

# RADICAL RECRUIT

England & Wales · Charity number 1197824

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2022-02-07

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 85 Great Portland Street  
London  
W1W 7LT

**Phone** 07508615959

**Email** [hello@radicalrecruit.co.uk](mailto:hello@radicalrecruit.co.uk)

**Website** <https://radicalrecruit.co.uk/>

## Activities

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**Objects:** THE OBJECTS OF THE CIO ARE: -A. THE RELIEF OF POVERTY AND FINANCIAL HARDSHIP BY ASSISTING THOSE WHO ENCOUNTER BARRIERS TO FINDING GAINFUL EMPLOYMENT BY ASSISTING THEM INTO EMPLOYMENT.B. THE RELIEF OF UNEMPLOYMENT FOR THE PUBLIC BENEFIT IN SUCH WAYS AS THE CHARITY TRUSTEES THINK FIT, INCLUDING ASSISTANCE TO FIND EMPLOYMENT.C. TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.FOR THE PURPOSE OF THIS CLAUSE ?SOCIALLY EXCLUDED? MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OF MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; YOUTH OR OLD AGE; ILL HEALTH (PHYSICAL OR MENTAL); SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS; DISCRIMINATION ON THE GROUNDS OF SEX, RACE, DISABILITY, ETHNIC ORIGIN, RELIGION, BELIEF, CREED, SEXUAL ORIENTATION OR GENDER RE-ASSIGNMENT; POOR EDUCATIONAL OR SKILLS ATTAINMENT; RELATIONSHIP AND FAMILY BREAKDOWN; POOR HOUSING (THAT IS HOUSING THAT DOES NOT MEET BASIC HABITABLE STANDARDS; CRIME (EITHER AS A VICTIM OF CRIME OR AS AN OFFENDER REHABILITATING INTO SOCIETY).NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE IN ACCORDANCE WITH SECTION 7 OF THE CHARITIES AND TRUSTEE INVESTMENT (SCOTLAND) ACT 2005 AND SECTION 2 OF THE CHARITIES ACT (NORTHERN IRELAND) 2008.

**Activities:** We operate services nation wide and support people who face barriers to work to get interview ready, secure employment and sustain their placements.

## Classification

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- **How:** Makes Grants To Individuals, Provides Services
- **What:** Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** The General Public/mankind

## Geography

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- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-12-31	£115,689	£168,549	-	-
2023-12-31	£64,268	£85,254	-	-
2022-12-31	£0	£0	-	-

## Trustees

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Name	Role	Appointed
<b>WOOJDAN RAZA</b>	Chair	2023-09-15
Chanel Patricia Rudy Allen		2021-01-04
Francesca Maria Stafford Ms		2023-07-16
Judith Rose Smith		2021-01-04

**RADICAL RECRUIT**

England & Wales - Charity number 1197824

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# Accounts

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Charity registration number: 1197824

**RADICAL RECRUIT  
TRUSTEES' REPORT AND  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2024**

## **RADICAL RECRUIT Contents**

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## **RADICAL RECRUIT**

### **Trustees' Report For The Year Ended 31 December 2024**

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The trustees present their report and the financial statements for the year ended 31 December 2024.

#### **Objectives and Activities**

##### **Aims and Objectives**

Our CIO is guided by a set of clear objectives, as outlined in our governing document. These objectives are as follows:

- a. **The Relief of Poverty and Financial Hardship:** We are committed to assisting individuals who encounter barriers to finding gainful employment by providing them with the necessary support and resources to secure employment. This includes those facing financial hardship, thereby addressing the root causes of poverty.
- b. **The Relief of Unemployment:** For the public benefit, we take various measures to alleviate unemployment within our community. Our efforts include assisting individuals in their job search, equipping them with the skills required for gainful employment, and connecting them with suitable job opportunities.
- c. **Promoting Social Inclusion:** We actively work towards promoting social inclusion for the public benefit. We address social exclusion, where individuals are marginalised from society due to a range of factors, such as unemployment, financial hardship, ill health, discrimination, lack of education, family breakdown, inadequate housing, involvement in crime, and more. Our mission is to prevent social exclusion, relieve the needs of those who are socially excluded, and facilitate their integration into society.

