



(a Charitable Incorporated Organisation ("CIO"))

TRUSTEES' REPORT AND ACCOUNTS

FOR THE PERIOD ENDING 30TH NOVEMBER 2023

Charity No: 1195819

PROJECT RECCE CIO

REPORT AND ACCOUNTS

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PROJECT RECCE CIO

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH NOVEMBER 2023

The Trustees present their report and accounts for the year ended 30th November 2023.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reference and administrative details

Charity name: Project Recce CIO

Registered charity number: 1195819

Charity's principal address: The Chicken Shed, Hillside Farm
Hillend
Stockport
SK6 4PY

Trustees:

B F Broad – Chair

N M Jones

S R Plowman

R K Shenton

Governing Document and Constitution

The Charity is a Charitable Incorporated Organisation (CIO).

The Charity is governed by its Constitution which sets out the objects and powers of the charity and governs the actions of the Trustees.

Project RECCE was founded as a Community Interest Company on 18th November 2018 and converted from a CIC to a CIO, registered with the Charity Commission on 16th September 2021.

PROJECT RECCE CIO

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 30th NOVEMBER 2023

Trustees recruitment and appointment

The Charity must have a least 3 Trustees with a maximum number of 12.

Apart from the first Trustees, every Trustee must be appointed for a term of 3 years by a resolution passed at a properly convened meeting of the Trustees.

In selecting individuals for appointment as charity trustees, the existing Trustees must have regard to the skills, knowledge and experience needed for effective administration of the Charity.

None of the members of the Board of Trustees has any beneficial interest in the Charity. All of the members of the Board of Trustees are members of the Charity. They have no liability in the event of a winding up.

Policies adopted for the induction and training of Trustees

The Chief Executive briefs all new Trustees along with the Chairman of Trustees.

Organisational structure and decision-making policies

Financial and Operational Control is exercised by the Chief Executive under fully delegated authority. At the end of the 2021-22 financial year the Chief Executive had been in post since the founding of the Charity.

The Chief Executive meets regularly informally with the Chairman of Trustees and periodically as per the Constitution with the Trustees.

The senior management team consists of Neil Houlihan CEO, John Davies COO and Ruth Houlihan CFO.

Pay policy for key management personnel

Pay for senior staff is set through external benchmarking to ensure it is appropriate and proportionate.

Principal objectives

The objects of the Charity are:

1. The relief of financial hardship and the advancement of education and training for the public benefit of persons who have served in the armed forces in particular but not exclusively by: 1.1 providing meaningful vocational training, transitional advice and support to prepare them for entry to any occupation, trade or profession across the construction industry; and 1.2 providing assistance to find employment in the construction industry.
2. The promotion of social inclusion for the public benefit among people who are former members of the armed forces who are socially excluded from society on the grounds of their health, social and economic position by assisting them to integrate into society by providing; education and training to prepare for a new career in the construction industry including vocational skills; social and recreational activities and events involving the armed forces community and construction industry.

PROJECT RECCE CIO

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 30th NOVEMBER 2023

3. The relief of the mental ill-health of persons who are former members of the armed forces in need by reason of trauma experienced during their military service and transition to civilian society, in particular by the provision of counselling and peer-support.

Principal activities, achievements and performance

During the period under review the Charity undertook the following activities.

Project RECCE has created a pathway into the construction industry, for service leavers and veterans, utilising classroom based, on-line learning and work trials, in collaboration with industry partners who can provide sustainable employment opportunities. The programme is complemented with outdoor activities and access to a peer-support community.

Beneficiaries are mentored on opportunities with construction industry partners and are provided with work placements to assist in securing their second career within the construction industry.

Ongoing support is provided, and progress of beneficiaries is monitored at quarterly intervals. Successful progression through the programme meets the charity's aims in relieving financial hardship, mental ill health and promoting social inclusion.

The Trustees confirm that they have complied with the Charities Act to have due regard to the public benefit guidance published by the Charities Commission for England and Wales

Achievements and performance

Project RECCE have supported 60 new beneficiaries through the Pathways into Construction programme during this reporting year 54 of these are now in employment or further education, which is a success rate of 90%. This includes delivering 2 courses in partnership with DWP Wales.

The Charity has also continued to support existing beneficiaries from the Project RECCE community.

Since founding the CIC in 2018, by employing beneficiaries of Project RECCE, their industry partners have generated £3.4 million in social value.

The Charity have also encouraged and supported industry partners with a combined turnover in excess of £2 billion in signing the Armed Forces Covenant.

