

THE RECRUITMENT JUNCTION

England & Wales · Charity number 1191442

Details

Status Registered

Legal form CIO

Registered 2020-09-23

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

Contact

Address Merchant House
30 Cloth Market
Newcastle upon Tyne
NE1 1EE

Phone 0191 560 0232

Email info@therecruitmentjunction.com

Website www.therecruitmentjunction.com

Activities

Objects: TO PROMOTE THE REHABILITATION OF EX-OFFENDERS AND PEOPLE WITH CRIMINAL CONVICTIONS FOR THE PUBLIC BENEFIT AND WITHIN A CHRISTIAN ETHOS, INCLUDING THROUGH, BUT NOT LIMITED TO, THE PROVISION OF MENTORING, PEER-LED SUPPORT, ADVOCACY AND BROKERAGE WITH POTENTIAL EMPLOYERS, THE PROVISION OF GRANTS, GOODS OR SERVICES, IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND PARTICIPATE MORE FULLY IN SOCIETY.

Activities: The Recruitment Junction is a recruitment agency for ex-offenders. We are a not-for-profit enterprise with a social heart, on a commercial mission. Our vision is to see people with convictions rediscover a sense of purpose through work and become role models who drive positive generational impact across their families.

Classification

- **How:** Makes Grants To Individuals
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£714,188	£430,676	£589,193	11
2024-06-30	£437,334	£342,003	-	-
2023-06-30	£263,723	£238,985	-	-
2022-06-30	£328,952	£204,927	-	-
2021-06-30	£138,316	£76,729	-	-

Trustees

Name	Role	Appointed
DOROTHY PATRICIA ALEXANDER		2025-05-12
Dr Simon Justin Phillip Goon		2025-05-12
Harry Marston Witcher		2025-05-12
Jessica Katherine Mellor-Clark		2025-05-12
Kwadwo Kyei-Sarpong		2025-05-12
Mark Nicholas Simpson		2024-10-28
Polly Grace Rowe		2025-06-13

THE RECRUITMENT JUNCTION

England & Wales - Charity number 1191442

Accounts

Annual Report

2024-2025

A photograph of a man and a woman smiling and talking. The man is on the left, wearing a dark puffer jacket. The woman is on the right, wearing a black turtleneck and a floral patterned skirt, holding a gold iPhone and a teal jacket. In the background, there is a sign that says 'METRO' with a yellow and black logo above it. The scene is set in front of a stone building.

The Recruitment Junction's
Annual Report and Accounts
for the year ended
30th June 2025



Values and Vision

PURPOSE

To place people with convictions into paid work, so they can build purposeful lives and see their families thrive

MISSION

We provide practical employment support to candidates with convictions, linking them to companies with good jobs

VISION

A society where people's past convictions don't define their employment future

VALUES

- Expectant hope - we believe in the change we want to see
- Resilience - we stay the distance
- Relationship-led - we focus on people not programmes
- Collaboration - we thrive through supporting each other in team and by partnership
- Christian values - compassion in action, integrity, second chances, faith

“ Thank you for everything. Thank you for not giving up on me and for pushing me through some very difficult times. I just needed this one chance, and now I have it. Couldn't be happier right now! ”

Sarah



Message from our Chair of Trustees and our Chief Executive

A CAUSE FOR CELEBRATION

This year we are delighted to have supported over 600 men and women in prison and on release and seen over 70% of people who engaged with us in the community move into paid work - 153 people leaving unemployment behind them and starting to build futures that will transform their families' prospects. When compared with the fewer than 1 in 3 prison leavers who will otherwise find work within six months of leaving custody, we consider it to be a cause for genuine celebration that we are bucking the trend here in the north east, despite the many challenges confronting our region.

Once our candidates have secured employment, we know that our 12 months' in-work support, be that additional practical assistance or often just our listening ears, time and compassion, have continued to contribute to over two thirds of all placements sustaining beyond 6 months. People are grabbing the second and third chances offered to them and, with support along the way, are thriving.

AN ACKNOWLEDGEMENT OF THE CHALLENGES

Given the scale of the need, and the proven success of our model, it is a source of regret that this type of people-first, support for-as-long-as-it-takes service is not vastly more widespread. Equally, it would be naïve not to acknowledge the substantial challenges that confront the sector as a whole.

The government's 2024 early prison release scheme led to many hundreds of people being discharged with little notice and poorly coordinated plans, the rehabilitation responsibility shifting from overcrowded prisons onto an understaffed probation service that couldn't hope to support them all.

The knock-on effect, within the pre-existing context of a severe housing crisis for prison leavers, hit especially hard. We have seen people sent to live hundreds of miles away from the local area, often for short 8-week stays that prevent them from seeking work and critically, leave them without the support of family and community in the uncertain months post-release.

Jobs which had been secured have fallen by the wayside, and many people have felt set up to fail. Our discretionary Hardship Fund has been as needed as ever in continuing to plug multiple gaps, providing phone credit, food parcels, ID documents, interview clothes, utility meter top-ups, travel costs to interview and in to work; practical needs without which a job might falter before it even starts.

FUTURE DIRECTION AND PRIORITIES

It is our growing conviction that we could decimate our scandalously high national re-offending rates, and make a significant dent in the populations of our unworkably overcrowded jails, if The Recruitment Junction model operated in each police and probation region across the country, to support the majority of prison leavers and ex-offenders who are just wanting to work, and who could do so with this help.

And so, with backing in the form of a significant philanthropic donation received via the Centre for Social Justice, we're preparing for strategic growth, moving next year into the north west and, from there aiming for nationwide expansion. Our aspiration is for a ten-site network of offices and hubs over the next five years, and over 2,000 people placed into work each year.

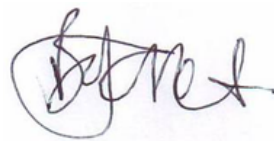
We estimate that the cost savings of unused prison places and the resulting social impact represent a social value return of c£100 million across five years. More crucially, multiple thousands of men, women and their children will be diverted away from the criminal justice system and most importantly of all, an intergenerational legacy of hope and prosperity will be established.

We are hugely grateful to every funder, partner, commissioner and employer, as well as to our co-workers at the 'coalface' of the justice system. And mostly we are so proud of our men and women whose own successes rightly leap out of these pages. We look forward to entering our next chapter with you all by our side.

"...seek after the peace and prosperity of the city... Pray to the Lord for it,". Jeremiah 29:7



Patricia Alexander, Chair



Beverley Brooks, CEO

Our Services and Projects



OUR COMMUNITY-BASED JOB FINDER PROGRAMME

Delivered from our Newcastle Head Office and our new Durham office, our specialist recruitment consultants provide relational one-to-one support to help those with convictions in Northumberland, Tyne & Wear and County Durham to move into employment.

Our candidate service is practical, holistic and lasts for as long as required - the door is always open if more than one attempt is needed. Once a job has begun, we support the individual and employer for the first year in work to make sure that the placement has the best chance of sustaining.

OUR PRISON-BASED 'INSIDE JOB' PROJECT

With a weekly presence in 3 north east jails - HMP Durham, HMP Holme House and HMP Northumberland - in partnership with national charity Beating Time we operate the peer-led initiative 'Inside Job', working with serving prisoners whom we train as our recruiters, to offer pre-employability support to their fellow inmates. Our community staff go into the jails every week to introduce themselves as a vouched-for person to those men who are coming up to release and to offer continuity of support so that prisoners know they can meet the same person in the community.

2024 - 25: Impact at a glance

205

individuals received employment support in the community

470

prisoners engaged with us in jail through our Inside Job projects

153

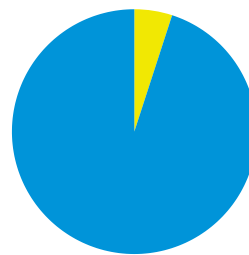
candidates secured employment

56

in-custody interviews for genuine jobs on release

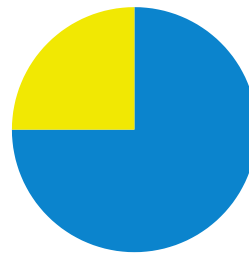
36

different firms hired staff through us



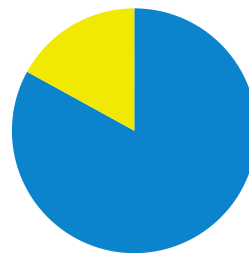
<5 %

reoffending rate



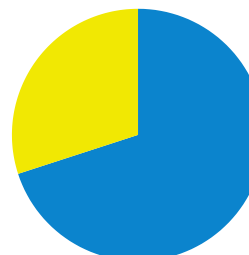
75 %

of all our candidates are placed into work



83 %

maintain or improve their mental wellbeing



70 %

job retention rates at 6 months

770 total jobs starts from 2021 to June 2025

Chris's story

"I've worked in construction since I was 16—just two days after leaving school, I started a dry lining apprenticeship with my cousin. Construction is what I know, and it's what I enjoy. After 4 years in jail, I'm now back working full-time as a labourer, ripping up floor tiles, ceilings, and doing maintenance. It's good to be back in the industry I've always loved.

But before prison things were very different. I started drinking at an early age and quickly started consuming too much. It got to the point where I was only going to work so I had enough money for drink because I couldn't afford the amount of alcohol I thought I needed. I knew I had a problem and tried to stop—on my own, with recovery teams, through gradual reduction—but nothing seemed to work. Every time something bad happened, I'd go straight back to drinking.

The offence I committed was the turning point. I was violent whilst under the influence, I was so drunk I didn't even remember what I had done. I'd hurt those that loved me most. That was the moment I knew I had to stop.

Prison was tough at first—getting my head around what I'd done and going through withdrawal. The fact that my dad didn't turn his back on me, despite what I had done, and still chose to support me, really impacted me. Who does that? That's the type of bloke he was. People who visited me in prison could see I had changed and that's what pushed me on even more, how happy everyone was that I was back to the person I was when I was a kid, rather than the idiot I had been most of my life.





In jail I focused on what I needed to do. I worked every day of my sentence: maintenance in HMP Holme House, kitchens, Café 16 in HMP Northumberland. I kept a routine—up at 6am, bed at 9pm—just like I would've done before jail. I always tried to do the closest thing to a real job as possible. I worked for The Recruitment Junction as an Employment Rep inside the jail, helping others get ready for work upon release. This idea of 'Inside Job' was brilliant and I really enjoyed that role.

About 2 days after release I came in for my first appointment with The Recruitment Junction on the outside. They helped me update my CV, sort my bank account, and rewrite my disclosure letter. All that support was vital. A lot of people get out with nothing sorted but I had so much input - probation, recovery support, and my family have all been brilliant. I had to live in a bail hostel straight out of jail which wasn't great but the charity helped me with food parcels and bus tickets and I used the bursary that I had earned whilst their Employment Rep to pay off my outstanding debts upfront which was a massive weight off my mind.

Probation moved me from Gateshead to South Shields into temporary accommodation which was hard as I've got no links to that area. Meanwhile The Recruitment Junction had secured me some paid work, just as a stop-gap down there, working a zero hours contract in a factory to tide me over until I could move back to where I'm from. They sent me a Sainsbury's

voucher and bus tickets to my phone which was an absolute godsend in my first week at work. And finally they sorted me an interview with Adderstone Group, Molly took me for coffee first for moral support and I got given the job on the spot! Being back in construction is the best thing that could've happened. It's what I love doing.

My dad passed away last year while I was still inside, from cancer. If I was going to relapse onto the drink, it would've been then—but I didn't. That gave me confidence I'm not going back to the way I was. Everyone keeps saying my dad would be proud of me now. He actually told me that himself before he passed away. Work is the best thing that can happen when you get out of jail. It gave me structure, pride, and a reason to keep going—and it can do the same for anyone in my position."

“ Everyone needs a job and a purpose in life. It's unbelievably rewarding to watch someone like Chris thrive on the back of a second chance

Ian Baggett,
CEO, Adderstone
Group ”



“I’ve worked with The Recruitment Junction since 2021 when Sunbelt first started helping with their annual Christmas Hamper Pack and Delivery. It’s great for us as a team to be a part of this every year and to help bring some joy to their candidates at what can otherwise be a difficult time. Going into the prisons and doing mock interviews with some of those coming up for release has also been a great way of inspiring prisoners for a new career and that there are opportunities out there for them. We have hired from The Recruitment Junction in the past and look forward to more placements in the future. I highly recommend Beverley, Jo and all the team at The Recruitment Junction.”