##### **Significant Activities**

In line with our objectives, our CIO plans to undertake a variety of activities aimed at fulfilling our charitable purposes. These activities include, but are not limited to:

- **Employment Assistance:** We will provide comprehensive support to individuals who face challenges in finding gainful employment. Our services include job search assistance, skills development, and access to employment opportunities. This contributes to the relief of poverty and unemployment.
- **Training and Education:** We will offer educational and skills development programs to enhance the employability of individuals in our community. This includes vocational training, workshops, and courses that equip them with the necessary skills for sustainable employment.
- **Social Inclusion Programs:** Our CIO will run initiatives to promote social inclusion. We engage with marginalised individuals to address their specific needs, advocate for their rights, and facilitate their integration into society. This includes support for those affected by issues such as addiction, discrimination, and poor housing.
- **Community Outreach:** We actively engage with the community through awareness campaigns, events, and partnerships with local organisations. Our goal is to create a network of support that benefits the wider public.
- **Advocacy and Support:** We will advocate on behalf of individuals facing unemployment, discrimination, and social exclusion. This advocacy includes promoting fair employment practices and advocating for the rights of those facing challenges in the job market.
- **Board Recruitment:** In our commitment to effective governance and strategic planning, we have been actively recruiting for the final roles of our Board of Trustees. This ensures strong leadership and decision-making within the organisation.
- **Fundraising Pipeline Development:** We are dedicated to developing a robust fundraising pipeline that comprises various sources of income. This includes organising fundraising events, cultivating individual donors, and seeking grants from relevant organisations.
- **Piloting a Sponsorship Model:** To diversify our income stream and ensure long-term sustainability, we have initiated a pilot program for a sponsorship model. This allows us to engage with corporate sponsors and partners.
- **Infrastructure Enhancement:** We have been actively working on strengthening our infrastructure, including the development of policies and processes that ensure the efficient and effective operation of our organisation.

Our planned activities are designed to align with our charitable objectives, addressing the root causes of poverty, unemployment, and social exclusion in our community while also focusing on governance, fundraising, and organisational development.

##### **Public Benefit**

The trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. They have ensured that these aims and objectives continue to be for the public benefit and are in line with the charitable purposes of the organisation.

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

## **RADICAL RECRUIT**

### **Trustees' Report (continued)**

### **For The Year Ended 31 December 2024**

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#### **Achievements and Performance**

##### **Main Achievements**

##### **Foreword from Woosh (Chair), Emma and Kirsty (Co-CEOs)**

The past year has been the most challenging in Radical Recruit's history. We are straddling three sectors that have each been hit hard – recruitment, diversity, and charity. Recruitment has slowed under economic pressure; corporate investment in diversity and inclusion has declined; and the charity sector continues to operate under austerity and reduced funding. These combined forces have created one of the toughest operating environments since Radical Recruit began. Despite this, Radical Recruit made its 800th placement, secured dozens of brilliant new partnerships, and was named Charity of the Year on three occasions. We have continued to demonstrate resilience, innovation, and purpose, building an organisation that stands for radical inclusion and measurable social value in an increasingly uncertain landscape.

##### **Capacity and Staffing**

One staff member resigned during the year, and this post was made redundant following a review of resources. With Board approval, the decision was taken not to recruit replacements immediately to protect cash flow and ensure financial stability. This reduced delivery and business development capacity and had a significant impact on our ability to pursue new income opportunities and grow the sponsorship model at the pace we had planned. The year was also marked by personal challenges within the leadership team. The Founder and Co-CEO experienced a period of prolonged and poor health due to a combination of challenges, including burnout. Following this, the decision was made to split the leadership role, and Kirsty Palmer was promoted to Co-CEO. Shared leadership was introduced to distribute responsibility, safeguard wellbeing, and build greater organisational resilience. The arrangement has strengthened collaboration, improved continuity, and reflected Radical Recruit's wider commitment to doing leadership differently, with care, transparency, and shared accountability at its core.

