a human being not a number! Non-judgemental. Not like the Job Centre who have the wrong attitude. I walked four miles each way to attend the group each week and looked forward to each one."

"There was a positive and open ethos. Everyone was encouraged to contribute. The support helped to bring me up to date with job seeking culture and sparked new ideas. It provided an open, honest and sincere forum in a safe environment to understand what employers are looking for. I don't want to think where I would be now if I hadn't contacted you (Humber Job Hub)."

"When I first contacted Humber Job Hub, after finding their information at a local Food Bank, I had been out of work for a long time and my mental health was at an all time low. I wanted to get back into work but just didn't know how or where to start. Attending the group has helped me to see that I am not on the scrapheap, I have more to offer than I thought. My confidence has grown, thanks to all the staff who are brilliant. This has been one of the best courses I have been to."

The Trustees agreed that the results and testimonials evidence prudent use of funds.

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) for the year ended 31 December 2024

In support of the objective to 'advance education and training in developments in Human Resources' the Trustees awarded ProAge a grant to undertake action research to explore and develop practical recommendations to redress age discrimination in the workplace. The award supports the objective to support developments in workplace culture and other aspects of people management which improve working lives.

Ageism isn't seen as an urgent and actionable priority. There is a disconnect between the recognised need to prepare for an ageing workforce (7.2 out of 10) and how leaders rated their own current strategic preparations (4.3 out of 10). Furthermore, the Chartered Institute for Personnel and Development in 2022 showed out of 2006 organisations, only 13% intend to plan for an ageing workforce in the next 5 years (ProAge).

ProAge researched and workshopped solutions to challenge work-related ageism. This award helped to deliver workshops around the country engaging 225 HR professionals and DEI specialists. This culminated in a report 'Making Age Pay' addressing key findings. The key reason for under-preparedness was that the business case for age inclusion was not clear and other aspects of DEI were taking priority (race and gender). ProAge mobilised to help organisations understand what could be achieved to attract and retain older workers across five cities around the UK: London, Edinburgh, Manchester, Birmingham and Bristol.

The evidence indicated that awareness of age discrimination was improved, benefits of multigenerational workforce advantages highlighted and practical steps to reduce age discrimination shared. ProAge reported that they were building on this work with the Greater London Authority with events to help SMEs attract and retain older workers during 2025.

The Trustees shared these findings with the Court, recommending a specialist session to the incoming Master and the wider Court.

#### **Fundraising**

The Company (Court) takes the lead on fundraising, whereas the Charity takes responsibility for the safe management and distribution of these funds. Fundraising comes from various sources:

- Events run by the Company of HR Professionals with proceeds donated to the Charity.
- An auction at the annual fundraising event
- Donations from individuals or corporates.
- Grant-making from other organisations following applications by the Charity.

The Trustees are grateful to the Master, Court members, Clerk and Assistant Clerk for their continued efforts to raise these essential funds and recognises the work involved. The Trustees would also like to extend their thanks to all the individuals who provided amazing experiences and products to auction. These fundraising efforts help the Charity deliver more against the objectives and to raise the profile of the Company of Human Resource Professionals.

In support of fundraising efforts, the Trustees speak at events. For example, they hosted an informal information gathering in a City of London pub, where members could meet one of our previous recipients. The Trustees prepare and share stories on how the Company members are 'giving back'. During 2024, the Trustees identified future ways to enhance the grants programme with improved communication on the efforts of the Pro-bono Committee.

#### **Funds**

To effectively manage the Charity there is a need to pay for some practical management support. This includes fees associated with the administration of website hosting and development, financial management and regulatory compliance.

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Trustees' Report (continued)  
for the year ended 31 December 2024**

The Trustees endeavour to keep any expenses to a cost-effective minimum and personally undertake key administrative tasks to achieve reduced outgoings. I would like to acknowledge this significant voluntary effort of all the Trustees to help with the Charity's operational needs, whilst also maintaining good governance. This voluntary effort is estimated to be in excess of 250 hours per annum with an estimated volunteer-gift value of £8,750.

The administrative tasks required to effectively run the Charity have been monitored during 2024, with standard operating procedures established and an end-of-year decision to seek administrative support during 2025. The goal was to provide improved and timely correspondence for grant applicants and to relieve the burden on some of the key Trustees with operational functions to enable them to focus on governance.

**Financial review**

The Charity report total income of £35,047 in the year (2023 - £9,557), split between donations received of £24,741 (2023 - £5,007), and income generated from fundraising events of £8,351 (2023 - £4,550). The Charity also received investment income of £1,955 in the year (2023 - £Nil).

The Charity incurred charitable costs totalling £7,872 (2023 - £10,113), resulting in a surplus of £27,175 (2023 - a deficit of £556).

During the financial year, the Charity increased its investment fund holding by £30,300 (2023 - £Nil).

Per the Statement of Assets and Liabilities on page 9, the Charity reports a total asset position of £230,877 (2023 - £203,701), made up of cash at bank and in hand of £61,568 (2023 - £68,701), cash held in the Charity's Stripe account of £4,009 (2023 - £Nil), and investment funds of £165,300 (2023 - £135,000).

**Going concern**

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these financial statements.

The Trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

This report was approved by the trustees and signed on their behalf by:



.....  
N A Squelch  
Chair

12 - Sept - 2025  
.....  
Date

**Independent Examiner's Report to the Trustees' of The Human Resource Professionals Charitable Trust  
for the year ended 31 December 2024**

I report to the Charity Trustees on my examination of the accounts of the Charity for the year ended 31 December 2024 which are set out on pages 8 to 12.

**Responsibilities and basis of report**

As the Charity's Trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

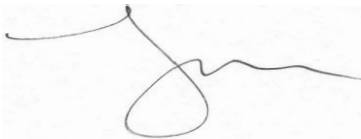
I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of 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 no concerns and 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.



.....  
John Millidge ACA  
TC Group  
Suffolk House  
George Street  
Croydon  
CR0 0YN

Date: 6 October 2025 .....

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Receipts and Payments Account  
for the year ended 31 December 2024**

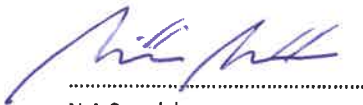
	Notes	Unrestricted funds 2024 £	Unrestricted funds 2023 £
<b>Receipts</b>			
Voluntary receipts	2	24,741	5,007
Activities for generating funds	2	8,351	4,550
Investment income		1,955	-
		35,047	9,557
<b>Payments</b>			
Annual Report and Financial Statements	3	5,592	7,255
Costs of generating voluntary receipts	3	480	1,128
for the year ended 31st December 2024	3	1,800	1,730
		7,872	10,113
<b>Investment purchases</b>			
Purchase of investment funds		(30,300)	-
		(30,300)	-
<b>Excess of (payments over receipts) / receipts over payments</b>		(3,125)	(556)
Cash funds brought forward		68,701	69,257
<b>Cash funds carried forward</b>		65,576	68,701

THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Statement of Assets and Liabilities  
as at 31 December 2024

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
<b>Current asset</b>		
Stripe account	4,009	-
<b>Cash funds</b>		
Cash at bank and in hand	61,568	68,701
<b>Investment assets</b>		
Investment funds	165,300	135,000
<b>Total assets</b>	<u>230,877</u>	<u>203,701</u>

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



N A Squelch  
Chair



K Owbridge  
Secretary

16 - Sept - 2025

Date

THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Notes to the Financial Statements  
for the year ended 31 December 2024

1. PRINCIPAL ACCOUNTING POLICIES

1.1 Basis of preparation

These financial statements have been prepared for the year ended 31 December 2024.