**Peter Robinson,
Regional Director -
Traffic, Sunbelt
Rentals Limited**

The Recruitment Junction

Legal and Administrative Information

Trustees:

Dorothy Patricia Alexander (Chair, appointed 12th May 2025)
Margaret Lawson
Mark Simpson (appointed 28th October 2024)
Simon Goon (appointed 12th May 2025)
Jessica Mellor-Clarke (appointed 12th May 2025)
Joojo Kyei-Sarpong (appointed 12th May 2025)
Harry Witcher (appointed 12th May 2025)
Polly Rowe (appointed 13th June 2025)
Cameron Mann (resigned 23rd May 2025)
Colin Fozzard (resigned 25th April 2025)

Registered Office:

Milburn House
19 Dean Street
Newcastle upon Tyne
NE1 1PQ

CEO:

Beverley Brooks

Charity Registration
Number:

1191442

Bankers:

Lloyds Bank
102 Grey Street
Newcastle upon Tyne
NE1 6AG

Virgin Money
131-135 Northumberland Street
Newcastle upon Tyne
NE1 7AG

Independent
Examiner:

Robson Laidler Accountants Limited
Fernwood House
Fernwood Road
Jesmond
Newcastle Upon Tyne
NE1 1PQ

The Recruitment Junction - Trustees' Report

Report of the Trustees for the period ended 30th June 2025

The trustees present their report and the financial statements for the period ended 30th June 2025. These are prepared in accordance with the governing document and the recommendations of the 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 (FRS102).

Reference and administrative details

The Recruitment Junction is a Charitable Incorporated Organisation formed in 2020 as a not-for-profit recruitment agency for ex-offenders. It is a registered charity with registration number 1191442.

The trustees who served during the year and up to the date of this report are set out on the Legal and Administrative Information page.

Structure, governance and management

The charity is a Charitable Incorporated Organisation, formed under the Charities Acts 2011 and registered with the Charity Commission for England and Wales. The relevant governing document is the Constitution, adopted by the Trustees on 27th September 2020.

New trustees may be appointed by resolution passed at a meeting of the trustees or by statutory powers. Full training and induction is given to all new trustees, including training on their safeguarding responsibilities.

The trustees are responsible for setting general policy but the day to day running of the charitable company is delegated to an employed management team which is headed by the CEO.

All trustees give their time voluntarily and receive no remuneration or other benefits from the charity.

Objectives and principal activities

The charitable objectives of the organisation are:

To promote the rehabilitation of ex-offenders and people with criminal convictions for the public benefit and within a Christian ethos, including through, but not limited to, the provision of mentoring, peer-led support, advocacy and brokerage with potential employers, the provision of grants, goods or services, in such a way that they are better able to identify, and help meet, their needs and participate more fully in society.

Risks

The trustees confirm that the major risks to which the charity is exposed have been identified and reviewed and systems are in place to mitigate those risks, including a robust and regularly reviewed Safeguarding Policy and a Data Protection Policy.

Public Benefit

The trustees are satisfied that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

When planning the charity's activities, the trustees considered the Charity Commission Guidance on public benefit. The trustees also considered how the charity had succeeded in delivering its aims, including any public benefit, when reviewing the achievements for the year which are set out below.

The Recruitment Junction - Trustees' Report

Supporters and partners

The Recruitment Junction is extremely grateful for the support of a range of grant-giving trusts and foundations and other organisations, including: the Henry Smith Charity, the AB Charitable Trust, Lloyds Bank Foundation, Drapers' Company, the National Lottery, Highway One Trust, Anton Jurgens Charitable Trust, The Fore, Torsten & Cynthia Hart Charitable Trust, the 29th May 1961 Charity, Anchor Foundation, the NBCS Foundation, Maurice & Hilda Laing Trust, Newcastle City Council, Hedley Foundation, Belpech Charitable Trust, the Joicey Trust, the Hadrian Trust, the Pat Newman Memorial Trust and Greatham Hospital of God.

In conjunction with our partner charity, Beating Time, we were also grateful for the support of the City & Guilds Foundation and the Weavers' Company. In conjunction with Junction 42, another of our partner charities, we also received UKSPF funding through the North of Tyne Combined Authority.

We have received donations from a number of generous individuals, including many who make regular monthly contributions, as well as numerous contributions towards our candidates' essential travel, workwear and other work needs through the Acts 435 charity.

Financial Review

The charity's total income for the year ending 30th June 2025 was £714,188 and the total expenditure was £430,676, giving a net surplus of £283,512 which was transferred to retained funds and is carried forward. Of the total income £39,375 was earned from commissioned services and £288,482 came from grants made by various trusts, foundations and other organisations. The remaining income consisted of donations by various individuals as well as bank interest and sundry other income.

The majority of the charity's expenditure relates to salaries and other staff costs, accounting for 69% of total expenditure. The charity also incurs costs to assist candidates with their essential travel, workwear and other items needed to attend interviews or start work. The cost of these items in the year was £16,085, the majority of which was funded through donations from private individuals or the Acts 435 charity. Donations of £8,500 were made to a partner charity in connection with the co-delivery of one of our 'Inside Job' programmes. Administrative and other operating costs remain low; the charity occupies a small office in Newcastle upon Tyne and, other than rent, incurs few other property costs.

The funds of the charity as at 30th June 2025 were £589,193 of which £34,615 was restricted and can only be spent as directed by the donors. The remaining funds are unrestricted although the trustees have designated £125,000 of these funds for the following purposes:

- Development fund of £75,000: in order to deliver on its mission and vision, the charity may on occasion need to invest in new initiatives or opportunities in the absence of or in advance of funding being secured for them.
- Contingency reserve of £50,000: to ensure the continuity of the charity's core activities in the event of unplanned adverse events. In establishing the value of this reserve, the trustees have had regard to the principal risks facing the charity and the mitigations that are in place to manage them.

The trustees regularly review reserve levels to ensure that they are appropriate. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The trustees have agreed a policy that the charity should aim to hold a level of free reserves (namely those not held for a specific purpose) which is equivalent to 6 months forecast future expenditure. The trustees believe that this level of reserves is necessary to ensure continuity of our ongoing services, especially given the uncertain nature of our various income streams.

The level of free reserves as at 30th June 2025 amounted to 5.9 months forecast future expenditure, broadly in line with the target. The trustees anticipate maintaining reserves at a similar level during the 2025/26 financial year.

The Recruitment Junction - Trustees' Report

Remuneration policy for key management personnel

The trustees have identified the CEO as the key management person in the charity. The remuneration of the CEO is determined by the trustees, with decisions about pay being informed by comparison to salaries within the sector and subject to a "value for money" test.

Statement of trustees' responsibilities

Law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

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

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

This report was approved by the trustees on27/11/25..... and is signed on their behalf by:



Dorothy Patricia Alexander
Chair of Trustees



Charity registration number 1191442 (England and Wales)

THE RECRUITMENT JUNCTION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025



THE RECRUITMENT JUNCTION

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE RECRUITMENT JUNCTION

I report to the trustees on my examination of the financial statements of The Recruitment Junction (the charity) for the year ended 30 June 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 Charities Act 2011.
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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 financial statements to be reached.

Nicholas Cunningham FCCA
Robson Laidler Accountants Limited

Fernwood House
Fernwood Road
Jesmond
Newcastle upon Tyne
Tyne and Wear
NE2 1TJ
England

Dated: 27/11/25

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2025

Current financial year	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income from:					
Donations and legacies	2	608,650	53,735	662,385	419,962
Charitable activities	3	39,375	-	39,375	8,206
Investments	4	12,428	-	12,428	9,166
Total income		660,453	53,735	714,188	437,334
Expenditure on:					
Raising funds	5	218	-	218	296
Charitable activities	6	380,505	49,953	430,458	341,707
Total expenditure		380,723	49,953	430,676	342,003
Net income and movement in funds		279,730	3,782	283,512	95,331
Reconciliation of funds:					
Fund balances at 1 July 2024		274,848	30,833	305,681	210,350
Fund balances at 30 June 2025		554,578	34,615	589,193	305,681

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2025

Prior financial year	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:				
Donations and legacies	2	330,662	89,300	419,962
Charitable activities	3	8,206	-	8,206
Investments	4	9,166	-	9,166
Total income		<u>348,034</u>	<u>89,300</u>	<u>437,334</u>
Expenditure on:				
Raising funds	5	296	-	296
Charitable activities	6	275,240	66,467	341,707
Total expenditure		<u>275,536</u>	<u>66,467</u>	<u>342,003</u>
Net income and movement in funds		72,498	22,833	95,331
Reconciliation of funds:				
Fund balances at 1 July 2023		<u>202,350</u>	<u>8,000</u>	<u>210,350</u>
Fund balances at 30 June 2024		<u>274,848</u>	<u>30,833</u>	<u>305,681</u>

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	11	26,695		56,598	
Cash at bank and in hand		609,236		287,604	
		<u>635,931</u>		<u>344,202</u>	
Creditors: amounts falling due within one year	12	(46,738)		(38,521)	
Net current assets			<u>589,193</u>		<u>305,681</u>
The funds of the charity					
Restricted income funds	14		34,615		30,833
General Unrestricted funds	15	429,578		248,572	
Designated funds		<u>125,000</u>		<u>26,276</u>	
			<u>554,578</u>		<u>274,848</u>
			<u>589,193</u>		<u>305,681</u>

The financial statements were approved by the trustees on 27/11/25

DP Alexander

.....
Dorothy Patricia Alexander
Chair of Trustees

THE RECRUITMENT JUNCTION

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	18		309,204		83,415
Investing activities					
Investment income received		<u>12,428</u>		<u>9,166</u>	
Net cash generated from investing activities			12,428		9,166
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			<u>321,632</u>		<u>92,581</u>
Cash and cash equivalents at beginning of year			<u>287,604</u>		<u>195,023</u>
Cash and cash equivalents at end of year			<u><u>609,236</u></u>		<u><u>287,604</u></u>

THE RECRUITMENT JUNCTION

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

1 Accounting policies

Charity information

The Recruitment Junction is a Charitable Incorporated Organisation (charity number: 1191442). The principal address is Milburn House, 19 Dean Street, Newcastle, NE1 1PQ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The Recruitment Junction meets the definition of a public benefit entity entry under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

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. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

1 Accounting policies

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.8 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	373,903	-	373,903	136,868	-	136,868
Grants	234,747	53,735	288,482	193,794	89,300	283,094
	<u>608,650</u>	<u>53,735</u>	<u>662,385</u>	<u>330,662</u>	<u>89,300</u>	<u>419,962</u>

3 Income from charitable activities

	Contract income 2025 £	Contract income 2024 £
Services provided under contract	<u>39,375</u>	<u>8,206</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	12,428	9,166

5 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	218	296

6 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	292,390	241,284
Consulting	12,949	2,501
Computer software and support	15,286	13,081
Other staff and volunteer expenses	22,833	9,317
Candidate expenses	16,085	14,817
Charitable Donations	8,500	3,250
Partner donations	-	25,000
	<u>368,043</u>	<u>309,250</u>
Share of support and governance costs (see note 7)		
Support	60,315	31,137
Governance	2,100	1,320
	<u>430,458</u>	<u>341,707</u>
Analysis by fund		
Unrestricted funds - general	380,505	275,240
Restricted funds	49,953	66,467
	<u>430,458</u>	<u>341,707</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

7	Support costs allocated to activities	2025	2024
		£	£
	Advertising and marketing	1,424	1,664
	Accountancy	1,847	1,753
	Sundry expenses	865	4,595
	Premises costs	29,119	21,246
	Subscriptions and memberships	1,756	640
	Legal and professional	25,304	1,239
	Governance costs	2,100	1,320
		<u>62,415</u>	<u>32,457</u>
	Analysed between:		
	Charitable activities	<u>62,415</u>	<u>32,457</u>
	Governance costs comprise:	2025	2024
		£	£
	Independent examination fee	<u>2,100</u>	<u>1,320</u>
		<u>2,100</u>	<u>1,320</u>
8	Trustees		
	None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.		
	Trustees' expenses		
	During the year ended 30 June 2025 and 30 June 2024, no expenses were reimbursed to the trustees of the charity.		
9	Employees		
	The average monthly number of employees during the year was:	2025	2024
		Number	Number
	Management	1	1
	Other	10	8
		<u>11</u>	<u>9</u>
	Total	<u>11</u>	<u>9</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

