

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

# THE RECRUITMENT JUNCTION

## LEGAL AND ADMINISTRATIVE INFORMATION

---

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

---

# THE RECRUITMENT JUNCTION

## CONTENTS

---

	<b>Page</b>
Trustees' report	1 - 4
Independent examiner's report	5
Statement of financial activities	6
Balance sheet	7
Notes to the financial statements	8 - 14

---

# 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 30<sup>th</sup> 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 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.

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				
<b><u>Income from:</u></b>					
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
<b>Total income</b>		<b>249,723</b>	<b>14,000</b>	<b>263,723</b>	<b>328,952</b>
<b><u>Expenditure on:</u></b>					
Raising funds		300	-	300	300
Charitable activities	5	232,685	6,000	238,685	204,627
<b>Total expenditure</b>		<b>232,985</b>	<b>6,000</b>	<b>238,985</b>	<b>204,927</b>
<b>Net income for the year/ Net movement in funds</b>		<b>16,738</b>	<b>8,000</b>	<b>24,738</b>	<b>124,025</b>
Fund balances at 1 July 2022		185,612	-	185,612	61,587
<b>Fund balances at 30 June 2023</b>		<b>202,350</b>	<b>8,000</b>	<b>210,350</b>	<b>185,612</b>

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

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/>

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/>

# 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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	-	-	-	10,875	10,875
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>



# 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 £	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).