The financial statements are presented in sterling and are rounded to the nearest pound. The financial statements of The Human Resource Professionals Charitable Trust have been prepared in accordance with the Charities Act 2011 using the receipts and payments basis.

1.2 Going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these accounts.

The Trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

2. RECEIPTS ANALYSIS

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
<b>Voluntary receipts</b>		
Donations received	24,741	5,007
Gift aid received	-	-
	<hr/>	<hr/>
	24,741	5,007
<b>Activities for generating funds</b>		
Income from fundraising events	8,351	4,550
	<hr/>	<hr/>
<b>Total receipts</b>	<hr/>	<hr/>
	33,092	9,557

THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Notes to the Financial Statements (continued)  
for the year ended 31 December 2024

3. PAYMENTS ANALYSIS

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
<b>Cost of charitable activities</b>		
Grants paid (see below)	5,592	7,255
<b>Costs of generating voluntary receipts</b>		
Website cost	480	1,128
<b>Governance costs</b>		
Accountancy fees	1,800	1,680
Admin costs	-	50
Gift aid processing	-	-
	1,800	1,730
<b>Total payments</b>	7,872	10,113

The following institutions were awarded a grant during the year. Grants were not made to individuals.

	2024 £	2023 £
Humber Job Hub	2,292	-
ProAge Ltd	1,800	-
Lord Mayor Appeal	500	-
Clapton & Hackney Sea Cadet	1,000	-
The Talent Tap	-	2,500
The Military Wives Choir Foundation	-	1,955
Parkfield Lighthouse Ltd	-	1,000
Key4Life	-	1,800
	5,592	7,255

4. TRUSTEE REMUNERATION

No Trustees received any emoluments for their services as Trustees during the current or previous year. No Trustees were reimbursed for any expenses during the current or previous year

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Notes to the Financial Statements (continued)  
for the year ended 31 December 2024**

**5. CHARITY FUNDS**

All assets are held within unrestricted funds. The Charity does not have any restricted funds.

**6. RELATED PARTY TRANSACTIONS**

No related party transactions during the year (2023: None).

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

England & Wales - Charity number 1183708

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# Accounts

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**Charity number: 1183708**

# **The Human Resource Professionals Charitable Trust**

**Annual report and financial statements**

**for the Year Ended 31st December 2023**

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

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**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Reference and Administrative Information**

**For the year ended 31 December 2023**

<b>Trustees</b>	N A Squelch	Chair	
	A Kitching	Secretary	
	T M Gallagher		(resigned Jan 2024)
	S Kamalanathan	Treasurer	
	Dr R I Wingfield		
	R Kearsley	Events committee liaison	
	J Traynar	Investment lead	
	S C Keall		
G Morgan	Pro bono committee liaison		
<b>Ex-officio advisor</b>	A Eccles		
<b>Principal office</b>	71 Aveley Lane Farnham Surrey GU9 8PS		
<b>Charity registered number</b>	1183708		
<b>Independent examiner</b>	John Millidge ACA Suffolk House George Street Croydon CR0 0YN		

# THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

## Trustees' Report For the year ended 31 December 2023

The Trustees present their report and the financial statements of The Human Resources Professionals Charitable Trust ("the Charity") for the year ended December 2023.

The financial statements have been prepared in accordance with the accounting policies set out on page 10 and comply with the Charity's Governing Document and the Charities Act 2011. In accordance with the provisions of section 133 of the Charities Act 2011, and in line with Charity Commission guidelines, the financial statements accompanying this report have been prepared on a receipts and payments account basis.

### Structure, Governance and Management

#### Constitution

The Charity is a charitable incorporated organisation (CIO), not having share capital and was incorporated on 4 June 2019. It operates in accordance with a Constitution adopted on 28 May 2019. The Charity is registered with the Charity Commission in England and Wales and its registration number is 1183708. The Charity previously operated, from 2016, as an unincorporated charity.

#### Governance

The trustees make the key decisions about the conduct of the Charity. Trustees give their time voluntarily and do not receive any remuneration for their services to the Charity. The administration of the Charity was carried out largely by all the trustees.

In 2023, the trustees identified areas for improvement as reported below. Andrea Eccles remained as ex-Officio member as past Master and past Chair and worked particularly with the fundraising efforts of the Company that enables the Trust to make donations. Alexandra Kitching joined and was appointed as Secretary.

Recruiting from the wonderfully responsive membership of the Company of Human Resource Professionals, we were joined by Troy Gallagher (general trustee) and Sathyah Kamalanathan who joined as Treasurer. The commitment and contributions of current and former trustees has helped secure our good governance and ability to fulfil our charitable objectives.

The trustees who served during the year and to the date of this report were:

N A Squelch	Chair
S Kamalanathan	Treasurer
A Kitching	Secretary
Dr R I Wingfield	
R Kearsley	Events Committee Liaison
J Traynar	Investment Lead
S C Keall	
G Morgan	Pro Bono Committee Liaison
T Gallagher	(resigned Jan 2024)

#### Management

The trustees are responsible for the governance of the Charity, the allocation of grants and the safekeeping and good management of its funds. The trustees met five times during 2022 and have maintained a record of these meetings, including the declaration of conflicts of interest.

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) For the year ended 31 December 2023

The Charity is supported by the Company of Human Resource Professionals, one of the City of London Livery companies. The Charity maintains independent governance as the Company works towards its growth and development to Worshipful Company status.

The Chair of trustees regularly provides reports to the Court on our grant making and management priorities.

#### OBJECTIVES AND ACTIVITIES

The objectives of the Charity as outlined in our Constitution are:

- (a) The advancement of the art and science of human resource and personnel management for the public benefit by:
- supporting education and training, including in methodologies to promote effective workplace cultures;
  - awarding prizes for innovation or excellence in human resource practice;
  - awarding bursaries and grants to support development in workplace culture and other aspects of people management that improve working lives.
- (b) The relief of unemployment for the public benefit by providing funding and support to charities or community groups so that such groups are equipped with the necessary skills and tools to assist people who are unemployed or seeking re-entry to the workplace.