9	Employees		
	Employment costs	2025 £	2024 £
	Wages and salaries	261,799	217,477
	Social security costs	16,801	14,165
	Other pension costs	13,790	9,642
		<u>292,390</u>	<u>241,284</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,000 - £69,999	<u>1</u>	<u>-</u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	<u>69,386</u>	<u>61,987</u>

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	<u>26,695</u>	<u>56,598</u>

12 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	4,554	1,870
Other creditors	3,400	1,632
Accruals and deferred income	38,784	35,019
	<u>46,738</u>	<u>38,521</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

13 Retirement benefit schemes		2025	2024
Defined contribution schemes		£	£
Charge to profit or loss in respect of defined contribution schemes		13,790	9,642
		<u> </u>	<u> </u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

14 Restricted funds

The restricted funds of the charity comprise the following amounts:

	At 1 July 2024	Incoming resources	Resources expended	At 30 June 2025
	£	£	£	£
Beating Time	23,333	8,000	(15,385)	15,948
Grocers' Charity	3,000	-	(3,000)	-
The Fore	4,500	10,000	(9,000)	5,500
Maurice & Hilda Laing CT	-	5,000	(2,500)	2,500
North of Tyne Combined Authority	-	13,235	(13,235)	-
Anchor Foundation	-	6,000	(3,000)	3,000
Torsten & Cynthia Hart	-	10,000	(3,333)	6,667
Hospital of God Greatham	-	1,500	(500)	1,000
	<u>30,833</u>	<u>53,735</u>	<u>(49,953)</u>	<u>34,615</u>

Previous year:	At 1 July 2023	Incoming resources	Resources expended	At 30 June 2024
	£	£	£	£
Beating Time	-	30,000	(6,667)	23,333
Benefact Trust	-	10,300	(10,300)	-
Drapers Company	-	25,000	(25,000)	-
Grocers' Charity	-	4,000	(1,000)	3,000
The Austin & Hope Pilkington Trust	1,000	-	(1,000)	-
The Fore	5,000	10,000	(10,500)	4,500
The Watson Family Charitable Trust	-	10,000	(10,000)	-
The William Leech Charity	2,000	-	(2,000)	-
	<u>8,000</u>	<u>89,300</u>	<u>(66,467)</u>	<u>30,833</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

14 Restricted funds

For the grants received through the year and expensed, their purpose is noted below:

Beating Time - Grant received for The 'Inside Job' Project.
 Benefact Trust - Grant received for The 'Inside Job' Project.
 Drapers' Company - Grant received for The 'Inside Job' Project.
 Grocers' Charity - Grant received for a youth project at HMP Low Newton.
 The Austin & Hope Pilkington Trust - Grant received for The 'Inside Job' Project.
 The Fore - Grant received for the development of a new income stream.
 The Watson Family Charitable Trust - Grant received for The 'Inside Job' Project.
 The William Leech Charity - Grant received for The 'Inside Job' Project.
 Maurice & Hilda Laing CT - Grant received for The 'Inside Job' Project.
 North of Tyne Combined Authority - Grant received via Junction 42 for the Work Out Programme
 Anchor Foundation - Grant received for The 'Inside Job' Project.
 Torsten & Cynthia Hart- Grant received for The 'Inside Job' Project.
 Hospital of God Greatham - Grant received for The 'Inside Job' Project.

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 July 2024	Incoming resources	Resources expended	Transfers	At 30 June 2025
	£	£	£	£	£
The 'Inside Job' Project	26,276	-	(26,276)	-	-
General funds	248,572	660,453	(354,447)	(125,000)	429,578
Development fund	-	-	-	75,000	75,000
Contingency fund	-	-	-	50,000	50,000
	<u>274,848</u>	<u>660,453</u>	<u>(380,723)</u>	<u>-</u>	<u>554,578</u>

Previous year:	At 1 July 2023	Incoming resources	Resources expended	Transfers	At 30 June 2024
	£	£	£	£	£
The 'Inside Job' Project	10,875	-	(10,875)	26,276	26,276
General funds	191,475	348,034	(264,661)	(26,276)	248,572
	<u>202,350</u>	<u>348,034</u>	<u>(275,536)</u>	<u>-</u>	<u>274,848</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

16 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 30 June 2025:			
Current assets/(liabilities)	554,578	34,615	589,193
	<u>554,578</u>	<u>34,615</u>	<u>589,193</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 June 2024:			
Current assets/(liabilities)	274,848	30,833	305,681
	<u>274,848</u>	<u>30,833</u>	<u>305,681</u>

17 Related party transactions

During the year the charity received income of £59,084 (2024 : Nil) in relation to grants awarded collaboratively with The Junction 42 Foundation, a charity in which trustee Mr M Simpson is also a trustee.

	2025 £	2024 £
18 Cash generated from operations		
Surplus for the year	283,512	95,331
Adjustments for:		
Investment income recognised in statement of financial activities	(12,428)	(9,166)
Movements in working capital:		
Decrease/(increase) in debtors	29,903	(33,970)
Increase in creditors	8,217	31,220
Cash generated from operations	<u>309,204</u>	<u>83,415</u>

19 Analysis of changes in net funds

The charity had no material debt during the year.

THE RECRUITMENT JUNCTION

England & Wales - Charity number 1191442

Accounts

Charity registration number 1191442

**THE RECRUITMENT JUNCTION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

THE RECRUITMENT JUNCTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Colin Fozzard Margaret Lawson Cameron Mann
Director	Beverley Brooks
Charity number	1191442
Principal address	Milburn House 19 Dean Street Newcastle upon Tyne NE1 1PQ
Independent examiner	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle upon Tyne Tyne and Wear England NE2 1TJ
Bankers	Virgin Money Plc 131 - 135 Northumberland Street Newcastle upon Tyne England NE1 7AG Lloyds Bank Plc 102 Grey Street Newcastle upon Tyne England EC2V 7HN

THE RECRUITMENT JUNCTION

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THE RECRUITMENT JUNCTION

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2024

The trustees present their report and financial statements for the year ended 30 June 2024.

The Recruitment Junction is a Charitable Incorporated Organisation formed in 2020 as a not-for-profit recruitment agency for ex-offenders. It is a registered charity with registration number 1191442.

The trustees who served during the year and up to the date of this report are set out in the legal and administrative information page.

Basis of preparation

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The charitable objectives of the organisation are:

To promote the rehabilitation of ex-offenders and people with criminal convictions for the public benefit and within a Christian ethos, including through, but not limited to, the provision of mentoring, peer-led support, advocacy and brokerage with potential employers, the provision of grants, goods or services, in such a way that they are better able to identify, and help meet, their needs and participate more fully in society.

Risks

The trustees confirm that the major risks to which the charity is exposed have been identified and reviewed and systems are in place to mitigate those risks, including a robust and regularly reviewed Safeguarding Policy and a Data Protection Policy.

Public Benefit

The trustees are satisfied that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

When planning the charity's activities, the trustees considered the Charity Commission Guidance on public benefit. The trustees also considered how the charity had succeeded in delivering its aims, including any public benefit, when reviewing the achievements for the year which are set out below.

Achievements and performance

The Recruitment Junction (TRJ) is an award-winning recruitment charity in the north-east of England, focussed on placing people with convictions into paid work. Our fourth year of operation provided time to re-examine our mission, vision and values, which looking forward we have determined to be:

Mission

Changing lives through recruiting with conviction(s).

Vision

To be known as the "go to" recruitment model for placing people with convictions into purposeful work, one which sees people drive positive generational impact across their families and communities.

Values

- Expectant hope – we believe in the change we want to see
- Resilience – we stay the distance
- Relationship-led – we focus on people not programmes
- Collaboration – we thrive through supporting each other in team and by partnership
- Christian values - compassion in action, integrity, second chances, faith

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

During this fourth year, we have undertaken the activities detailed below and realised assorted achievements.

We have been pleased to grow our in-community work with job seeking ex-offenders, and also to continue to expand our work in prison, particularly in HMP Northumberland through our ongoing joint venture with the charity Beating Time, where we have built upon a successful pilot of the Inside Job project, more fully embedding this into the prison's Employment Hub activity programme in this its second year.

Modelled on their outstanding achievements delivering very high numbers of job starts for a cohort of West Midlands and London prisoners, Inside Job is a peer-led recruitment project, where serving prisoners identify and support fellow inmates who they deem to be work-ready. We bring employers with genuine job offers into the prison on a bi-monthly basis to interview and then make job offers pre-release, with our team then continuing to support the men after custody, for up to one year in the community. The ability to meet with more prisoners, on an 'enhanced trust' basis due to the close involvement of our peer recruiters, has seen the number of newly released men referred into our programme triple in volume from 2023 to 2024. The next financial year will see us expand the project into a 2nd north-east jail, HMP Holme House, and we are encouraged by this potential for significant impact.

We have continued to build local and national employer confidence, and to enjoy more repeat business relationships. To June 2024, 62 different employers have directly hired staff through us.

We placed 228 people into paid work in this period - a 17% volume increase on the previous year - 43% of these were the most serious category of offender, and so the harm reduction, achieved through the reduction in re-offending, is high. As well as their criminal conviction, many of our candidates face additional barriers to employment, with 13% being over 50, and 33% having a physical or mental disability; our work particularly supports those who would otherwise continue to be amongst the furthest from the workplace. Job retention rates remain around 78% at the 3-month mark, and re-offending rates are vanishingly low at 2%, compared to national levels of 25% - 60%.

It remains our firmly held view that the nationwide picture for post-prison employment is one of imbalance - such finance as exists for 'employability programmes' being largely concentrated inside the prison walls, but next to no funded, specialist, job-finder support for ex-prisoners on release, nor any funded in-work support to help them sustain these jobs. We continue to advocate for a realignment of the existing funding and commissioning structure, to properly support organisations such as ours who do successfully occupy this space, and we continue to advocate for our unique model of pre-and post-release job finder support to be rolled out at scale.

We were delighted to gain recognition of our model in the Centre for Social Justice's 2023 report "Unlocking Aspiration" - which saw us go on to become a Centre for Social Justice 2023 Awards winner. Our approach was also highlighted in the Clinks RR3 report for the Ministry of Justice "Opportunity for all - employment and training in prison and the community", and a local level, in the "Vital Signs: Justice" report by the Community Foundation Northumberland, Tyne & Wear.

We have grown our staff headcount from six to ten employees, and we continue to proactively employ ex-offenders within the charity; it is our hope to be able to offer a paid role to our current peer prisoner Inside Job recruiter when he is released from HMP Northumberland next year. Between 2023 and 2024, we have been able to offer work experience placements to a small number of 6th form students, and to the Unlock graduate trainee scheme for prison officers.

Supporters and partners

The Recruitment Junction is extremely grateful for the support of a range of grant-giving trusts and foundations and other organisations, including: the Lloyds Bank Foundation, Drapers' Company, Garfield Weston Foundation, the EQ Foundation, Society of the Holy Child Jesus, Newcastle City Council, The National Lottery, the Benefact Foundation, the Watson Family Charitable Trust, the 29th May 1961 Charity, The Fore, The Trusthouse Charitable Foundation, the Joicey Trust, the NBCS Foundation, the Hadrian Trust, the Albert Hunt Trust, the Barbour Foundation, the Opencast Charitable Fund, the City & Metropolitan Welfare Charity, the Grocers' Charity and Greatham Hospital of God.

In conjunction with our partner charity Beating Time, we were also grateful for the support of the City & Guilds Foundation and the Weavers' Company, and we were delighted to be awarded £20,000 by the Centre for Social Justice as their 2023 Award Winner. In conjunction with Junction 42, another of our partner charities, we were also awarded UKSPF funding through the North of Tyne Combined Authority.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

We have received donations from a number of generous individuals, including many who make regular monthly contributions, as well as numerous contributions towards our candidates' essential travel, workwear and other work needs through the Acts 435 charity.

Financial review

The charity's total income for the year ending 30th June 2024 was £437,334, and the total expenditure was £342,003, giving a net surplus of £95,331, which was transferred to retained funds and is carried forward. Of the total income, £8,206 was earned from commissioned services and £283,094 came from grants made by various trusts, foundations and other organisations, with the remainder consisting of donations by various individuals as well as bank interest and sundry other income.

