



(a Charitable Incorporated Organisation ("CIO"))

TRUSTEES' REPORT AND ACCOUNTS

FOR THE PERIOD ENDING 30TH NOVEMBER 2024

Charity No: 1195819

PROJECT RECCE CIO

REPORT AND ACCOUNTS

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CB3 9ET

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Reporting period and Limitations

Charity's principal charitable purposes and objectives

The Charity is governed by its Governing Body and the Trustees and the Charity is a registered charity under the Charities Act 2006.

Project RECCE was formed as a Charity limited by guarantee in 2014 and incorporated as a company limited by guarantee in 2014. The Charity's principal office is at 100 Church Street, Histon, Cam

PROJECT RECCE CIO

TRUSTEES' REPORT

FOR THE YEAR ENDED 30TH NOVEMBER 2024

The Trustees present their report and accounts for the year ended 30th November 2024.

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

K A Gilmore

Maj P W Athanassiadis

C Cooke

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 2024

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 2023-24 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 2024

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 54 new beneficiaries through the Pathways into Construction programme during this reporting year 48 of these are now in employment or further education, which is a success rate of 89%.

Since the launch of the online community Employment Rendezvous (ERV) at the end of 2023, there have been 240 beneficiary and 21 industry partner registrations.

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 in excess of £3.4 million in social value. The Charity have also encouraged and supported industry partners with a combined turnover in excess of £2 billion insinuating the Armed Forces Covenant.

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. Demand for places remains consistently strong. To further strengthen its outreach and mitigate future risks, the Charity is actively pursuing opportunities to collaborate with potential referral partners, thereby expanding its network and enhancing its visibility within the community.

(ii) **Lack of funding**

The Charity remains committed to diversifying its funding sources in order to mitigate the risk of dependency on any single income stream.

Financial Review

As at 30 November 2024 the charity had a deficit for the year which amounted to £18,157. This is due to reduced donations amid economic challenges and rising operational costs. To address this, the Charity is focused on diversifying income streams, strengthening donor engagement, pursuing grant funding, and reviewing expenditure to improve efficiency and sustainability.

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

The Charity is committed to creating meaningful employment opportunities for beneficiaries by expanding and strengthening relationships with veteran-friendly industry partners to open doors to inclusive, sustainable careers. Our growing online community supports this effort by connecting beneficiaries with peer support, resources and direct access to job opportunities.

PROJECT RECCE CIO

TRUSTEES' REPORT (Cont/d)

FOR THE YEAR ENDED 30th NOVEMBER 2024

Trustees' Report (continued)

For the year ended 30 November 2024

Statement of Trustees' Responsibilities

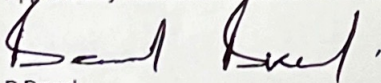
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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:

19/09/25

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

PROJECT RECCE CIO – ('the CIO')

FOR THE YEAR ENDED 30th NOVEMBER 2024

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 30th November 2024.

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').

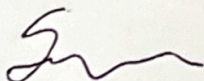
I report in respect of my examination of the accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the Act.

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: 11th September 2025

PROJECT RECCE
RECEIPTS AND PAYMENTS ACCOUNTS
FOR THE PERIOD ENDING 30TH NOVEMBER 2024

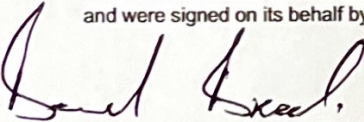
	Unrestricted funds	Restricted funds	Total funds
	2024 £	2024 £	2024 £
Receipts			
Donations, legacies and grants	123,798		123,798
Monies Introduced from Previous Organisation			
Total receipts	123,798	-	123,798
Payments			
Wages, national insurance and pension costs	112,037		112,037
Motor and travel expenses	2,441		2,441
Costs of charities activities	27,476		27,476
Total payments	141,955	-	141,955
Net receipts	-18,157	-	-18,157
Cash funds last year end		-	-
Cash funds this year end	-18,157	-	-18,157
	9		

PROJECT RECCE

STATEMENT OF ASSETS AND LIABILITIES AS AT 30TH NOVEMBER 2024

	Unrestricted funds	Restricted funds	Total funds
	2024	2024	2024
	£	£	£
Cash Funds			
Cash at bank and in hand	29,886	-	29,886
Total cash funds	29,886	-	29,886

The financial statements were approved by the Board of Trustees and authorised for issue on 19th September 2025 and were signed on its behalf by:


..... B F BROAD
CHAIR

PROJECT RECCE CIO

NOTES TO THE ACCOUNTS

YEAR ENDED 30TH NOVEMBER 2024

1. Trustee's remuneration

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