The Charity shall also further such other purposes that are charitable under the laws of England and Wales such as the Lord Mayor of the City of London's charities.

#### Public benefit statement

The trustees of the Charity have given due regard to the Charity Commission's guidance on public benefit and have taken reasonable steps to ensure that this guidance has been considered in the activities undertaken by the Charity to deliver its charitable purposes.

The Charity delivers a benefit to the public through the pursuance of its principle objects, in particular the advancement of education and promotion of community participation.

#### Performance

The first part of 2023 focused on building the identified website improvements to the application form. Without further promotion, we received nine complete applications. The Chair also handled twelve more enquiries, some of which did not progress with an application. Through this process, and in liaison with the Livery Charity Chairs Group, we have identified opportunities for improvements in the grant-making process, which will be in-plan for 2024.

Since first initiated and following on from the challenges of COVID-19, plus the cost-of-living crisis the Court agreed to try a different approach to the Annual Fundraising Dinner. The partnership with the Military Wives Choir was established as it aligned with the Company's recent signed Armed Forces Covenant. While another successful evening with in-person donations, auctions and raffles raising essential funds for the Charity, it was noted that donations were down when compared to pre-COVID events. With this event, the Charity was able to award £1955 to our fundraising evening partners, the Military Wives Choir. The Choir support the partners of military personal to develop their employability confidence. The Charity is grateful to the Court for their continued fundraising efforts to support the Charity.

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) For the year ended 31 December 2023

The Court, through the Master, made a focused effort to increase the number of regular givers, recognizing that this would be a step change for our ability to maintain and fulfil our charitable objectives.

The charity also considered the financial status of the funds held, and agreed the implementation of an Investment Policy. Through a rigorous assessment process, Investment Managers were appointed, and a lead trustee nominated and agreed. This process included the creation of an automated donation page on the website. The number of regular-givers grew from four to seventeen and this has seen a welcome regular monthly increase in income. The Charity is still to optimize the benefit of the regular-givers and have made efforts to examine the donor experience and establish standard operating procedures that will enable claiming Gift-Aid.

Through regular donations and the Court's continued fundraising efforts the trustees were able to confidently award grants and continue to effectively manage the funds received

#### Investments

The charity has a significant portion of its assets in an investment fund managed by Rathbones, the remainder in cash in a savings accounts and current account. This financial year was a tumultuous one from a geopolitical and macro-economic perspective, Therefore, it was not surprising to see the returns from the investment fund go up and down and finish the year close to where it started.

The Trustees reviewed and approved the Charity's investment policy document without any changes. As the main aim of the investment fund is to provide the charity with growth of its assets in support of the Company reaching Livery status. Trustees will consider carefully the investment strategy and manager and determine if any changes are required in 2024.

#### Grantees

During 2023, we received twelve enquiries and nine applications for support. Following due diligence, assessment and careful consideration we agreed to award four grants. This is in addition to the award made to the Military Wives Choir and a donation to the Livery Food Initiative launched by the Livery Charity Chairs Group, in the Charity's name. This donation enabled the Charity to meet it's objective to support the City of London Corporation and the Lord Mayor of the City of London with initiatives which create employment and improve working lives, through the distribution of food that is going to waste and deliver it to over 375 charities across London, aiming to reduce food poverty.

Four small grants were awarded to:

**The Talent Tap** which is a social mobility charity who work with 16yr+ students in the most socially deprived areas across England. Providing advice and mentoring alongside residential work experience, the Talent Tap strengthen employment potential, empowering students to stride beyond the barrier of socio-economics and geography. Granted £2,500 towards the development and improvement of their mentoring software, the award supported nearly 80 mentorships.

"The Talent Tap has shown me that it's OK to dream big and want a great career, and has shown me what it takes to make that happen" Thomas

"I've been helped to portray the best version of myself to not just business professionals, but to everyone I come across in life" Miray

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) For the year ended 31 December 2023

**Parkfield Lighthouse** is a long-standing Teeside mental health charity. The charity's drop-in centre provides a community hub, and they were awarded £1000 to support service users prepare for re-employment. There was some limited success with this pilot, and, with agreement, they trialed cooking classes and healthy eating sessions as the steppingstone to conversations to improve confidence for job-readiness. The initial target was for 30 individuals to benefit, and the final number was ten beneficiaries. While the project's target was not fully achieved, the trustees agreed that there needs to be some willingness for testing and learning in the grant-awarding process.

**Key4Life** is a charity that offers programmes to young offenders and those at risk to improve their emotional resilience and avoid re-offending. The Charity were pleased to be able to award £1,800 to help cover employability support for 30 individuals. This support included one-to-one meetings with employment advisers, CV writing, interview skills and support to meet with prospective employers.

"My life was going nowhere – same old circles and dead ends. Key4Life has worked miracles – they pulled me out of a dark hole and put me on the ladder to making my life great again". Brad.

In addition to the small grant, Key4Life are connected with the Company's pro bono committee and are providing key support to their programmes.

#### Fundraising

The Company's Members takes the lead on fundraising whereas the Charity takes responsibility for the safe management and distribution of these funds. Fundraising comes from various sources:

- Events run by the Company of HR Professionals with surplus proceeds donated to the Charity.
- An Auction at the Charity Event.
- Donations from individuals or corporates.
- Grant-making from other organisations following applications by the Charity.

The trustees are grateful to the Master, Court members, Clerk and Assistant Clerk for their continued efforts to raise these essential funds and recognizes the work involved. We would also like to extend our thanks to all those company's and individuals who provided experiences and products to auction. These fundraising efforts help the Charity deliver more against the objectives and to raise the profile of the Company of Human Resource Professionals.

The Trustees would also like to acknowledge the regular donations from seventeen supporters who through their individual gifts are helping to assure the work of the Charitable Trust. We are pleased to continue to work with the Court to provide further opportunities to promote regular-giving.

To supplement the effectiveness of donations, the Charity will seek to apply for Gift-Aid following successful registration.

#### Funds

To effectively manage the Charity there is a need to pay for some practical management support, this includes fees associated with the administration of fundraising events, website hosting and development, financial management and charity compliance.

The trustees endeavour to keep any outgoing funds to a cost effective minimum and undertake key administrative tasks to achieve reduced outgoings. After review, the trustees decided to appoint new accountants for the Trust.

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Trustees' Report (continued)  
For the year ended 31 December 2023**

The administrative tasks required to effectively run the Charity have been monitored during 2023, with the intention to establish standard operating procedures and to evaluate, ways to relieve the burden on some of the key trustees with operational functions to enable them to focus on governance.

**Financial review**

The trustees' report total income of £9,557 in the year (2022 - £59,245), split between donations received of £5,007 (2022 - £38,700), and income generated from fundraising events of £4,550 (2022 - £15,642).

The Charity incurred charitable costs totalling £10,113 (2022 - £10,789), resulting in a shortfall of £556.