Total income includes £55,533 which has been pledged by funders to support our activities in future years and has not yet been received by the charity

The majority of the charity's expenditure relates to salaries and other staff costs, accounting for 71% of total expenditure. The charity also incurs costs to assist candidates with their essential travel, workwear and other items needed to attend interviews or start work. The cost of these items in the year was £14,187, the majority of which were funded through donations from private individuals or the Acts 435 charity. Donations of £25,000 were made to a partner charity in connection with the award of a joint grant from a charitable foundation. Administrative and other operating costs remain low; the charity occupies a small office in Newcastle upon Tyne and other than rent, incurs few other property costs.

The funds of the charity as at 30th June 2024 were £305,681, of which £30,833 were restricted and can only be spent as directed by the donors. The remaining funds are unrestricted, although the trustees have designated £26,276 of these unrestricted funds to the 'Inside Job' project, to ensure that this project can proceed for the coming year and allowing the charity to meet its obligations to its partners. The trustees regularly review reserve levels to ensure that they are appropriate. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The trustees have agreed a policy that the charity should aim to hold a level of free reserves (namely those not held for a specific purpose) which is equivalent to 6 months forecast future expenditure. The trustees believe that this level of reserves is necessary to ensure continuity of our ongoing services, especially given the uncertain nature of our various income streams.

The level of free reserves as at 30th June 2024 amounted to 6.7 months forecast future expenditure, broadly in line with the target, after taking account of income pledged for future years but not yet received. The trustees anticipate maintaining reserves at this level during the 2024/25 financial year.

Plans for future periods

We were particularly pleased to have been awarded significant 3-year grants from the Henry Smith Charity and Lloyds Bank Foundation, as this provides for a greater degree of financial comfort in our forward planning. We were also pleased to see some development in statutory commissioning, with the Department for Work and Pensions awarding us a contract for the delivery of a job-finder programme in the South of Tyne region for 2024/25, after a 2-year hiatus in this commissioning not being available to tender for.

Having grown our headcount to ten as at 30th June 2024, we expect a further increase in the coming year as we strengthen our team of Recruitment Consultants to meet the increased demand for our services, and as we invest in additional human resources capacity.

The continued success of our Inside Job project in this its first full year of operation has been encouraging, although not without multiple prison-specific challenges, chief of which was the discovery of RAAC concrete, leading to the closure of our office in the prison Education Block and interrupting all face-to-face contact between our prisoner-recruiter and his job seeking peers. Notwithstanding, 93 prisoners were able to sign up for support in this period, and 32 so far have been placed into work on release through our efforts.

Most encouragingly, this has caught the attention of the other large Category C prison in the north-east, HMP Holme House, and advanced-stage discussions are underway to pilot an Inside Job desk there in 2024/25.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

Structure, governance and management

The charity is a Charitable Incorporated Organisation, formed under the Charities Acts 2011 and registered with the Charity Commission for England and Wales. The relevant governing document is the Constitution, adopted by the Trustees on 27th September 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Colin Fozzard
Margaret Lawson
Cameron Mann

New trustees may be appointed by resolution passed at a meeting of the trustees, or by statutory powers. Full training and induction will be given to all new trustees, including training on their safeguarding responsibilities.

The trustees are responsible for setting general policy, but the day to day running of the charitable company is delegated to an employed management team which is headed by the Director.

All trustees give their time voluntarily and receive no remuneration or other benefits from the charity.

Remuneration policy for key management personnel

The trustees have identified the Director as the key management personnel of the charity. The remuneration of the Director is determined by the trustees, with decisions about pay being informed by comparison to salaries within the sector, and subject to a "value for money" test.

The trustees' report was approved by the Board of Trustees.



.....
Cameron Mann
Trustee

Date: 28/10/24

THE RECRUITMENT JUNCTION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE RECRUITMENT JUNCTION

I report to the trustees on my examination of the financial statements of The Recruitment Junction (the charity) for the year ended 30 June 2024.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no 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 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.



Nicholas Cunningham FCCA
Robson Laidler Accountants Limited

Fernwood House
Fernwood Road
Jesmond
Newcastle upon Tyne
Tyne and Wear
NE2 1TJ
England

Dated: 7-11-2024

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2024

Current financial year		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
	Notes				
Income from:					
Donations and legacies	2	330,662	89,300	419,962	241,039
Charitable activities	3	8,206	-	8,206	16,454
Investments	4	9,166	-	9,166	6,230
Total income		<u>348,034</u>	<u>89,300</u>	<u>437,334</u>	<u>263,723</u>
Expenditure on:					
Raising funds	5	296	-	296	300
Charitable activities	6	275,240	66,467	341,707	238,685
Total expenditure		<u>275,536</u>	<u>66,467</u>	<u>342,003</u>	<u>238,985</u>
Net income and movement in funds		72,498	22,833	95,331	24,738
Reconciliation of funds:					
Fund balances at 1 July 2023		202,350	8,000	210,350	185,612
Fund balances at 30 June 2024		<u>274,848</u>	<u>30,833</u>	<u>305,681</u>	<u>210,350</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2024

Prior financial year		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes			
Income from:				
Donations and legacies	2	227,039	14,000	241,039
Charitable activities	3	16,454	-	16,454
Investments	4	6,230	-	6,230
Total income		<u>249,723</u>	<u>14,000</u>	<u>263,723</u>
Expenditure on:				
Raising funds	5	300	-	300
Charitable activities	6	232,685	6,000	238,685
Total expenditure		<u>232,985</u>	<u>6,000</u>	<u>238,985</u>
Net income and movement in funds		16,738	8,000	24,738
Reconciliation of funds:				
Fund balances at 1 July 2022		<u>185,612</u>	-	<u>185,612</u>
Fund balances at 30 June 2023		<u>202,350</u>	<u>8,000</u>	<u>210,350</u>

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2024

	Notes	2024		2023	
		£	£	£	£
Current assets					
Debtors	11	56,598		22,628	
Cash at bank and in hand		287,604		195,023	
		<u>344,202</u>		<u>217,651</u>	
Creditors: amounts falling due within one year	12	(38,521)		(7,301)	
Net current assets			<u>305,681</u>		<u>210,350</u>
The funds of the charity					
Restricted income funds	14		30,833		8,000
General Unrestricted funds	16	248,572		191,475	
Designated funds		26,276		10,875	
			<u>274,848</u>		<u>202,350</u>
			<u>305,681</u>		<u>210,350</u>

The financial statements were approved by the trustees on 28/10/24



Cameron Mann
Trustee

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies

Charity information

The Recruitment Junction is a Charitable Incorporated Organisation (charity number: 1191442). The principal address is 19 Dean Street, Newcastle, NE1 1PQ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The Recruitment Junction meets the definition of a public benefit entity entry under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

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. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies (Continued)

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.8 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	136,868	-	136,868	55,039	-	55,039
Grants	193,794	89,300	283,094	172,000	14,000	186,000
	<u>330,662</u>	<u>89,300</u>	<u>419,962</u>	<u>227,039</u>	<u>14,000</u>	<u>241,039</u>

3 Income from charitable activities

	Contract income 2024 £	Contract income 2023 £	Charitable income 2023 £	Total 2023 £
Sales within charitable activities	-	-	1,600	1,600
Services provided under contract	8,206	14,854	-	14,854
	<u>8,206</u>	<u>14,854</u>	<u>1,600</u>	<u>16,454</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

4 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	9,166	6,230

5 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Other fundraising costs	296	300

6 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	241,284	182,018
Consulting	2,501	2,614
Computer software and support	13,081	13,454
Other staff and volunteer expenses	9,317	8,455
Candidate expenses	14,817	13,649
Charitable Donations	3,250	250
Partner donations	25,000	-
	<u>309,250</u>	<u>220,440</u>
Share of support and governance costs (see note 7)		
Support	31,137	17,225
Governance	1,320	1,020
	<u>341,707</u>	<u>238,685</u>
Analysis by fund		
Unrestricted funds - general	275,240	232,685
Restricted funds	66,467	6,000
	<u>341,707</u>	<u>238,685</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

7 Support costs allocated to activities

	2024 £	2023 £
Advertising and marketing	1,664	2,134
Accountancy	1,753	1,674
Sundry expenses	4,595	2,570
Premises costs	21,246	10,621
Subscriptions and memberships	640	226
Legal and professional	1,239	-
Governance costs	1,320	1,020
	<u>32,457</u>	<u>18,245</u>
Analysed between:		
Charitable activities	<u>32,457</u>	<u>18,245</u>
	2024 £	2023 £
Governance costs comprise:		
Independent examination fee	<u>1,320</u>	<u>1,020</u>
	<u>1,320</u>	<u>1,020</u>

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Trustees' expenses

During the year ended 30 June 2024 and 30 June 2023, no expenses were reimbursed to the trustees of the charity.

9 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Management	1	1
Other	<u>8</u>	<u>5</u>
Total	<u>9</u>	<u>6</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

9	Employees	(Continued)	
	Employment costs	2024	2023
		£	£
	Wages and salaries	217,477	165,992
	Social security costs	14,165	9,999
	Other pension costs	9,642	6,027
		<u>241,284</u>	<u>182,018</u>

There were no employees whose annual remuneration was more than £80,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024	2023
	£	£
Aggregate compensation	<u>61,987</u>	<u>53,785</u>

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Other debtors	<u>56,598</u>	<u>22,628</u>

12 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	1,870	2,308
Other creditors	1,632	1,965
Accruals and deferred income	35,019	3,028
	<u>38,521</u>	<u>7,301</u>

13 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>9,642</u>	<u>6,027</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

13 Retirement benefit schemes

(Continued)

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

14 Restricted funds

The restricted funds of the charity comprise the following amounts:

	At 1 July 2023	Incoming resources	Resources expended	At 30 June 2024
	£	£	£	£
Beating Time	-	30,000	(6,667)	23,333
Benefact Trust	-	10,300	(10,300)	-
Drapers Company	-	25,000	(25,000)	-
Grocers' Charity	-	4,000	(1,000)	3,000
The Austin & Hope Pilkington Trust	1,000	-	(1,000)	-
The Fore	5,000	10,000	(10,500)	4,500
The Watson Family Charitable Trust	-	10,000	(10,000)	-
The William Leech Charity	2,000	-	(2,000)	-
	<u>8,000</u>	<u>89,300</u>	<u>(66,467)</u>	<u>30,833</u>
Previous year:	At 1 July 2022	Incoming resources	Resources expended	At 30 June 2023
	£	£	£	£
P&G Community Foundation	-	1,000	(1,000)	-
The Austin & Hope Pilkington Trust	-	1,000	-	1,000
The Fore	-	10,000	(5,000)	5,000
The William Leech Charity	-	2,000	-	2,000
	<u>-</u>	<u>14,000</u>	<u>6,000</u>	<u>8,000</u>

For the grants received through the year and expensed, their purpose is noted below:

Beating Time - Grant received for The 'Inside Job' Project.

Benefact Trust - Grant received for The 'Inside Job' Project.

Drapers Company - Grant received for The 'Inside Job' Project.

Grocers' Charity - Grant received for a youth project at HMP Low Newton.

The Austin & Hope Pilkington Trust - Grant received for The 'Inside Job' Project.

The Fore - Grant received for the development of a new income stream.

The Watson Family Charitable Trust - Grant received for The 'Inside Job' Project.

The William Leech Charity - Grant received for The 'Inside Job' Project.