At the same time, one further member of the team was absent for prolonged periods due to personal health challenges, which placed additional strain on delivery capacity and timelines. These pressures inevitably affected operations but were managed with transparency, Board oversight, and the support of our volunteer network. Despite these challenges, we expanded our volunteer pool to over 800 individuals. Collectively, our volunteers delivered the equivalent of more than six full-time roles across the year, a vital contribution that sustained service delivery and extended our reach during a period of limited paid capacity. We have completed a full review of our volunteering model and will roll out a new structure that ensures volunteers receive a thorough induction, regular professional development, and a clearer framework of accountability and recognition. This investment will strengthen quality, consistency, and the sustainability of volunteer-led support. To mitigate future delivery risk, we are introducing a continuity plan that ensures essential candidate and employer services remain operational during periods of staff absence. This includes clear delegation pathways, cross-training, and a volunteer-led triage system that provides additional coverage during peak demand.

##### **Fundraising and Income Generation**

Fundraising was extremely challenging. Several clients cancelled planned work, some failed to pay for projects already underway, and others postponed or withdrew opportunities. These disruptions affected income, cash flow, and strategic plans. The leadership team reforecast mid-year, introduced tighter expenditure controls, and prioritised delivery of existing commitments. The Board received bi-monthly financial updates and approved measures to manage liquidity and mitigate risk. Despite these difficulties, Radical Recruit successfully delivered its Christmas Crowdfunder, engaging over 600 supporters and exceeding its target. This provided essential unrestricted funding and strengthened community engagement at a critical time. We also secured our first two grants from the Balcombe Trust and the National Lottery Community Fund. The Balcombe Trust provided catalytic investment that enabled us to pilot and scale our sponsorship programme, exceeding all agreed targets and helping us secure over £300,000 in pro bono and financial support from corporate partners. Our two-year Big Lottery-funded project has been instrumental in strengthening our candidate support and service delivery infrastructure. In its first year, we achieved nearly all planned outcomes for the two-year period, including improved tracking of candidate progression and expanded outreach to underrepresented communities. The second year will focus on building sustainability, integrating learning from the pilot phase, improving systems, and deepening partnerships with employers and referral partners. Together, these grants have provided a critical foundation for Radical Recruit's growth and credibility as a funded charity. They have also strengthened our ability to evidence impact, report outcomes with rigour, and secure further investment. We were also invited to bid for £250,000 worth of social impact investment for entrepreneurs leading impact-driven businesses. The nature of this funding source has the potential to open a new avenue for income diversification. This represents an exciting opportunity to attract long-term partners who share our mission and to explore financing models that align social and financial returns.

##### **Technology and Operational Challenges**

A technology supplier leading a major systems transformation project failed to deliver on its pro bono commitment. As a result, we have continued operating without technology that is fully fit for purpose, particularly affecting business development, client management, and data reporting.

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## **RADICAL RECRUIT**

### **Trustees' Report (continued)**

### **For The Year Ended 31 December 2024**

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#### **Main Achievements - continued**

Following a thorough review, the Board and leadership team made the difficult but necessary decision to end the partnership when it became clear the supplier lacked the capacity to fulfil its obligations. Radical Recruit has since re-scoped the project and begun rebuilding its technology transformation plan, with delivery scheduled for completion in 2026. The new system will integrate CRM, candidate tracking, volunteer management, and financial reporting into one platform. It will enable a data-driven approach to stakeholder engagement, marketing, sales, and business development, as well as candidate and employer support. This transformation will improve efficiency, visibility, and accountability, allowing the organisation to make faster, evidence-based decisions and to demonstrate measurable social value outcomes in line with commissioner reporting standards. Once complete, the system will underpin Radical Recruit's next stage of growth, providing the digital infrastructure and compliance capability needed to deliver, evidence, and expand our impact sustainably.

#### **Strategic Pivot and Innovation**

In response to a contracting funding and recruitment market, Radical Recruit pivoted towards the growing social value and procurement agenda. This led to the creation of the Radical Social Value Playbook, a practical framework for embedding measurable impact into bids, contracts, and delivery.

This pivot has repositioned Radical Recruit as both a charity and a social value supplier, establishing the foundations for a sustainable model of systemic change. The long-term aim is to secure multi-year social value contracts that will generate hundreds of opportunities for people excluded from work while building stable, recurring income for the organisation. This approach aligns directly with the Public Services (Social Value) Act 2012 and the UK Government's Social Value Model, supporting commissioners to deliver measurable outcomes around inclusion, skills, and community benefit.