As a result for the year 2023, the charity did not purchase any investment funds (in 2022 £135,00 was invested).

Per the Statement of Assets and Liabilities on page 9, the Charity reports a total asset position of £203,701 (2022 - £204,257), made up of cash at bank and in hand of £68,701 (2021 - £69,257) and investment funds of £135,000 (2022 - £135,000).

**Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these financial statements.

The trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

This report was approved by the trustees and signed on their behalf by:

.....

N A Squelch  
Chair

Date: .....

**Independent Examiner's Report to the Trustees' of The Human Resource Professionals Charitable Trust  
For the year ended 31 December 2023**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 8 to 11

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of 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 no concerns and 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.

.....  
John Millidge ACA  
Simpson Wreford & Partners  
Suffolk House  
George Street  
Croydon  
CR0 0YN

Date: .....

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Receipts and payments account  
For the year ended 31 December 2023**

	Notes	Unrestricted funds 2023 £	Unrestricted funds 2022 £
<b>Receipts</b>			
Voluntary receipts	2	5,007	43,603
Activities for generating funds	2	4,550	15,642
		9,557	59,245
<b>Payments</b>			
Costs of charitable activities	3	7,255	2,855
Costs of generating voluntary receipts	3	1,128	204
Governance costs	3	1,730	7,730
		10,113	10,789
<b>Investment purchases</b>			
Purchase of investment funds		-	(135,000)
<b>Excess of (payments over receipts) / receipts over payments</b>		(556)	(86,544)
Cash funds brought forward		69,257	155,801
<b>Cash funds carried forward</b>		68,701	69,257

THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Statement of Assets and Liabilities  
As at 31 December 2023

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
<b>Cash funds</b>		
Cash at bank and in hand	68,701	69,257
<b>Investment assets</b>		
Investment funds	135,000	135,000
<b>Total assets</b>	<u>203,701</u>	<u>204,257</u>

The financial statements were approved by the trustees and signed on their behalf by:

.....  
N A Squelch  
Chair

.....  
S Kamalanathan  
Treasurer

Date: .....

# THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

## Notes to the Financial Statements For the year ended 31 December 2023

### 1. PRINCIPAL ACCOUNTING POLICIES

#### 1.1 Basis of preparation

These financial statements have been prepared for the year ended 31 December 2023.

The financial statements are presented in sterling and are rounded to the nearest pound. The financial statements of The Human Resource Professionals Charitable Trust have been prepared in accordance with the Charities Act 2011 using the receipts and payments basis.

#### 1.2 Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these accounts.

The trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

### 2. RECEIPTS ANALYSIS

	<b>Unrestricted funds 2023 £</b>	<b>Unrestricted funds 2022 £</b>
<b>Voluntary receipts</b>		
Donations received	5,007	38,700
Gift aid received	-	4,903
	<hr/>	<hr/>
	5,007	43,603
<b>Activities for generating funds</b>		
Income from fundraising events	4,550	15,642
	<hr/>	<hr/>
<b>Total receipts</b>	<hr/> <b>9,557</b> <hr/>	<hr/> <b>59,245</b> <hr/>

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

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

**For the year ended 31 December 2023**

**3. PAYMENTS ANALYSIS**

	<b>Unrestricted funds 2023 £</b>	<b>Unrestricted funds 2022 £</b>
<b>Cost of charitable activities</b>		
Grants paid (see below)	7,255	2,855
	<hr/>	<hr/>
<b>Costs of generating voluntary receipts</b>		
Website cost	1,128	204
	<hr/>	<hr/>
<b>Governance costs</b>		
Accountancy fees	1,680	5,970
Admin costs	50	260
Gift aid processing	-	1,500
	<hr/>	<hr/>
	1,730	7,730
	<hr/>	<hr/>
<b>Total payments</b>	<hr/> <b>10,113</b> <hr/>	<hr/> <b>10,789</b> <hr/>

The following institutions were awarded a grant during the year. Grants were not made to individuals.

	<b>2023 £</b>	<b>2022 £</b>
The Talent Tap	2,500	-
The Military Wives Choir Foundation	1,955	-
Parkfield Lighthouse Ltd	1,000	-
Key4Life	1,800	-
The Lord Mayor's Appeal	-	500
Jubilee Bakes	-	1,000
Attend Ltd	-	1,000
Ashgate Hospice Care	-	355
	<hr/>	<hr/>
	7,255	2,855
	<hr/>	<hr/>

**4. TRUSTEE REMUNERATION**

No trustees received any emoluments for their services as trustees during the current or previous year. No trustees were reimbursed for any expenses during the current or previous year

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Notes to the Financial Statements (continued)  
For the year ended 31 December 2023**

**5. CHARITY FUNDS**

All assets are held within unrestricted funds. The Charity does not have any restricted funds.

**6. RELATED PARTY TRANSACTIONS**

No related party transactions during the year (2022: None).

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

England & Wales - Charity number 1183708

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# Accounts

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Charity number: 1183708

## **The Human Resource Professionals Charitable Trust**

**Annual report and financial statements**

**for the Year Ended 31st December 2022**

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Contents to the Financial Statements  
For the year ended 31 December 2022**

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**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Reference and Administrative Information  
For the year ended 31 December 2022**

<b>Trustees</b>	N A Squelch	Chair
	A Kitching	
	T M Gallagher	
	S Kamalanathan	Treasurer
	Dr R I Wingfield	
	R Kearsley	
	J Traynar	
	S C Keall	
	G Morgan	

<b>Principal office</b>	HQS Wellington Victoria Embankment London EC2R 2PN
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<b>Charity registered number</b>	1183708
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<b>Independent examiner</b>	John Millidge ACA Suffolk House George Street Croydon CR0 0YN
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## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report For the year ended 31 December 2022

The Trustees present their report and the financial statements of The Human Resources Professionals Charitable Trust ("the Charity") for the year ended December 2022

The financial statements have been prepared in accordance with the accounting policies set out on page 10 and comply with the Charity's Governing Document and the Charities Act 2011. In accordance with the provisions of section 133 of the Charities Act 2011, and in line with Charity Commission guidelines, the financial statements accompanying this report have been prepared on a receipts and payments account basis.

#### Structure, Governance and Management

##### Constitution

The Charity is a charitable incorporated organisation (CIO), not having share capital and was incorporated on 4 June 2019. It operates in accordance with a Constitution adopted on 28 May 2019. The Charity is registered with the Charity Commission in England and Wales and its registration number is 1183708. The Charity previously operated, from 2016, as an unincorporated charity.

##### Governance

The trustees make the key decisions about the conduct of the Charity. Trustees give their time voluntarily and do not receive any remuneration for their services to the Charity. The administration of the Charity was carried out largely by all the trustees.