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

15 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 30 June 2024:			
Current assets/(liabilities)	274,848	30,833	305,681
	<u>274,848</u>	<u>30,833</u>	<u>305,681</u>
	<u><u>274,848</u></u>	<u><u>30,833</u></u>	<u><u>305,681</u></u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 30 June 2023:			
Current assets/(liabilities)	202,350	8,000	210,350
	<u>202,350</u>	<u>8,000</u>	<u>210,350</u>
	<u><u>202,350</u></u>	<u><u>8,000</u></u>	<u><u>210,350</u></u>

16 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 July 2023 £	Incoming resources £	Resources expended £	Transfers £	At 30 June 2024 £
The 'Inside Job' Project	10,875	-	(10,875)	26,276	26,276
General funds	191,475	348,034	(264,661)	(26,276)	248,572
	<u>202,350</u>	<u>348,034</u>	<u>(275,536)</u>	<u>-</u>	<u>274,848</u>
	<u><u>202,350</u></u>	<u><u>348,034</u></u>	<u><u>(275,536)</u></u>	<u><u>-</u></u>	<u><u>274,848</u></u>
Previous year:	At 1 July 2022 £	Incoming resources £	Resources expended £	Transfers £	At 30 June 2023 £
The 'Inside Job' Project	-	-	-	10,875	10,875
General funds	185,612	249,723	(232,985)	(10,875)	191,475
	<u>185,612</u>	<u>249,723</u>	<u>232,985</u>	<u>-</u>	<u>202,350</u>
	<u><u>185,612</u></u>	<u><u>249,723</u></u>	<u><u>232,985</u></u>	<u><u>-</u></u>	<u><u>202,350</u></u>

17 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

THE RECRUITMENT JUNCTION

England & Wales - Charity number 1191442

Accounts

Charity registration number 1191442

THE RECRUITMENT JUNCTION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

THE RECRUITMENT JUNCTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Colin Fozzard Ms Margaret Lawson Mr Cameron Mann
Director	Beverley Brooks
Charity number	1191442
Principal address	Milburn House 19 Dean Street Newcastle upon Tyne NE1 1PQ
Independent examiner	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle Upon Tyne Tyne and Wear England NE2 1TJ
Bankers	Virgin Money 131-135 Northumberland Street Newcastle upon Tyne NE1 7AG

THE RECRUITMENT JUNCTION

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THE RECRUITMENT JUNCTION

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2023

The trustees present their report and financial statements for the year ended 30 June 2023.

The Recruitment Junction is a Charitable Incorporated Organisation formed in 2020 as a not-for-profit recruitment agency for ex-offenders. It is a registered charity with registration number 1191442.

The trustees who served during the year and up to the date of this report are set out on page 3.

Basis of preparation

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The charitable objectives of the organisation are:

To promote the rehabilitation of ex-offenders and people with criminal convictions for the public benefit and within a Christian ethos, including through, but not limited to, the provision of mentoring, peer-led support, advocacy and brokerage with potential employers, the provision of grants, goods or services, in such a way that they are better able to identify, and help meet, their needs and participate more fully in society.

Risks

The trustees confirm that the major risks to which the charity is exposed have been identified and reviewed and systems are in place to mitigate those risks, including a robust and regularly reviewed Safeguarding Policy and a Data Protection Policy.

Public Benefit

The trustees are satisfied that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

When planning the charity's activities, the trustees considered the Charity Commission Guidance on public benefit. The trustees also considered how the charity had succeeded in delivering its aims, including any public benefit, when reviewing the achievements for the year which are set out below.

Achievements and performance

The Recruitment Junction (TRJ) is an award-winning recruitment charity, one of only two in the north-east, focussed on placing people with convictions into paid work. Our vision is to see ex-offenders rediscover a sense of purpose through work, becoming role models who drive positive generational impact across families and their wider communities. We achieve this through delivering against local skills shortages, in so doing pushing back against persistent regional unemployment and contributing to a national reduction in re-offending.

This is TRJ's third year of operation, in which it has undertaken the activities detailed below, and realised assorted achievements.

We have been pleased to continue to expand our work in the prisons, particularly in HMP Northumberland where we launched two new projects, both partnerships with like-minded charities, pooling our strengths and expertise. The first was the joint-delivery of a Ministry of Justice research-led employability course, the Prison Leaver Programme. In partnership with local charity Junction 42, we have delivered in-person support one day a week to a rolling cohort of near-release prisoners, giving each one the opportunity of a mock interview with a range of visiting employers.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

The second has been a joint venture with the charity Beating Time, where we have piloted their Inside Job project within the prison. Modelling our pilot on their outstanding achievements in a number of West Midlands prisons, Inside Job is a peer-led recruitment project, whereby serving prisoners identify fellow prisoners who they deem to be work-ready. We bring employers with genuine job offers into the prison on a bi-monthly basis to interview and then make job offers pre-release, with our team then supporting the men for up to one year in the community. The pilot has achieved good learning and been refined over its first year and we look forward to seeing significant impact in terms of actual job starts on release, as it moves into year two and is embedded in the establishment.

As a result of both these projects, we are seeing higher numbers of recent prison leavers move into employment than in previous years as a percentage of our placed cohort, and we share some of the credit in HMP Northumberland increasing its employment outcomes from 7% to 20% (measured at 6 weeks post-release) in the past year. The impact on family cohesion and the positive disruption to intergenerational crime through reduced re-offending will be significant.

We have continued to build local and national employer confidence, and to enjoy more and more repeat business relationships. To June 2023, 49 different employers have directly hired staff through us.

We placed 190 people into paid work in this period, 42% of whom were the highest category of offender. As well as their criminal conviction, many of our candidates face additional barriers to employment, with 23% of the cohort being over 50, and 18% having a physical or mental disability. Job retention rates continue to be around 72% at the 6 months mark, and re-offending rates are vanishingly low at 2%, compared to a national rate of 25% - 60%.

We have designed and delivered training around employer-focussed recruitment outplacement, and candidate-focussed community support for released prisoners, and are seeking funding to accredit this and roll it out more widely.

It is our firmly held view that the national picture for post-prison employment is one of an imbalance between such funding and 'employability programmes' as do exist being largely concentrated inside the prison walls, accompanied by vocal and well-received government encouragement to employers to recruit from this cohort, but conversely with next to no specialist job-finder support for the ex-prisoner on release, nor any funded community-based support to help them sustain these jobs. We continue to advocate for a realignment of existing funding to properly support organisations such as ourselves who do successfully occupy this space, and for our unique model of pre-and post-release job finder support to be rolled out at scale. We were delighted to see advocacy of our particular approach in the Centre for Social Justice's recently published report "Unlocking Aspiration", which has seen us become a Centre for Social Justice 2023 Awards Finalist.

We have sustained our staff headcount at six, and have continued to employ ex-offenders within the charity. This year we have started to welcome work experience placements, both from schools and also from within the sector, notably the 'Unlock' prison officer graduate recruitment scheme.

All front-line staff have received neuro-diversity training, with trauma informed practice awareness planned during the coming financial year; we continue to host Group Clinical Supervision sessions for the staff team, to ensure that they are given the appropriate support in coping with the challenging situations they sometimes deal with. With the onset of our prison work, all staff have progressed through the assorted staff training offered by the prison – including anti-corruption, personal protection, diversity and inclusion, suicide and self-harm awareness.

As noted, we are delighted to be finalists for the Centre for Social Justice Awards 2023, in addition to our Highly Commended "Robin Corbett Awards" 2022, and our 2021 awards from the Howard League for Penal Reform and Nepacs (North-East).

Supporters and partners

The Recruitment Junction is extremely grateful for the support of a range of grant-giving trusts and foundations and other organisations, including: the Postcode Lottery, Newcastle City Council, AB Charitable Trust, North East Probation Service, Platten Family Fund, The Fore, Charles Hayward Foundation, The National Lottery, the James Thornton Trust, CSJ Foundation, Squires Foundation, Allen Lane Foundation, Hedley Foundation, William Leech Charity, Austin & Hope Pilkington Trust, and the P&G Fund

We also received donations from a large number of generous individuals, including many who make regular monthly contributions, as well as numerous contributions towards our candidates' essential travel, workwear and other work needs through the Acts 435 charity.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

Financial review

The charity's total income for the year ending 30th June 2023 was £263,723, and the total expenditure was £238,985, giving a net income for the year of £24,738. Of the total income, £14,854 was earned from commissioned services and £186,000 came from grants made by various trusts, foundations and other organisations, with the remainder consisting of donations by various individuals as well as bank interest and sundry other income. Total income includes £16,378 which has been pledged by funders to support our activities in future years and has not yet been received by the charity.

The majority of the charity's expenditure relates to salaries and other staff costs, accounting for 80% of total expenditure. The charity also incurs costs to assist candidates with their essential travel, workwear and other items needed to attend interviews or start work. The cost of these items in the year was £13,649, the majority of which were funded through donations from private individuals or the Acts 435 charity. Administrative and other operating costs remain low; the charity occupies a small office in Newcastle upon Tyne and other than rent, incurs few other property costs.

The funds of the charity as at 30th June 2023 were £210,350, of which £8,000 were restricted and can only be spent as directed by the donors. The remaining funds are unrestricted, although the trustees have designated £10,875 of these unrestricted funds to the 'Inside Job' project, to ensure that the first year of this project can proceed. The trustees regularly review reserve levels to ensure that they are appropriate. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The trustees have agreed a policy that the charity should aim to hold a level of free reserves (namely those not held for a specific purpose) which is equivalent to 6 months forecast future expenditure. The trustees believe that this level of reserves is necessary to ensure continuity of our ongoing services, especially given the uncertain nature of our various income streams.

The level of free reserves as at 30th June 2023 amounted to 7.1 months forecast future expenditure, broadly in line with the target, after taking account of income pledged for future years but not yet received. The trustees anticipate that reserves at the end of the 2023/24 financial year will be in line with the reserves policy.

Plans for future periods

Having grown our headcount to six as at 30th June 2023, we expect a further increase in the coming year as we strengthen our team of Recruitment Consultants and invest in additional fundraising capacity.

With the expected changes across the contracting and commissioning landscape in the north-east having taken effect, our opportunities to bid for suitable commissioned work have been extremely constrained. As feared, the replacement for European Social Fund monies, the UK Shared Prosperity Fund, excluded job seekers from its eligible participants, focussing on the 'economically inactive' and those furthest from the marketplace – not our cohort, for as much as they face significant barriers to work. North East Probation continues to be tied into a 3-year nationally procured employability contract, and the Department for Work and Pensions is not currently commissioning in Northumberland and Tyne & Wear via its local-focussed 'flexible support fund'.

With the support of a 3-year grant from The Fore, we are currently exploring two strands of income generation: chargeable Corporate Partnerships, and recruitment fees. In the year under review we achieved some modest successes in billable income, and look forward to building on this, with expert advice, in the upcoming year.

Our partner charity, Junction 42, have been awarded a significant 3 year grant by the National Lottery and will contract with us to allow us to jointly deliver a full service pre-employability and job-finder programme across the wider region.

Lastly, Inside Job is part-funded through the Ministry of Justice's Dynamic Procurement System in all of its West Midlands prisons, and we expect this commissioned model to be taken up here as our own pilot builds momentum and shows results.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

Structure, governance and management

The charity is a Charitable Incorporated Organisation, formed under the Charities Acts 2011 and registered with the Charity Commission for England and Wales. The relevant governing document is the Constitution, adopted by the Trustees on 27th September 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr Colin Fozzard

Ms Margaret Lawson

Mr Cameron Mann

New trustees may be appointed by resolution passed at a meeting of the trustees, or by statutory powers. Full training and induction will be given to all new trustees, including training on their safeguarding responsibilities.

The trustees are responsible for setting general policy, but the day to day running of the charity is delegated to an employed management team which is headed by the Director.

All trustees give their time voluntarily and receive no remuneration or other benefits from the charity.

Remuneration policy for key management personnel

The trustees have identified the Director as the key management personnel of the charity. The remuneration of the Director is determined by the trustees, with decisions about pay being informed by comparison to salaries within the sector, and subject to a "value for money" test.

Statement of trustees' responsibilities

Law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

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

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

The trustees' report was approved by the Board of Trustees.

Ms Margaret Lawson

Trustee

Dated: 22 September 2023

THE RECRUITMENT JUNCTION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE RECRUITMENT JUNCTION

I report to the trustees on my examination of the financial statements of The Recruitment Junction (the charity) for the year ended 30 June 2023.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.

