



CHRN [CIO] Trustees' Annual Report for the period February 2021 to March 2022.

Charities HR Network (CHRN)

Charity Number: The CIO charity number is: 1193540

Registered Address [from January 2022]:

First Floor, 10 Queen Street Place,
London. EC4R 1BE

Trustees

During 2022 the following trustees stepped down:

- Jane Gould
- Steve Williams
- Anna Steed

The following trustees retained their role on the Board:

- Kerry Smith
- Karen Hailes
- Rhian Cooke

The following trustees were appointed to the Board in 2022:

- Vicky Greig (January 2022)

The following associate members were seconded onto the Board in 2022:

- Fiona Evans
- Jane Gould [after resuming membership of CHRN within a different organisation].

CEO and Co-ordinator details

Interim CEO - Peter Reeve

Co-ordinator – Lisa Lavender

Structure, Governance and Management

The CIO Foundation Constitution of the Charities HR Network details all structure, governance and management requirements.

Public benefit disclosures

The objects of the Charity are, for the public benefit, to advance the education in and to promote improved standards of human resources (HR) management in charities and not for profit organisations with the aim of increasing employee engagement and their effectiveness and efficiency, including but not limited to:

- Acting as a representative of charities and not for profit organisations in relation to improving the standards of HR in the sector
- Providing a network of communication, training services and support to facilitate the improvement of HR management standards in charities and not for profit organisations

Objectives and activities

In the promotion of improved standards of HR practices, CHRN offers the following support.

Events currently available to members include:

- General meetings (including an opportunity to network), addressed by an invited speaker or workshop led by members on key topics facing HR professionals in the sector.
- An annual conference, providing a range of sessions on new ideas, case studies and a keynote speaker.
- An annual employment law update
- Four meetings per year for each of our special interest groups.
- Ad hoc workshops/Q&A sessions on topics with a timely relevance to HR professionals in the sector.

Additional benefits:

- An opportunity to seek advice from within the diverse membership of organisations.
- Active support from our commercial partners
- We have arrangements to discounted services such as employment surveys and conferences, such as the annual People Count survey from Agenda Consulting.
- A members-only area on this website for event booking, raising queries and further resources.

Achievements and performance

All details on membership and events up to 31st March 2022 have been included separately in the Annual Report for the unincorporated CHRN (Charity Number 1090867). Work to set up this CIO took place during 2021 and the s268 Charities Act 2011 resolution, effecting the transfer of the property of the unincorporated CHRN to the CIO came into effect in January 2022. With the new associate membership year beginning on 1st April 2022, CHRN continued to run activities on existing membership terms for the short period of time remaining to avoid confusion and enable members to review the new membership agreement as part of the membership renewal process.

Financial Review

As above, the formal income and expenditure up to 31st March 2022 have been included separately in the Annual Report for the unincorporated CHRN (Charity Number 1090867). Financial transactions were minimal between January and March 2022 as our income from membership fees were not due for renewal until after

1st April 2022. As a result, a financial return of zero income and expenditure has been recorded for the CIO up to 31st March 2022. Full accounting for the CIO will be recorded from 1st April 2022.

Key risks and uncertainties disclosures

CHRN's risk exposure is very low as no staff are employed, services provided are not subject to IR35 regulations and a full financial audit is not required for our level of income/expenditure. The main financial risk would relate to unexpected falling membership or corporate sponsorship contributions.

Plans for future periods

A full programme of members meetings, special interest groups and annual conference are planned for 2022/23, which some meetings to be run as hybrid sessions.

Following the Memorandum of Understanding agreed with CIPD in April 2022, discounted training will be offered to CHRN members in 2023, strongly in line with our charitable aims and objectives.

Reserves

A risk management policy is currently being developed and a measure of risk tolerance was agreed in April 2022, to be reviewed annually. The agreed level of reserves was set at a minimum of 3 months expenditure (infrastructure, CEO and Co-ordinator costs) in the eventuality of closing the network, up to 6 months, at which point the Finance Committee would scrutinise the networks financial position.

Material items

The only material item owned by CHRN is a laptop used by the Co-ordinator. This is 2 years old, depreciating in value but covered by an extended warranty.

Chair of Trustees: Kerry Smith

Signature:

A handwritten signature in black ink, appearing to read 'K. Smith', written in a cursive style.

Date: 08/11/2022