The Charity was successful with a bid to The Forces For Good Programme by JP Morgan, who supported us in developing an online community the Employment Rendezvous (ERV). Launched in November, so still in its infancy, we are in the process of populating the database. The ERV provides a central hub where our beneficiaries can upload their CVs, arrange work trials, access job's boards, arrange a mentor, join various forums, network with our industry partners, fellow beneficiaries or seek advice and support from our network of ambassadors and volunteers or the SLT. Graduates of the programme can become ambassadors, sharing their transition stories, offering peer mentorship, providing testimonials, and providing invaluable feedback to enable continuous improvement.

PROJECT RECCE CIO

Financial Review

Going concern

The Trustees are confident that the Charity can continue as a going concern.

RESERVES POLICY

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three- and six-month's expenditure. The Board of Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised.

Principal risks and uncertainties

Risks

(i) **Lack of beneficiaries**

The Charity would be at risk if it could not recruit sufficient beneficiaries but is currently receiving sufficient applications per year for places available. Furthermore, the charity is exploring opportunities with potential referral partners expanding its network.

(ii) **Lack of funding**

The Charity has undertaken to diversify its sources of funds, so not to be too reliant upon one funder.

The ERV created throughout the year and launched in November 2023 will generate a further funding stream.

Financial Review

As at 30 November 2023 the charity had a deficit for the year which amounted to £20,537.30. It is anticipated that the additional costs incurred by the Charity, relating to the implementation and launch of the ERV will be recouped, as funds are generated over the course of the next financial year.

Financial Risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for the Future

Following the launch of the ERV, the Charity can now demonstrate it as an invaluable recruitment tool for industry partners, showcasing the measurable outcomes and the social value impact it can create, translating this into a sustainable funding stream. It is also intending to develop the platform into an App, making it more accessible for all users.

Building upon the success of the DWP Wales courses, the Charity will work towards rolling out the programme with DWP England and Scotland.

PROJECT RECCE CIO

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 30th NOVEMBER 2023

Trustees' Report (continued)

For the year ended 30 November 2023

Statement of Trustees' Responsibilities

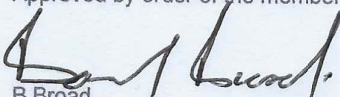
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The 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 state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 are sufficient to show and explain the Charity's transactions and 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, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by



B Broad
Chair of Trustees
Date:

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

PROJECT RECCE CIO – ("the CIO")

FOR THE YEAR ENDED 30th NOVEMBER 2022

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 30th November 2022.

Responsibilities and basis of report

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

I report in respect of my examination of the accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or;
2. the accounts do not accord with those records; or

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



D-R Sefton

FFA

139-143 Union Street,

Oldham,

Lancashire,

OL1 1TE

Date: 5th September 2024

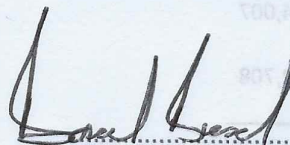
PROJECT RECCE
RECEIPTS AND PAYMENTS ACCOUNTS
FOR THE PERIOD ENDING 30TH NOVEMBER 2023

	Unrestricted funds	Restricted funds	Total funds
	2023 £	2023 £	2023 £
Receipts			
Donations, legacies and grants	146,276		146,276
Interest Income	57		57
Total receipts	146,333	-	146,333
Payments			
Wages, national insurance and pension costs	120,155		120,155
Motor and travel expenses	4,007		4,007
Costs of charities activities	42,708		42,708
Total payments	166,870	-	166,870
Net receipts	- 20,537	-	- 20,537
Cash funds last year end	12,871	-	12,871
Cash funds this year end	- 7,666	-	- 7,666

STATEMENT OF ASSETS AND LIABILITIES AS AT 30TH NOVEMBER 2023

	Unrestricted funds	Restricted funds	Total funds
	2023	2023	2023
	£	£	£
Cash funds			
Cash at bank and in hand	29,155	-	29,155
Total cash funds	29,155	-	29,155

The financial statements were approved by the Board of Trustees and authorised for issue on 9th September 2024 and were signed on its behalf by:

 **B F BROAD**
CHAIR

PROJECT RECCE CIO

NOTES TO THE ACCOUNTS

YEAR ENDED 30TH NOVEMBER 2023

1. Trustee's remuneration

During the year the Charity paid remuneration and employer's pension costs totaling £0 to a Trustee.