


Annual Report

2024-2025

A photograph of a man and a woman smiling and looking at each other. The man is on the left, wearing a black puffer jacket. The woman is on the right, wearing a black turtleneck and a teal jacket, holding a gold iPhone. In the background, there is a black sign with a yellow 'M' logo and the word 'METRO' in white. The image is set against a blue background with white text at the top.

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.

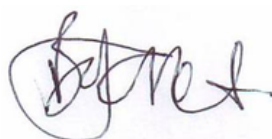
We estimate that the cost savings of unused prison places and the resulting social impact represent a social value return of c£100 million across five years. More crucially, multiple thousands of men, women and their children will be diverted away from the criminal justice system and most importantly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

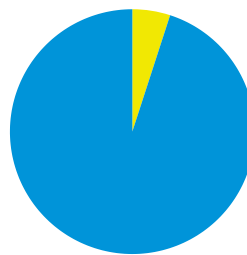
candidates secured employment

56

in-custody interviews for genuine jobs on release

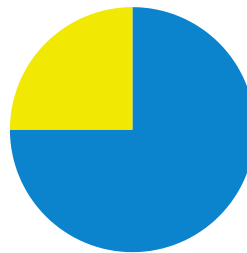
36

different firms hired staff through us



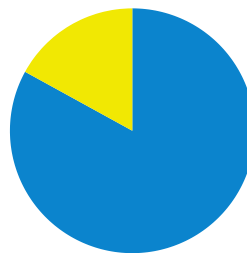
<5 %

reoffending rate



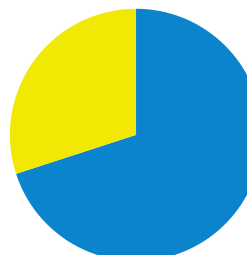
75 %

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 Whitcher (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



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		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
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		<u>660,453</u>	<u>53,735</u>	<u>714,188</u>	<u>437,334</u>
Expenditure on:					
Raising funds	5	218	-	218	296
Charitable activities	6	380,505	49,953	430,458	341,707
Total expenditure		<u>380,723</u>	<u>49,953</u>	<u>430,676</u>	<u>342,003</u>
Net income and movement in funds		279,730	3,782	283,512	95,331
Reconciliation of funds:					
Fund balances at 1 July 2024		<u>274,848</u>	<u>30,833</u>	<u>305,681</u>	<u>210,350</u>
Fund balances at 30 June 2025		<u>554,578</u>	<u>34,615</u>	<u>589,193</u>	<u>305,681</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 2025

Prior financial year		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes			
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
		<u>348,034</u>	<u>89,300</u>	<u>437,334</u>
Total income				
Expenditure on:				
Raising funds	5	296	-	296
Charitable activities	6	275,240	66,467	341,707
		<u>275,536</u>	<u>66,467</u>	<u>342,003</u>
Total expenditure				
Net income and movement in funds		72,498	22,833	95,331
Reconciliation of funds:				
Fund balances at 1 July 2023		202,350	8,000	210,350
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	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	2025	2025	2024	2024	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	Contract income
	2025	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	<u>12,428</u>	<u>9,166</u>

5 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	<u>218</u>	<u>296</u>

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	<u>2,100</u>	<u>1,320</u>
	<u>430,458</u>	<u>341,707</u>
Analysis by fund		
Unrestricted funds - general	380,505	275,240
Restricted funds	<u>49,953</u>	<u>66,467</u>
	<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

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.