In 2022, we bid farewell to four founding trustees Sir Peter Estlin, Robert Potter, Sukı Sandhir and Aproova Chandra. Andrea Eccles, as both current and past Master during the year remained as an ex-officio adviser.

Recruiting from the wonderfully responsive membership of the Company of Human Resource Professionals, we were joined by Troy Gallagher (general trustee) and Sathyah Kamalanathan who joined as Treasurer. The commitment and contributions of current and former trustees has helped secure our good governance and ability to fulfil our charitable objectives.

The trustees who served during the year and to the date of this report were:

N A Squelch	Chair	
Sir P K Estlin		- resigned on 5 June 2022
A Kitching		- appointed on 19 April 2023
T M Gallagher		- appointed on 16 November 2022
S Kamalanathan	Treasurer	- appointed on 16 November 2022
Dr R I Wingfield		
R Kearsley	Events Committee Liaison	
R Potter		- resigned on 19 July 2022
S Sandhur		- resigned on 5 April 2023
J Traynar		
S C Keall		
G Morgan	Pro Bono Committee Liaison	
A Chandra		- resigned on 13 November 2022

##### Management

The trustees are responsible for the governance of the Charity, the allocation of grants and the safekeeping and good management of its funds. The trustees met five times during 2022 and have maintained a record of these meetings, including the declaration of conflicts of interest.

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) For the year ended 31 December 2022

The Charity is one arm of the Company of Human Resource Professionals, part of the City of London Livery companies. The Charity maintains independent governance while supporting the Company work towards its growth and development to Worshipful Company status. The Charity played a key part to support the Company achieve its new Company Status during 2022.

The trustees were pleased to support the successful application of the (former) Guild to their proud achievement to becoming The Company of Human resources Professionals

#### OBJECTIVES AND ACTIVITIES

The objectives of the Charity as outline in our Constitution are:

- (a) The advancement of the art and science of human resource and personnel management for the public benefit by.
  - supporting education and training, including in methodologies to promote effective workplace cultures;
  - awarding prizes for innovation or excellence in human resource practice;
  - awarding bursaries and grants to support development in workplace culture and other aspects of people management that improve working lives
- (b) The relief of unemployment for the public benefit by providing funding and support to charities or community groups so that such groups are equipped with the necessary skills and tools to assist people who are unemployed or seeking re-entry to the workplace.

The Charity shall also further such other purposes that are charitable under the laws of England and Wales.

#### Public benefit statement

The trustees of the Charity have given due regard to the Charity Commission's guidance on public benefit and have taken *reasonable steps to ensure that this guidance has been considered in the activities undertaken by the Charity to deliver its charitable purposes.*

The Charity delivers a benefit to the public through the pursuance of its principle objects, in particular the advancement of education and promotion of community participation

#### Performance

The first part of 2022 focused on supporting the application of the Guild of Human Resource Professionals to successfully achieve Company status and its annual charity fundraiser. This included having to plan for changes, such as names of website. We also identified that the forms on the website was no longer working and needed to be improved

As the UK emerged from the challenges of COVID-19, the Annual Fundraising Dinner had a successful evening with in-person donations, auctions and raffles raising essential funds for the Charity. While not as high as pre-COVID amounts, these fundraising efforts helped with the development of the Charity.

The Charity also considered the financial status of the funds held, and agreed the implementation of an Investment Policy. Through a rigorous assessment process, Investment Managers were appointed, and a lead trustee nominated and agreed.

Through regular donations and a significant one-off donation from an anonymous donor at the incoming Master's, John Renz, installation dinner the holding funds grew and have allowed the trustees to confidently award grants and continue to effectively manage the funds donated

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) For the year ended 31 December 2022

#### Investments

Following an evaluation of the marketplace for charity investment fund managers the Charity selected and opened an investment fund account with Rathbones. At that time the Charity also signed off its Investment Policy document setting out its investment objectives, strategy and governance. Initially, £135,000 was invested in the Rathbones Core Investment Fund for Charities. Although it was a turbulent year, in terms of the economic environment, in the end the investment fund returned 6.5% increase on the Charities assets.

#### Grantees

During 2022, the Charity only received three applications and following assessment we agreed to support:

##### Attend ABI

Attend ABI supports people whose lives have been affected by and acquired brain injury with taking the next steps in their lives. The Charity awarded £1,000 to support the running of employability workshops for individuals who have acquired a brain injury (caused by stroke or accident). This small grant supports the running of workshops and individualized support. For example, Izzah suffered from a stroke at the age of 29. Izzah has received ongoing support and was able to find a new role that was more suited for her. She shared how a phased return to work was helpful in her adjustment, and that the training allowed her to better communicate with her manager. Commonly, ABI survivors tell us how challenging it can be discussing their disability with an employer, however, with the right support at the right time, her confidence was restored.

*"I'm back at work and I'm still learning how to cope with my fatigue, but it has made all the difference knowing I can call up Attend and will always be helped." Izzah, ABI client*

##### Jubilee Bakes

Jubilee Bakes is a small charity enabling young adults with learning disability / autism / Down Syndrome to contribute to and shine in the local community through their baking and catering. The Charity awarded £1,000 to support the improvement of volunteer training that enables the safe involvement of trainee bakers who have a learning impairment or disability.

*"Our young people love to work and achieve together as a Team. We cannot thank you enough for your kind contributions which enable us to continue this work "*

##### Ashgate Hospice

Ashgate Hospice has supported people of North Derbyshire with a terminal illness since 1988. The Charity awarded a small bursary of £355 to help a HR Advisor within the Hospice achieve professional qualifications. This small amount is critical as 70% of the hospice income arrives through voluntary fundraising and usually focuses on meeting patients needs.

*"Your funding is going to help continue Sarah's development, enhancing her skills and knowledge to better support our newly promoted HR Business Partners through taking on more strategic elements such as improving our approach to recruitment, strengthening our employer value proposition, and supporting our leaders to build a supportive, psychologically safe environment "*

In 2022, the Mayor of London's priorities aligned with our objectives, and we agreed to support their famous 'Curry lunch' annual fundraiser with a one-off donation of £500 in support of the Mayor's Charities.

Key partners of the Company of HR Professionals, for example those that pro bono committees activities support are also encouraged to apply for grants. On review, the trustees agreed to update our on-line application form and agreed its new structure to enable wider grant applicants.

## THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

### Trustees' Report (continued) For the year ended 31 December 2022

#### Fundraising

The Company takes the lead on fundraising where the Charity takes responsibility for the safe management and distribution of these funds. Fundraising comes from various sources:

- Events run by the Company of HR Professionals with surplus proceeds donated to the Charity.
- An Auction at the Charity Event.
- Donations from individuals or corporates
- Grant-making from other organisations following applications by the Charity.

The trustees are grateful to the Master, Court members, Clerk and administrator for their fantastic efforts to raise these essential funds and recognizes the work involved. We would also like to extend our thanks to all those company's and individuals who provided amazing experiences and products to auction. These fundraising efforts help the Charity deliver more against the objectives and to raise the profile of the Company of Human Resource Professionals.