Robson Laidler Accountants Limited

Fernwood House
Fernwood Road
Jesmond
Newcastle Upon Tyne
Tyne and Wear
NE2 1TJ
England

Dated: 25 September 2023

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	2022 £
	Notes				
Income from:					
Donations and legacies	2	227,039	14,000	241,039	190,102
Charitable activities	3	16,454	-	16,454	138,465
Investments	4	6,230	-	6,230	385
Total income		<u>249,723</u>	<u>14,000</u>	<u>263,723</u>	<u>328,952</u>
Expenditure on:					
Raising funds		300	-	300	300
Charitable activities	5	232,685	6,000	238,685	204,627
Total expenditure		<u>232,985</u>	<u>6,000</u>	<u>238,985</u>	<u>204,927</u>
Net income for the year/ Net movement in funds		16,738	8,000	24,738	124,025
Fund balances at 1 July 2022		<u>185,612</u>	-	<u>185,612</u>	<u>61,587</u>
Fund balances at 30 June 2023		<u><u>202,350</u></u>	<u><u>8,000</u></u>	<u><u>210,350</u></u>	<u><u>185,612</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE RECRUITMENT JUNCTION

BALANCE SHEET

AS AT 30 JUNE 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	10	22,628		-	
Cash at bank and in hand		195,023		190,356	
		<u>217,651</u>		<u>190,356</u>	
Creditors: amounts falling due within one year	11	<u>(7,301)</u>		<u>(4,744)</u>	
Net current assets			<u>210,350</u>		<u>185,612</u>
Income funds					
Restricted funds	12		8,000		-
<u>Unrestricted funds</u>					
Designated funds	13	10,875		-	
General unrestricted funds		<u>191,475</u>		<u>185,612</u>	
			<u>202,350</u>		<u>185,612</u>
			<u>210,350</u>		<u>185,612</u>

The financial statements were approved by the Trustees on 22 September 2023

Ms Margaret Lawson
Trustee

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies

Charity information

The Recruitment Junction is a Charitable Incorporated Organisation (charity number: 1191442). The principal address is MEA House, Ellison Place, Newcastle upon Tyne, NE1 8XS.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The Recruitment Junction meets the definition of a public benefit entity entry under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

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. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies

(Continued)

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.8 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total Unrestricted funds	
	2023	2023	2023	2022
	£	£	£	£
Donations and gifts	55,039	-	55,039	37,796
Grant income receivable	172,000	14,000	186,000	152,306
	<u>227,039</u>	<u>14,000</u>	<u>241,039</u>	<u>190,102</u>
Grants receivable for core activities				
The Fore	-	10,000	10,000	-
Postcode Neighbourhood Trust	25,000	-	25,000	-
National Lottery - Awards for All	-	-	-	10,000
The 1989 Willan Charitable Trust	-	-	-	10,000
The Watson Family Trust	-	-	-	4,000
Newcastle City Council	26,171	-	26,171	-
Northumbria Police	2,083	-	2,083	25,000
NTCA	53,746	-	53,746	49,356
Trusthouse Charitable Foundation	-	-	-	10,000
Bernicia Foundation	-	-	-	10,000
Other	65,000	4,000	69,000	33,950
	<u>172,000</u>	<u>14,000</u>	<u>186,000</u>	<u>152,306</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

2 Donations and legacies

(Continued)

Other grants include £15,000 (2022:£nil) from AB Charitable Trust, £10,000 (2022:£nil) from North East Probation Service, £10,000 (2022:£nil) from Platten Family Fund, £nil (2022:£10,000) from the Worshipful Company of Weavers, and £34,000 (2022:£.23,950) from other funders.

3 Charitable activities

	Contract income 2023 £	Charitable Income 2023 £	Total 2023 £	Contract income 2022 £
Sales within charitable activities	-	1,600	1,600	-
Services provided under contract	14,854	-	14,854	138,465
	<u>14,854</u>	<u>1,600</u>	<u>16,454</u>	<u>138,465</u>

4 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	<u>6,230</u>	<u>385</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2023

5 Charitable activities

	Charitable activities 2023 £	Charitable activities 2022 £
Staff costs	182,018	161,912
Consulting	2,614	165
Computer software and support	13,454	10,134
Other staff and volunteer expenses	8,455	5,330
Candidate expenses	13,649	16,169
Charitable Donations	250	150
	<u>220,440</u>	<u>193,860</u>
Share of support costs (see note 6)	17,225	9,447
Share of governance costs (see note 6)	1,020	1,320
	<u>238,685</u>	<u>204,627</u>
Analysis by fund		
Unrestricted funds	232,685	204,627
Restricted funds	6,000	-
	<u>238,685</u>	<u>204,627</u>

6 Support costs

	Support costs £	Governance costs £	2023 £	2022 £
Advertising and marketing	2,134	-	2,134	354
Accountancy and payroll fees	1,674	-	1,674	859
Sundry expenses	2,570	-	2,570	2,604
Premises and running costs	10,621	-	10,621	5,006
Subscriptions and memberships	226	-	226	624
Independent examination fee	-	1,020	1,020	1,320
	<u>17,225</u>	<u>1,020</u>	<u>18,245</u>	<u>10,767</u>
Analysed between Charitable activities	<u>17,225</u>	<u>1,020</u>	<u>18,245</u>	<u>10,767</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Trustees' expenses

During the year ended 30 June 2022 and 30 June 2023 no expenses were reimbursed to the trustees of the charity.

8 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Management	1	1
Other	5	6
	<hr/>	<hr/>
Total	6	7
	<hr/> <hr/>	<hr/> <hr/>

Employment costs

	2023 £	2022 £
Wages and salaries	165,992	149,330
Social security costs	9,999	6,792
Other pension costs	6,027	5,790
	<hr/>	<hr/>
	182,018	161,912
	<hr/> <hr/>	<hr/> <hr/>

Key management remuneration of £48,510 (2022:£46,200) was paid during the period.

There were no employees whose annual remuneration was £60,000 or more.

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	22,628	-
	<hr/> <hr/>	<hr/> <hr/>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

11 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	2,308	2,697
Other creditors	1,965	727
Accruals and deferred income	3,028	1,320
	<u>7,301</u>	<u>4,744</u>

12 Restricted funds

The restricted funds of the charity comprise the following amounts:

	Movement in funds			
	Balance at 1 July 2022 £	Incoming resources £	Resources expended £	Balance at 30 June 2023 £
P&G Community Foundation	-	1,000	(1,000)	-
The Fore	-	10,000	(5,000)	5,000
Austin & Hope Pilkington Trust	-	1,000	-	1,000
William Leech Charity	-	2,000	-	2,000
	<u>-</u>	<u>14,000</u>	<u>(6,000)</u>	<u>8,000</u>

P&G Community Foundation relates to a grant received for care packages to support the rehabilitation of ex-offenders towards employment.

The Fore relates to a grant received for the development of a new income stream.

The William Leech Charity relates to a grant received for The 'Inside Job' Project

Austin & Hope Pilkington Trust relates to a grant received for The 'Inside Job' Project

13 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				
	Balance at 1 July 2022 £	Incoming resources £	Resources Expended £	Transfers £	Balance at 30 June 2023 £
The 'Inside Job' Project	-	-	-	10,875	10,875
	<u>-</u>	<u>-</u>	<u>-</u>	<u>10,875</u>	<u>10,875</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2023

14 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Total Unrestricted funds 2022 £
Fund balances at 30 June 2023 are represented by:				
Current assets/(liabilities)	202,350	8,000	210,350	185,612
	<u>202,350</u>	<u>8,000</u>	<u>210,350</u>	<u>185,612</u>

15 Related party transactions

There were no disclosable related party transactions during the year (2022 - None).

THE RECRUITMENT JUNCTION

England & Wales - Charity number 1191442

Accounts

Charity registration number 1191442

**THE RECRUITMENT JUNCTION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2022**

THE RECRUITMENT JUNCTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Colin Fozzard Ms Margaret Lawson Mr Cameron Mann
Director	Beverley Brooks
Charity number	1191442
Principal address	TusPark Maybrook House 27 Grainger Street Newcastle upon Tyne Tyne and Wear NE1 5JE
Independent examiner	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle Upon Tyne Tyne and Wear England NE2 1TJ
Bankers	Virgin Money 131-135 Northumberland Street Newcastle upon Tyne NE1 7AG

THE RECRUITMENT JUNCTION

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Statement of financial activities	6 - 7
Balance sheet	8
Notes to the financial statements	9 - 13

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2022

The trustees present their report and financial statements for the year ended 30 June 2022.

The Recruitment Junction is a Charitable Incorporated Organisation formed in 2020 as a not-for-profit recruitment agency for ex-offenders. It is a registered charity with registration number 1191442.

The trustees who served during the year and up to the date of this report are set out on page 3.

Basis of preparation

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The charitable objectives of the organisation are:

To promote the rehabilitation of ex-offenders and people with criminal convictions for the public benefit and within a Christian ethos, including through, but not limited to, the provision of mentoring, peer-led support, advocacy and brokerage with potential employers, the provision of grants, goods or services, in such a way that they are better able to identify, and help meet, their needs and participate more fully in society.

Risks

The trustees confirm that the major risks to which the charity is exposed have been identified and reviewed and systems are in place to mitigate those risks, including a robust and regularly reviewed Safeguarding Policy and a Data Protection Policy.

Public Benefit

The trustees are satisfied that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

When planning the charity's activities, the trustees considered the Charity Commission Guidance on public benefit. The trustees also considered how the charity had succeeded in delivering its aims, including any public benefit, when reviewing the achievements for the year which are set out below.

Achievements and performance

The Recruitment Junction (TRJ) is the first recruitment agency in the north-east focussed on placing ex-offenders into paid work. Our vision is to see ex-offenders rediscover a sense of purpose through work, becoming role models who drive positive generational impact across families and their wider communities. We achieve this through delivering against local skills shortages, in so doing pushing back against persistent regional unemployment and contributing to a reduction in re-offending.

This is TRJ's second year of operation, in which it has undertaken the activities detailed below, and realised assorted achievements.

We were pleased to continue to expand and renew our commissioned work with the Department for Work and Pensions (DWP) – all 3 DWP contracts surpassed on-target expectation, with the result that 40% of our income during the year was earned from contracts.

During the year under review, we also received grants from the Northumbria Police and Crime Commissioner's Violence Reduction Unit (VRU) and the North of Tyne Combined Authority's Community Led Local Development Scheme, both of which have helped us expand our services.

We have continued to build local and national employer confidence, especially where we are now seeing repeat business relationships, with organisations returning to us to hire a 2nd, 3rd and in one case even a 14th individual. To June 2022, 33 different employers have directly hired staff through us, with ten of these hiring more than one staff member.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

We placed 158 people into paid work in this period, 45% of whom were the highest category of offender (life sentenced prisoners or sexual offenders). As well as the severity (or simply the fact of) a criminal conviction, many of our candidates face additional barriers to employment, with 23% of the cohort being over 50, and 18% having a physical or mental disability. Job retention rates continue to be around 85% (on par with the national average) and reoffending rates are extremely low at 3% - compared to a national figure of 25% - 60%.

We have designed and delivered several Practitioners' Courses in Criminal Offence Disclosure, training in excess of 60 local government and charity workers in how best to prepare their candidates for interview.

We have sustained our staff headcount at six, and have continued to hire ex-offenders within the charity, both on a short-term and permanent basis, with four such individuals being hired to date – of those on short-term contracts, all have gone on to find paid work elsewhere, due in part to the experience or references gained whilst working here.

All front-line staff have been trained as Mental Health First Aiders, with Neuro-Diversity Training planned in the first quarter of the coming financial year; we continue to host Group Clinical Supervision sessions for the staff team, to ensure that they are given the appropriate support in coping with the challenging situations they sometimes deal with.

We were delighted to be Highly Commended Winners in the 2022 "Robin Corbett Awards", in addition to our 2021 awards from the Howard League for Penal Reform and Nepacs (North-East). This has generated a pleasing amount of local press and social media interest, which has broadened both our employer and donor base quite significantly.

TRJ is a founding member of the Ministry of Justice Employment Advisory Boards in HMPs Northumberland, Low Newton and Durham, and are delighted to have better access to serving prisoners nearing release, with a view to moving them more quickly into work. The HMP Northumberland board was the first to launch in January 2022 and we have seen 31 of their former prisoners since find work; our goal is to make a significant impact on the current 7% into work figure that the jail laments.

Supporters and partners

The Recruitment Junction is extremely grateful for the support of a range of grant-giving trusts and foundations and other organisations, including: the North of Tyne Combined Authority, the Northumbria Police and Crime Commissioner, the Bernicia Foundation, the Trusthouse Charitable Foundation, the National Lottery Community Fund, the 1989 Willan Charitable Trust, the Weavers' Company, the Joicey Trust, the Grocers' Company, the Allen Lane Foundation, the Watson Family Charitable Trust, Hospital of God Greatham, Newcastle Building Society, the Albert Hunt Trust and the Hadrian Trust.