It was decided by the incoming Master that efforts for the year ahead will be to improve the number of members who regularly donate, which the Charity will be required to support.

To supplement the effectiveness of donations, the Charity will seek to apply for Gift-Aid following successful registration

#### Funds

To effectively manage the Charity there is a need to pay for some practical management support, this includes fees associated with the administration of fundraising events, website hosting and development, financial management and charity compliance.

The trustees endeavour to keep any outgoing funds to a cost effective minimum and undertake key administrative tasks to achieve reduced outgoings. We reviewed the outgoing costs and it was decided to seek alternative accountants.

#### Financial review

The trustees' report total income of £59,245 in the year (2021 - £67,807), split between donations received of £38,700 (2021 - £48,212), associated gift aid receipts of £4,903 (2021 - £19,595) and income generated from fundraising events of £15,642 (2021 - £Nil).

The Charity incurred charitable costs totalling £10,789 (2021 - £8,784), resulting in a surplus before the purchase of investment funds of £48,456 (2021 - £59,023).

As noted within the Receipts and Payments Account on page 8, the Charity purchased investment funds totalling £135,000, held within externally managed funds. This resulted in the Charity reporting an excess of payments over receipts of £86,544 in the year (2021 - excess of receipts over payments of £59,023), and cash funds carried forward of £69,257 (2021 - £155,801).

Per the Statement of Assets and Liabilities on page 9, the Charity reports a total asset position of £204,257 (2021 - £155,801), made up of cash at bank and in hand of £69,257 (2021 - £155,801) and investment funds of £135,000 (2021 - £Nil).

THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Trustees' Report (continued)  
For the year ended 31 December 2022

**Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these financial statements.

The trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

This report was approved by the trustees and signed on their behalf by:



.....  
N A Squelch  
Chair

Date: 13-Sep-23

**Independent Examiner's Report to the Trustees' of The Human Resource Professionals Charitable Trust  
For the year ended 31 December 2022**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2022 which are set out on pages 8 to 11

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records, or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of 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 no concerns and 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

.....  
John Millidge ACA  
Simpson Wreford & Partners  
Suffolk House  
George Street  
Croydon  
CR0 0YN

Date: .....

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Receipts and payments account  
For the year ended 31 December 2022**

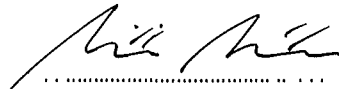
	Notes	Unrestricted funds 2022 £	Unrestricted funds 2021 £
<b>Receipts</b>			
Voluntary receipts	2	43,603	67,807
Activities for generating funds	2	15,642	-
		59,245	67,807
<b>Payments</b>			
Costs of charitable activities	3	2,855	3,500
Costs of generating voluntary receipts	3	204	514
Governance costs	3	7,730	4,770
		10,789	8,784
<b>Investment purchases</b>			
Purchase of investment funds		(135,000)	-
		(86,544)	59,023
<b>Excess of (payments over receipts) / receipts over payments</b>			
Cash funds brought forward		155,801	96,778
		69,257	155,801
<b>Cash funds carried forward</b>			

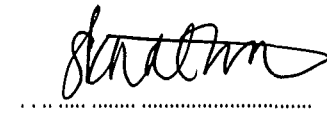
THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Statement of Assets and Liabilities  
As at 31 December 2022

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
<b>Cash funds</b>		
Cash at bank and in hand	69,257	155,801
<b>Investment assets</b>		
Investment funds	135,000	-
<b>Total assets</b>	<u>204,257</u>	<u>155,801</u>

The financial statements were approved by the trustees and signed on their behalf by:

  
.....  
N A Squelch  
Chair

  
.....  
S Kamalanathan  
Treasurer

Date: 13-Sep-23.....

THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Notes to the Financial Statements  
For the year ended 31 December 2022

1. PRINCIPAL ACCOUNTING POLICIES

1.1 Basis of preparation

These financial statements have been prepared for the year ended 31 December 2022

The financial statements are presented in sterling and are rounded to the nearest pound. The financial statements of The Human Resource Professionals Charitable Trust have been prepared in accordance with the Charities Act 2011 using the receipts and payments basis.

1.2 Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these accounts.

The trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

2. RECEIPTS ANALYSIS

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
<b>Voluntary receipts</b>		
Donations received	38,700	48,212
Gift aid received	4,903	19,595
	<hr/>	<hr/>
	43,603	67,807
<b>Activities for generating funds</b>		
Income from fundraising events	15,642	-
	<hr/>	<hr/>
<b>Total receipts</b>	<hr/>	<hr/>
	59,245	67,807

THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST

Notes to the Financial Statements (continued)  
For the year ended 31 December 2022

3. PAYMENTS ANALYSIS

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
<b>Cost of charitable activities</b>		
Grants paid (see below)	2,855	3,500
	<hr/>	<hr/>
<b>Costs of generating voluntary receipts</b>		
Website cost	204	514
	<hr/>	<hr/>
<b>Governance costs</b>		
Accountancy fees	5,970	4,770
Admin costs	260	-
Gift aid processing	1,500	-
	<hr/>	<hr/>
	7,730	4,770
	<hr/>	<hr/>
<b>Total payments</b>	10,789	8,784
	<hr/>	<hr/>

The following institutions were awarded a grant during the year. Grants were not made to individuals

	2022 £	2021 £
No Going Back	-	2,500
Aspirations	-	1,000
The Lord Mayor's	500	-
Jubilee Bakes	1,000	-
Attend Ltd	1,000	-
Ashgate Hospice care	355	-
	<hr/>	<hr/>
	2,855	3,500
	<hr/>	<hr/>

4. TRUSTEE REMUNERATION

No trustees received any emoluments for their services as trustees during the current or previous year. No trustees were reimbursed for any expenses during the current or previous year

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

**Notes to the Financial Statements (continued)  
For the year ended 31 December 2022**

**5. CHARITY FUNDS**

All assets are held within unrestricted funds. The Charity does not have any restricted funds.

**6. RELATED PARTY TRANSACTIONS**

In the prior year, the Charity received a grant of £30,662 from The Lord Mayor's Appeal so the charity may support other charities independently through its own grant making. Sir P K Estlin was a Trustee of the Charity and The Lord Mayor's Appeal during that reporting period, resigning from The Lord Mayor's Appeal on 15 December 2021. Transactions between the parties in 2022 are not considered related party transactions.