We also received donations from a large number of generous individuals, including many who make regular monthly contributions, as well as numerous contributions towards our candidates' essential travel, workwear and other work needs through the Acts 435 charity.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Financial review

The charity's total income for the year ending 30th June 2022 was £328,952, and the total expenditure was £204,927, giving a net surplus of £124,025, which was transferred to retained funds and is carried forward. Of the total income, £138,465 was earned from commissioned services and £152,306 came from grants made by various trusts, foundations and other organisations, with the remainder consisting of donations by various individuals.

The majority of the charity's expenditure relates to salaries and other staff costs, accounting for 81% of total expenditure. The charity also incurs costs to assist candidates with their essential travel, workwear and other items needed to attend interviews or start work. The cost of these items in the year was £16,169, the majority of which were funded through donations from private individuals or the Acts 435 charity. Administrative and other operating costs remain low; the charity occupies serviced office accommodation in Newcastle upon Tyne for which it pays rent on a monthly basis.

The funds of the charity as at 30th June 2022 were £185,612, all of which were unrestricted. The trustees regularly review the reserve levels to ensure that they are appropriate. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The trustees have agreed a policy that the charity should aim to hold a level of reserves (namely those not held for a specific purpose) by the end of its third year of operation, which is equivalent to 6 months forecast future expenditure. The trustees believe that this level of reserves is necessary to ensure continuity of our ongoing services, especially given the government contracting environment which often means that contracts are awarded for short term periods, with gaps of uncertain duration between renewals.

The level of reserves as at 30th June 2022 amounted to 10 months forecast future expenditure. This level of reserves is greater than would normally be held, mainly as a result of the change to the DWP contracting environment which means that the charity is unlikely to receive any income from this source in 2022/23 and will therefore have to fund some of its activities from reserves, until alternative income sources have been secured. The trustees anticipate that reserves as at the end of the 2022/23 financial year will be broadly in line with target.

Plans for future periods

The contracting and commissioning landscape in the north-east has changed significantly during the course of our second year, bringing with it significant challenges. European Social Fund money has come to an end, and so there is no prospect of extending our CLLD grant into 2023; its intended replacement, the UK Shared Prosperity Fund, seems designed to work with "economically inactive" ex-offenders, which is not our target group. Since the reunification that took effect last year, North-East Probation has had to commission its Education, Training and Employment services nationally, which has excluded smaller regional bidders. The DWP has also moved to a 2nd generation procurement system which is having a similar effect of taking funds out of the region and awarding contracts to national providers who are able to offer significant compromises on price due to their national scale and remote-delivery service offering.

We continue to hold discussions with all previous contracting parties to stay close to future funding developments, and as regards philanthropic grants, our intention is to seek multi-year, higher value grant awards, that will allow us to further broaden and deepen the services we provide.

Our intention over the course of year 3 is to develop a third funding stream: recruitment fees and paid-for corporate partnerships.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

Structure, governance and management

The charity is a Charitable Incorporated Organisation, formed under the Charities Acts 2011 and registered with the Charity Commission for England and Wales. The relevant governing document is the Constitution, adopted by the Trustees on 27th September 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr Colin Fozzard

Ms Margaret Lawson

Mr Cameron Mann

New trustees may be appointed by resolution passed at a meeting of the trustees, or by statutory powers. Full training and induction will be given to all new trustees, including training on their safeguarding responsibilities.

The trustees are responsible for setting general policy, but the day to day running of the charity is delegated to an employed management team which is headed by the Director.

All trustees give their time voluntarily and receive no remuneration or other benefits from the charity.

Remuneration policy for key management personnel

The trustees have identified the Director as the key management personnel of the charity. The remuneration of the Director is determined by the trustees, with decisions about pay being informed by comparison to salaries within the sector, and subject to a "value for money" test.

The trustees' report was approved by the Board of Trustees.



Mr Cameron Mann

Trustee

Dated: 16th September 2022

THE RECRUITMENT JUNCTION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE RECRUITMENT JUNCTION

I report to the trustees on my examination of the financial statements of The Recruitment Junction (the charity) for the year ended 30 June 2022.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.



Robson Laidler Accountants Limited

Fernwood House
Fernwood Road
Jesmond
Newcastle Upon Tyne
Tyne and Wear
NE2 1TJ
England

Dated: 20-9-2022.....

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2022

Current financial year

	Notes	Unrestricted funds 2022 £	Total 2021 £
<u>Income from:</u>			
Donations and legacies	2	190,102	77,116
Charitable activities	3	138,465	61,200
Investments	4	385	-
Total income		<u>328,952</u>	<u>138,316</u>
<u>Expenditure on:</u>			
Raising funds		300	-
Charitable activities	5	204,627	76,729
Total expenditure		<u>204,927</u>	<u>76,729</u>
Net income for the year/ Net movement in funds		124,025	61,587
Fund balances at 1 July 2021		61,587	-
Fund balances at 30 June 2022		<u><u>185,612</u></u>	<u><u>61,587</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2022

Prior financial year

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
<u>Income from:</u>				
Donations and legacies	2	67,116	10,000	77,116
Charitable activities	3	61,200	-	61,200
Total income		128,316	10,000	138,316
<u>Expenditure on:</u>				
Charitable activities	5	66,729	10,000	76,729
Total expenditure		66,729	10,000	76,729
Net Income for the year/ Net movement in funds		61,587	-	61,587
Fund balances at 23 September 2020		-	-	-
Fund balances at 30 June 2021		61,587	-	61,587

THE RECRUITMENT JUNCTION


BALANCE SHEET

AS AT 30 JUNE 2022

	Notes	2022 £	£	2021 £	£
Current assets					
Cash at bank and in hand		190,356		80,723	
Creditors: amounts falling due within one year	9	<u>(4,744)</u>		<u>(19,136)</u>	
Net current assets			<u>185,612</u>		<u>61,587</u>
Income funds					
Unrestricted funds			<u>185,612</u>		<u>61,587</u>
			<u>185,612</u>		<u>61,587</u>

The financial statements were approved by the Trustees on

16th September 2022



Mr Cameron Mann
Trustee

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2022

1 Accounting policies

Charity Information

The Recruitment Junction is a Charitable Incorporated Organisation (charity number: 1191442). The principal address is TusPark, Maybrook House, 27 Grainger Street, Newcastle upon Tyne, NE1 5JE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The Recruitment Junction meets the definition of a public benefit entity entry under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

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. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

1 Accounting policies

(Continued)

1.7 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Unrestricted funds	Restricted funds	Total
	2022	2021	2021	2021
	£	£	£	£
Donations and gifts	37,796	18,760	-	18,760
Grant income receivable	152,306	48,356	10,000	58,356
	<u>190,102</u>	<u>67,116</u>	<u>10,000</u>	<u>77,116</u>
Grants receivable for core activities				
The Drapers Charitable Fund	-	10,000	-	10,000
The Vardy Foundation	-	10,000	-	10,000
National Lottery - Awards for All	10,000	10,000	-	10,000
The 1989 Willan Charitable Trust	10,000	-	10,000	10,000
The Watson Family Trust	4,000	5,000	-	5,000
Clinks	-	4,500	-	4,500
Northumbria Police	25,000	-	-	-
NTCA	49,356	-	-	-
Trusthouse Charitable Foundation	10,000	-	-	-
Bernicia Foundation	10,000	-	-	-
Other	33,950	8,856	-	8,856
	<u>152,306</u>	<u>48,356</u>	<u>10,000</u>	<u>58,356</u>

Other grants include £10,000 from The Worshipful Company of Weavers, £5,000 from Grocers' Charity, £3,100 from Greatham Hospital of God, £3,000 from Newcastle Building Society, £5,000 from Joicey Trust, £4,000 from Allen Lane Foundation and £3,850 from other funders.

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

3 Charitable activities

	Contract income 2022 £	Contract income 2021 £
Services provided under contract	138,465	61,200

4 Investments

	Unrestricted funds 2022 £	Total 2021 £
Interest receivable	385	-

5 Charitable activities

	Charitable activities 2022 £	Charitable activities 2021 £
Staff costs	161,912	50,402
Consulting	165	520
Computer software and support	10,134	13,383
Other staff and volunteer expenses	5,330	828
Candidate expenses	16,169	4,185
Charitable Donations	150	-
	<u>193,860</u>	<u>69,318</u>
Share of support costs (see note 6)	9,447	5,131
Share of governance costs (see note 6)	1,320	2,280
	<u>204,627</u>	<u>76,729</u>
Analysis by fund		
Unrestricted funds	204,627	66,729
Restricted funds	-	10,000

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

6 Support costs

	Support costs	Governance costs	2022	2021
	£	£	£	£
Advertising and marketing	354	-	354	108
Accountancy and payroll fees	859	-	859	935
Sundry expenses	2,604	-	2,604	1,431
Premises and running costs	5,006	-	5,006	1,881
Subscriptions and memberships	624	-	624	776
Legal and professional	-	-	-	1,320
Independent examination fee	-	1,320	1,320	960
	<u>9,447</u>	<u>1,320</u>	<u>10,767</u>	<u>7,411</u>
Analysed between				
Charitable activities	<u>9,447</u>	<u>1,320</u>	<u>10,767</u>	<u>7,411</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Trustees' expenses

During the year ended 30 June 2021 and 30 June 2022 no expenses were reimbursed to the trustees of the charity.

8 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Management	1	1
Other	6	2
Total	<u>7</u>	<u>3</u>
Employment costs	2022	2021
	£	£
Wages and salaries	149,330	48,593
Social security costs	6,792	795
Other pension costs	5,790	1,014
	<u>161,912</u>	<u>50,402</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2022

8 Employees

(Continued)

Key management remuneration of £34,650 was paid during the period.

There were no employees whose annual remuneration was £60,000 or more.

9 Creditors: amounts falling due within one year

	2022	2021
	£	£
Other taxation and social security	2,697	4,504
Other creditors	727	13,672
Accruals and deferred income	1,320	960
	<u>4,744</u>	<u>19,136</u>

10 Restricted funds

The restricted funds of the charity comprise the following amounts:

	Movement in funds			Balance at 1 July 2021	Balance at 30 June 2022
	Balance at 1 July 2020	Incoming resources	Resources expended		
	£	£	£	£	£
The 1989 Willan Charitable Trust fund	-	10,000	(10,000)	-	-
	<u>-</u>	<u>10,000</u>	<u>(10,000)</u>	<u>-</u>	<u>-</u>

The 1989 Willan Charitable Trust fund relates to a grant received to cover the salary costs for the director working to support ex-offenders into employment.

11 Related party transactions

There were no disclosable related party transactions during the year (2021 - None).

THE RECRUITMENT JUNCTION

England & Wales - Charity number 1191442

Accounts

Charity Registration No. 1191442

THE RECRUITMENT JUNCTION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

THE RECRUITMENT JUNCTION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Colin Fozzard Ms Margaret Lawson Mr Cameron Mann	(Appointed 27 September 2020) (Appointed 27 September 2020) (Appointed 27 September 2020)
Director	Beverley Brooks	
Charity number	1191442	
Principal address	TusPark Maybrook House 27 Grainger Street Newcastle upon Tyne Tyne and Wear NE1 5JE	
Independent examiner	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle Upon Tyne Tyne and Wear England NE2 1TJ	
Bankers	Virgin Money 131-135 Northumberland Street Newcastle upon Tyne NE1 7AG	

THE RECRUITMENT JUNCTION

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THE RECRUITMENT JUNCTION

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2021

The trustees present their report and financial statements for the year ended 30 June 2021.

The Recruitment Junction is a Charitable Incorporated Organisation formed in 2020 as a not-for-profit recruitment agency for ex-offenders. It is a registered charity with registration number 1191442.

The trustees who served during the year and up to the date of this report are set out on page 3.

Basis of preparation

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the financial statements and comply with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities

The charitable objectives of the organisation are:

To promote the rehabilitation of ex-offenders and people with criminal convictions for the public benefit and within a Christian ethos, including through, but not limited to, the provision of mentoring, peer-led support, advocacy and brokerage with potential employers, the provision of grants, goods or services, in such a way that they are better able to identify, and help meet, their needs and participate more fully in society.

Risks

The trustees confirm that the major risks to which the charity is exposed have been identified and reviewed and systems are in place to mitigate those risks, including a robust and regularly reviewed Safeguarding Policy and a Data Protection Policy.

Public Benefit

The trustees are satisfied that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission.

When planning the charity's activities, the trustees considered the Charity Commission Guidance on public benefit. The trustees also considered how the charity had succeeded in delivering its aims, including any public benefit, when reviewing the achievements for the year which are set out below.