**THE HUMAN RESOURCE PROFESSIONALS CHARITABLE TRUST**

England & Wales - Charity number 1183708

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# Accounts

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The Human Resource Professionals Charitable Trust

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**The Human Resource Professionals  
Charitable Trust**

**Annual report and financial  
statements**

For the year ended 31 December 2021

Charity Registration Number 1183708

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**Reference and administrative information**

For the year ended 31 December 2021

**Trustees**

N A Squelch (Chair)  
Dr R I Wingfield  
R Kearsley  
J Traynar  
Sir P K Estlin  
A Chandra  
R W Potter  
S C Keall  
S Sandhu  
G Morgan

**Charity registered number** 1183708

**Principal office**

7 Bell Yard  
London  
EC2A 2JR

**Independent examiner**

PR Hartley FCA  
PO Box 27075  
London  
N2 0FZ

## **Trustees' report**

For the year ended 31 December 2021

The trustees present their report and the financial statements of The Human Resources Professionals Charitable Trust ("the Charity") for the year ended 31 December 2021.

The financial statements have been prepared in accordance with the accounting policies set out on pages 10-11 and comply with the Charity's Governing Document and the Charities Act 2011. In accordance with the provisions of section 133 of the Charities Act 2011, and in line with Charity Commission guidelines, the financial statements accompanying this report have been prepared on a receipts and payments account basis.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

The Charity is a charitable incorporated organisation (CIO), not having share capital and was incorporated on 4 June 2019. It operates in accordance with a Constitution adopted on 28 May 2019. The Charity is registered with the Charity Commission in England and Wales and its registration number is 1183708. The Charity previously operated, from 2016, as an unincorporated charity.

#### **Organisation and management**

The trustees make the key decisions about the conduct of the Charity. The trustees give their time voluntarily and do not receive any remuneration for their services to the Charity. The administration of the Charity was carried out largely by all the trustees.

#### **Recruitment and appointment of trustees**

The trustees have control of the Charity in relation to the application of funds. Trustees are appointed in accordance with the Charity's governing document. All decision-making of the Charity is made in accordance with the Charity's Conflicts of Interest policy.

#### **Trustees**

The trustees of the Charity during the year ended 31 December 2021 and up to the date of approval of this report were:

A Eccles (Chair, resigned on 1 December 2021)  
N A Squelch (Chair, appointed on 2 December 2021)  
R I Wingfield (appointed on 14 February 2021)  
R Kearsley  
J Traynar  
Sir P K Estlin  
A Chandra  
R W Potter  
S C Keall  
S Sandhu  
G Morgan

## Trustees' report (continued)

For the year ended 31 December 2021

The trustees are responsible for the governance of the charity, the allocation of grants and the safekeeping of its funds.

Andrea Eccles was appointed Master of the Guild of Human Resources in October 2021 and her last meeting as Chair was 22nd September 2021. Whilst the HRPCT is the charity arm of the Guild of Human Resources, for the Charity to maintain its independence, a new Chair was recruited and appointed with extensive charity sector experience. Nikki Squelch Chaired her first Trustee meeting on 2nd December 2021. Andrea will now be an Advisory Member.

### OBJECTIVES AND ACTIVITIES

The main objectives of the Charity and their activities are:

- To provide advancement of the art and science of human resources and personnel management for the public benefit by supporting education and training including in methodologies to promote effective workplace cultures, awarding prizes for innovation of excellence in human resource practice and awarding bursaries and grants to support development in workplace culture and other aspects of people management that improve working lives.
- The relief of unemployment for the public benefit by providing funding and support to charities of community groups so that such groups are equipped with the necessary skills and tools to assist people who are unemployed or seeking re-entry to the workplace.
- The Charity shall also further such other purposes that are charitable under the laws of England and Wales.

### Public benefit statement

The trustees of the Charity have given due regard to the Charity Commission's guidance on public benefit and have taken reasonable steps to ensure that this guidance has been considered in the activities undertaken by the Charity to deliver its charitable purposes.

The Charity delivers a benefit to the public through the pursuance of its principal objects, in particular the advancement of education and promotion of community participation.

### ACHIEVEMENTS AND PERFORMANCE

The Human Resource Professionals Charitable Trust (HRPCT) received Charity Commission Registration in June 2019 and this report details the Charity's activities for the second full year of operation as a CIO. The trustees are pleased to report that, in spite of Covid-19, it has been a successful year for the Charity in terms of donations and our charitable activities but that the Charity had limited opportunity for grant-make during such a long period of lockdown. That being said, it has been delightful to support two organisations who closely align to our objects relating to employability and enhance workplace culture.

## Trustees' report (continued)

For the year ended 31 December 2021

### ***Fundraising and funds***

Fundraising comes from several sources:

- Events run for the Charitable Trust by the HR Guild with surplus proceeds donated to our Charity;
- An auction at the Charity Event;
- Donations from corporates such as Workday;
- Grant-making from other organisations following an application by the Charitable Trust.

Unfortunately, due to Covid, the first three of these fundraising sources were not available. However, the Charity was enormously pleased to receive a considerable donation (from the Lord Mayor's Appeal) in recognition of the equality, diversity and inclusion work that we have been undertaking to a small number of other organisations in the Livery world. Our total funds received from organisations were (£30,662 + £14,000 + £1000 + £1000 + £1000 + £500 + £50) £48,212.

On 1 July 2021, the Trust was successful in securing Gift Aid status. Following this, an appeal was launched amongst members of the Guild of Human Resource Professionals which raised £19,595. The entire amount was eligible for gift aid. The closing balance of funds held by the HRPCT as at 31 December 2021 was £155,801.

### ***Grants made***

During 2021, because of lockdown, the Charity received only two applications for grants which met the Charity's objects. These were from:

- *No Going Back* (Grant made: £2,500) is a Prisoner Employability Charity which helps those leaving prison into employment. We were delighted to award £2,500 to this Charity which received two levels of matched funding. The first came from another Livery Company who matched our donation to lift this to £5,000. A second anonymous Charity matched this again and No Going Back received a total of £10,000 based on our initial grant.
- *Aspirations* (Grant made: £1,000) is a CIC which focuses on neurodiversity. Their aim is to help individuals with autism and other neuro-diverse backgrounds to secure employment. They provide careers advice and training to individuals in this respect and educate employers on how to secure talent from this population. They also help firms to understand where reasonable adjustments will enhance the retention of the individual concerned. The grant made was £1,000.

We have continued to support other charities to whom we made grants in 2020. We promoted the Social Mobility Awards for Making the Leap and offered pro bono support to London Village Networks through their Power of the Hour talks with young people seeking education and careers advice. In March 2021, even though in full lockdown, we did an on-line promotion of both charities to HR directors to which we had over 70 virtual attendees.

To supplement the effectiveness of our donations, the Charity joined forces with the The Guild of Human Resource Professionals Limited (HR Guild)'s Pro Bono Team, under the leadership of Court Assistant Lex Verweij and further carried out free training relating to employability. A key partner here is the Sea Cadets and once again the HR Guild/Charity provides employability training and assesses transferable skills.

## Trustees' report (continued)

For the year ended 31 December 2021

### FINANCIAL REVIEW

#### Results for the year

The results for the year are shown in the financial statements on page 8. During the year, the Charity received donations and income of £67,807 (2020: £55,000). The Charity made grants of £3,500 (2020: £4,800) and incurred governance expenses of £4,770 (2020: £900). The result for the year ended 31 December 2021 was a surplus of £59,023 (2020: £57,988) and was in line with the trustees' expectations.

#### Reserves

The operating costs during this year were kept to a minimum with most tasks being performed by trustees in a voluntary capacity. The level of reserves is monitored and reviewed.

As at 31 December 2021 the Charity's unrestricted funds were £155,801 (2020: £96,778). There were no restricted funds.

#### Future plans

For the financial year 2022, it is hoped that the pandemic lockdowns will now be behind us. Currently planned for 2022 are:

- The Charity Event in March 2022 with an auction to which the entire proceeds go to the HRPCT.
- Welcoming of any funds or donations to enhance grant-making and build the reserve.
- More grant-making to causes which fit our objects.
- The embedding of an investment strategy now that the funds are significant. The Charity has appointed its first Charity Fund Manager from a top reputable and FCA regulated firm in this field and the plan is to reinvest the return on investments in more grant making causes. The trustees have voted to place 75% of funds into an investment portfolio, leaving a comfortable margin for any grant-making and expenses. Our expenses, save the mandatory Financial Statement preparation and the Examination of accounts, are minimal as all trustees operate on a voluntary basis.

#### Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these accounts.

The trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

**Trustees' report (continued)**

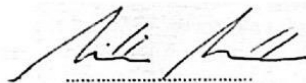
For the year ended 31 December 2021

*The Impact of Covid-19 on the Charitable Trust*

Thankfully, as a consequence of miniscule expenses for the Charity and extensive voluntary support by the trustees the HRPCT has been less affected by Covid than the larger charities. Our strategy has therefore been to concentrate on employability to ensure that opportunities for employment still exist for people from all backgrounds.

In 2021, due to lockdown, the HR Guild's Charity Event was not able to operate as a fundraiser (as has happened in every year since 2016). We therefore converted this to a Member Engagement Evening where we were able to showcase the trustees, our charitable partners specifically Making the Leap and London Village Network and were able to draw on the goodwill exuded by other Guild Members, particularly the Pro Bono Team, Master and Wardens. Again, this was virtually attended by over 70 HR Professionals.

This report was approved by the trustees and signed on their behalf by:



N A Squelch  
Chair

Date: 15/6/22.

**Independent examiner's report to the trustees' of The Human Resource Professionals Charitable Trust For the year ended 31 December 2021**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2021 which are set out on pages 8 to 11.

**Responsibilities and basis of report**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

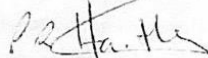
I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of 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 no concerns and 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.



Paul Hartley FCA  
PO Box 27075  
London  
N2 0FZ

Date: 15 June 2022

## Financial statements

For the year ended 31 December 2021

		Unrestricted funds 2021 £	Unrestricted funds 2020 £
<b>Receipts and payments account</b>	<b>Note</b>		
<b>Receipts:</b>			
Voluntary receipts	2.a	67,807	55,000
Activities for generating funds	2.b	-	8,875
		<u>67,807</u>	<u>63,875</u>
<b>Payments:</b>			
Costs of charitable activities	2.c	3,500	4,800
Costs of generating voluntary receipts	2.d	514	187
Governance costs	2.e	4,770	900
		<u>8,784</u>	<u>5,887</u>
<b>Excess of receipts over payments</b>		<b>59,023</b>	<b>57,988</b>
Cash funds brought forward		<u>96,778</u>	<u>38,790</u>
Cash funds carried forward		<u>155,801</u>	<u>96,778</u>

## Statement of Assets and Liabilities

As at 31 December 2021

	Total unrestricted funds	Total unrestricted funds
	2021	2020
	£	£
Cash funds		
Cash at bank	155,801	96,778
<b>Total cash funds</b>	<b>155,801</b>	<b>96,778</b>

The financial statements were approved by the trustees and signed on their behalf by:



N A Squelch  
Chair

Date: 15/6/22

The notes on pages 10 - 11 form part of these financial statements.

## Notes to the financial statements

For the year ended 31 December 2021

### 1. Principal accounting policies

#### 1.1 Basis of preparation

These financial statements have been prepared for the year ended 31 December 2021.

The financial statements are presented in sterling and are rounded to the nearest pound. The financial statements of The Human Resource Professionals Charitable Trust have been prepared in accordance with the Charities Act 2011 using the receipts and payments basis.

#### 1.2 Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of at least 12 months from the date of approval of these accounts.

The trustees of the Charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

### 2. Receipts and payments analysis

	Total Unrestricted 2021	Total Unrestricted 2020
	£	£
<b>Receipts:</b>		
<b>a. Voluntary receipts</b>		
Donations received	48,212	55,000
Gift aid received	19,595	-
	<u>67,807</u>	<u>55,000</u>
<b>b. Activities for generating funds</b>		
Income from fundraising events	-	8,875
	<u>-</u>	<u>8,875</u>
<b>Payments:</b>		
<b>c. Costs of charitable activities</b>		
Grants paid (see below)	3,500	4,800
	<u>3,500</u>	<u>4,800</u>
<b>d. Costs of generating voluntary receipts</b>		
Website cost	514	187
	<u>514</u>	<u>187</u>
<b>e. Governance costs</b>		
Accountancy fees	4,770	900
	<u>4,770</u>	<u>900</u>

## Notes to the financial statements

For the year ended 31 December 2021

The following institutions were awarded a grant during the year. Grants were not made to individuals.

	2021	2020
	£	£
Making the Leap	-	2,000
London Village Network	-	2,300
Inspire!	-	500
No Going Back	2,500	500
Aspirations	1,000	-
	<u>3,500</u>	<u>4,800</u>

### 3. Trustee's remuneration

No trustees received any emoluments for their services as trustees during the current or previous year.

No trustees were reimbursed for any expenses during the current or previous year.

### 4. Analysis of assets between funds

	Total Unrestricted funds 2021 £	Total Restricted funds 2021 £	Total funds 2021 £
Cash funds	155,801	-	155,801
Total	<u>155,801</u>	<u>-</u>	<u>155,801</u>

	Total Unrestricted funds 2020 £	Total Restricted funds 2020 £	Total funds 2020 £
Cash funds	96,778	-	96,778
Total	<u>96,778</u>	<u>-</u>	<u>96,778</u>

### 5. Related party transactions

During the year ended 31 December 2021, the Charity received a grant of £30,662 (2020: £30,000) from The Lord Mayor's Appeal so that the Charity may support other charities independently through its own grant making. Sir P K Estlin, a trustee of the Charity was also a trustee of The Lord Mayor's Appeal during the beginning of the reporting period to 15 December 2021.