Achievements and performance

The Recruitment Junction (TRJ) is the first recruitment agency in the north-east focussed on placing ex-offenders into paid work. Our vision is to see ex-offenders rediscover a sense of purpose through work, becoming role models who drive positive generational impact across families and their wider communities. We achieve this through delivering against local skills shortages, in so doing pushing back against persistent regional unemployment and contributing to a reduction in re-offending.

This is TRJ's first year of operation, in which it has undertaken the activities detailed below, and realised assorted achievements.

We were pleased at the speed at which we were able to win commissioned/contracted work from the key commissioners in the sector: the Department for Work and Pensions (DWP) and National Probation Service (via Clinks and via DWP); our first commission was signed within 6 weeks of our inception. Approximately 55% of income came from commissioned services in the period under review, which is in excess of our expectations given our start-up status.

We have noted an equally pleasing speed in our winning local and national employer confidence, especially where we are pioneers in this work in the region, forging employment pathways which are not yet well-trodden. Our first job offer came through in week one, and our first placement in week three. To June 2021, 17 different employers have directly hired staff through us, with three of these hiring more than one staff member.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

We placed 44 people into paid work in this period, 25% of whom were the highest category of offender (life sentenced prisoners or sexual offenders). 48% were over 40, and 16% were over 55. Only 9% were women, but that is proportionately in excess of prisoner ratios, which are 95% men/ 5% women. Retention rates are at 89%, which is higher than the national average of 85%.

We have recruited and trained ten volunteer Business Mentors, who are typically hiring managers or HR professionals, to increase our capacity to offer mock interview and offence disclosure practice to our candidates and we have designed and run a Practitioners' Course in Criminal Offence Disclosure.

Having launched with just two employees, we increased our staff headcount to six by 30th June 2021 and have actively sought to hire ex-offenders within the charity, both on a short-term and permanent basis, with three such individuals being hired to date. We have put in place Group Clinical Supervision sessions for the staff team, to ensure that they are given the appropriate support in coping with the challenging situations they sometimes have to deal with, and also engaged a Business Coach to support the Director in her leadership capacity.

Shortly after launching, we were successful in winning a number of charitable awards and donations, many of which funded our early start-up costs and helped us to build the capacity needed to grow our operations. Towards the end of the period under review, we were also awarded grants by the Northumbria Police and Crime Commissioner's Violence Reduction Unit (VRU) and the North of Tyne Combined Authority's Community Led Local Development Scheme, both of which will help us expand our services. We have established a strong following on social media, particularly LinkedIn, and recruited a significant number of employers and donors in this way.

Supporters and partners

The Recruitment Junction is extremely grateful for the support of a range of grant-giving trusts and foundations and other organisations, including: the Northumbria Police and Crime Commissioner, the Drapers' Company, the Vardy Foundation, the National Lottery Community Fund, the 1989 Willan Charitable Trust, Junction 42, the Watson Family Charitable Trust, Clinks, the Muckle Fund, the Leathersellers' Company, the Woodward Charitable Trust, the Barbour Foundation, the Hadrian Trust, the Catherine Cookson Trust, and the Rothley Trust.

We also appreciate the generous pro-bono assistance we received from a number of companies and individuals, including Muckle LLP, NE6 Studio, Aziz Production, Apogee Development and Accenture.

We also received donations from a large number of generous individuals, including many who make regular monthly contributions, as well as numerous contributions towards our candidates' essential travel, workwear and other work needs through the Acts 435 charity.

Financial review

The charity's total income for the 9 month period ending 30th June 2021 was £138,316, and the total expenditure was £76,729, giving a net surplus of £61,587, which was transferred to retained funds and is carried forward. Of the total income, £61,200 was earned from commissioned services, £63,356 came from grants made by various trusts, foundations and other organisations, with the remainder consisting of donations by various individuals.

The majority of the charity's expenditure relates to salaries and other staff costs, accounting for 68% of total expenditure. The charity occupies serviced office accommodation in Newcastle upon Tyne for which it pays on a monthly basis, but during the COVID-19 lockdowns operated remotely, meaning that rent and other premises costs during the period under review were minimal. A number of one-off costs were incurred relating to the initial establishment of the charity, such as legal & professional fees and IT costs, which would not be expected to re-occur in future years.

The funds of the charity as at 30th June 2021 were £61,587, all of which were unrestricted. The trustees regularly review the reserve levels to ensure that they are appropriate. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

The trustees have agreed a policy that the charity should aim to hold a level of reserves (namely those not held for a specific purpose) by the end of its third year of operation, which is equivalent to 6 months forecast future expenditure. The trustees believe that this level of reserves is necessary to ensure continuity of our ongoing services, especially given the government contracting environment which often means that contracts are awarded for short term periods, with gaps of uncertain duration between renewals.

The level of reserves as at 30th June 2021 amounted to 3.4 months forecast future expenditure. The trustees are satisfied with the charity's progress in building its reserves and are confident that the target level of reserves will be attained by the end of its third year of operation.

Plans for future periods

Having successfully established itself, grown a team of talented staff, and built strong relationships with many employers and partner organisations, the charity is well placed to continue to grow in the coming year.

Our initial contract with the DWP has been renewed, which will allow us to continue to provide the critical services to recent prison leavers, which have been the foundation of our operations in our first year. We have also recently started work on two innovative diversionary projects, which are of national interest.

The first is a Community Payback Job Finder scheme, a pilot partnership between the DWP and the newly re-united National Probation Service, to take offenders sentenced to community penalties onto the job search programme and to divert them from more serious criminality, through finding them sustainable paid employment.

The second is a Conditional Discharge Job Finder scheme, a pilot partnership with Northumbria Police, funded by the Police & Crime Commissioner's VRU, to take low level and first-time offenders and to divert them from a magistrates' court appearance by offering them the option of signing up to our job finder service.

We have also been awarded a grant by the North of Tyne Combined Authority, under their Community Led Local Development scheme, which will allow us to meet the demand for our services from those candidates in certain parts of Tyneside, who fall outside our existing funding streams.

We continue to hold discussions with the governors of HMP Northumberland, the Police and Crime Commissioner, the Chief Constable of Northumbria Police and the commissioning lead of National Probation North East, to increase the scope and reach of our services.

An increased social media and press campaign is planned with the PCC, one of whose two chief priorities is employment, with TRJ as the prime partner.

Having proved our effectiveness and financial sustainability in our first year, we expect greater opportunities for more substantial grant funding to become available and our intention is to seek multi-year, higher value grant awards, that will allow us to further broaden and deepen the services we provide.

Structure, governance and management

The charity is a Charitable Incorporated Organisation, formed under the Charities Acts 2011 and registered with the Charity Commission for England and Wales. The relevant governing document is the Constitution, adopted by the Trustees on 27th September 2020.

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr Colin Fozzard	(Appointed 27 September 2020)
Ms Margaret Lawson	(Appointed 27 September 2020)
Mr Cameron Mann	(Appointed 27 September 2020)

THE RECRUITMENT JUNCTION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

New trustees may be appointed by resolution passed at a meeting of the trustees, or by statutory powers. Full training and induction will be given to all new trustees, including training on their safeguarding responsibilities.


The trustees are responsible for setting general policy, but the day to day running of the charity is delegated to an employed management team which is headed by the Director.

All trustees give their time voluntarily and receive no remuneration or other benefits from the charity.

Remuneration policy for key management personnel

The trustees have identified the Director as the key management personnel of the charity. The remuneration of the Director is determined by the trustees, with decisions about pay being informed by comparison to salaries within the sector, and subject to a "value for money" test.

The trustees' report was approved by the Board of Trustees.



.....
Mr Cameron Mann

Trustee

Dated: 26/8/21

THE RECRUITMENT JUNCTION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE RECRUITMENT JUNCTION

I report to the trustees on my examination of the financial statements of The Recruitment Junction (the charity) for the year ended 30 June 2021.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements to be reached.

Robson Laidler Accountants Limited

Robson Laidler Accountants Limited

Fernwood House
Fernwood Road
Jesmond
Newcastle Upon Tyne
Tyne and Wear
NE2 1TJ
England

Dated: 27-8-2021

THE RECRUITMENT JUNCTION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes			
<u>Income from:</u>				
Donations and legacies	2	67,116	10,000	77,116
Charitable activities	3	61,200	-	61,200
		<hr/>	<hr/>	<hr/>
Total income		128,316	10,000	138,316
		<hr/>	<hr/>	<hr/>
<u>Expenditure on:</u>				
Charitable activities	4	66,729	10,000	76,729
		<hr/>	<hr/>	<hr/>
Net income for the year/ Net movement in funds		61,587	-	61,587
Fund balances at 23 September 2020		-	-	-
		<hr/>	<hr/>	<hr/>
Fund balances at 30 June 2021		61,587	-	61,587
		<hr/>	<hr/>	<hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

THE RECRUITMENT JUNCTION

BALANCE SHEET

AS AT 30 JUNE 2021

	Notes	2021 £	£
Current assets			
Cash at bank and in hand		80,723	
Creditors: amounts falling due within one year	8	<u>(19,136)</u>	
Net current assets			<u>61,587</u>
Income funds			
Unrestricted funds			<u>61,587</u>
			<u>61,587</u>

The financial statements were approved by the Trustees on 26/8/21

Cameron Mann

.....
Mr Cameron Mann
Trustee

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

1 Accounting policies

Charity information

The Recruitment Junction is a Charitable Incorporated Organisation (charity number: 1191442). The principal address is TusPark, Maybrook House, 27 Grainger Street, Newcastle upon Tyne, NE1 5JE.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

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. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Taxation

The charity is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

1 Accounting policies

(Continued)

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total
	2021 £	2021 £	2021 £
Donations and gifts	18,760	-	18,760
Grant income receivable	48,356	10,000	58,356
	<u>67,116</u>	<u>10,000</u>	<u>77,116</u>
Grants receivable for core activities			
The Drapers Charitable Fund	10,000	-	10,000
The Vardy Foundation	10,000	-	10,000
National Lottery - Awards for All	10,000	-	10,000
The 1989 Willan Charitable Trust	-	10,000	10,000
The Watson Family Trust	5,000	-	5,000
Clinks	4,500	-	4,500
Other	8,856	-	8,856
	<u>48,356</u>	<u>10,000</u>	<u>58,356</u>

3 Charitable activities

	Contract income 2021 £
Services provided under contract	<u>61,200</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2021

4 Charitable activities

	Charitable activities 2021 £
Staff costs	50,402
Consulting	520
Computer software and support	13,383
Other staff and volunteer expenses	828
Candidate expenses	4,185
	<u>69,318</u>
Share of support costs (see note 5)	5,131
Share of governance costs (see note 5)	2,280
	<u>76,729</u>
Analysis by fund	
Unrestricted funds	66,729
Restricted funds	10,000
	<u>76,729</u>

5 Support costs

	Support costs £	Governance costs £	2021 £
Advertising and marketing	108	-	108
Accountancy and payroll fees	935	-	935
Sundry expenses	1,431	-	1,431
Premises and running costs	1,881	-	1,881
Subscriptions and memberships	776	-	776
Legal and professional	-	1,320	1,320
Independent examination fee	-	960	960
	<u>5,131</u>	<u>2,280</u>	<u>7,411</u>
Analysed between Charitable activities	<u>5,131</u>	<u>2,280</u>	<u>7,411</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

7 Employees

The average monthly number of employees during the year was:

	2021 Number
Management	1
Other	2
Total	<u>3</u>

Employment costs

	2021 £
Wages and salaries	48,593
Social security costs	795
Other pension costs	1,014
	<u>50,402</u>

Key management remuneration of £19,689 was paid during the period.

There were no employees whose annual remuneration was £60,000 or more.

8 Creditors: amounts falling due within one year

	2021 £
Other taxation and social security	4,504
Other creditors	13,672
Accruals and deferred income	960
	<u>19,136</u>

THE RECRUITMENT JUNCTION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2021

9 Restricted funds

The restricted funds of the charity comprise the following amounts:

	Movement in funds			Balance at 30 June 2021
	Balance at 23 September 2020	Incoming resources	Resources expended	
	£	£	£	£
The 1989 Willan Charitable Trust fund	-	10,000	(10,000)	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

The 1989 Willan Charitable Trust fund relates to a grant received to cover the salary costs for the director working to support ex-offenders into employment.

10 Related party transactions

There were no disclosable related party transactions during the year.