We expect this shift to begin showing financial benefit in the coming year, with cash flow projected to improve significantly as these opportunities mature.

#### **Impact and Early Success**

Despite these constraints, Radical Recruit maintained a 90 per cent in-work retention rate for people placed into employment, which is a testament to the quality of support, employer engagement, and post-placement care that define our model.

We successfully completed our sponsorship pilot, securing over £300,000 in pro bono and financial contributions, and landed our first major social value consultancy clients – GS8, Version1, John Lewis, and Cushman & Wakefield – with project delivery scheduled for 2025 and 2026. These partnerships validate Radical Recruit's position as a trusted social value delivery partner and demonstrate that our approach can drive measurable outcomes for business and community alike.

We also completed a major volunteer recruitment drive, expanding our network to more than 800 skilled professionals who now contribute across fundraising, operations, communications, and candidate coaching. This growing volunteer community has become a critical asset, providing both stability and expertise during a period of financial challenge.

In parallel, Radical Recruit's influence has continued to grow across sectors, shaping conversations about social value, inclusive recruitment, and systems change. Our work is increasingly recognised as an example of how small, mission-driven organisations can deliver innovation and impact well beyond their size.

#### **Governance and Board Development**

Recognising that our Board was too small to provide the breadth of expertise required, we conducted a skills review and began recruiting up to five new trustees, including a young trustee, to strengthen representation and capability in key areas such as fundraising, social value, and public sector commissioning.

This year also saw the introduction of Radical Recruit's co-Chair and co-Treasurer model, designed to distribute leadership and decision-making more evenly across the Board. This approach promotes shared accountability, builds resilience, and reflects the inclusive power structures we advocate for externally. It will improve governance continuity, reduce dependency on individuals, and ensure more balanced and collective oversight.

We also co-opted Debra Allcock onto the Board, whose expertise has been instrumental in helping us strengthen and formalise our governance practices. We are incredibly grateful for her support, which has already brought greater rigour, clarity, and confidence to the way we operate.

##### **Lessons Learned and Future Outlook**

This year has underscored the importance of resilience, prudent financial management, and diversification of income. The strengthened governance structure, improved financial oversight, and strategic pivot achieved this year have laid firmer foundations for long-term sustainability.

We anticipate that the 2025/26 financial year will begin under similar economic pressures, with continued austerity and tough decisions ahead. However, Radical Recruit enters this next period with clearer systems, stronger governance, a more distributed leadership model, and renewed strategic purpose, positioned to deliver measurable, lasting impact through social value partnerships and radical inclusion.

#### **Financial Review**

##### **Financial Position**

The results for the CIO's year end were in line with the trustees' expectations, with income from grant awards and sponsorships representing income for the year of £64,268. Total expenditure in the year was £85,254. A cautious approach to expenditure was adopted. There were cash balances of £8,799 at the year end.

**RADICAL RECRUIT**  
**Trustees' Report (continued)**  
**For The Year Ended 31 December 2024**

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**Additional Note****Financial Impact and Risk Management**

Income fell short of target, leading to a modest deficit and ongoing cash flow pressure. The Board and management introduced stronger risk and control measures, including:

- Bi-monthly financial reporting and quarterly dashboards
- Trustee approval for all discretionary expenditure
- A reviewed and reaffirmed reserves policy
- An updated organisational risk register addressing financial, safeguarding, and operational risks

These measures are improving financial discipline, visibility, and Board assurance over the long term. A financial recovery plan has also been introduced. It prioritises the rebuilding of reserves, repayment of outstanding liabilities, and diversification of income streams through social value contracts and consultancy work.

While we expect to carry a small negative balance into 2025/26, we are projecting a return to surplus by 2026/27, supported by improved pipeline conversion and better cash flow forecasting.

**Reference and Administrative Details****Trustees**

Mr WOOJDAN RAZA - Chair  
Ms Francesca Stafford - Trustee  
Ms Judith Smith - Trustee  
Ms Chanel Allen - Trustee

**Charity Number**

1197824

**Principal Address**

85 GREAT PORTLAND STREET  
LONDON  
W1W 7LT

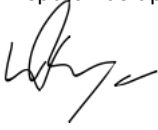
**Independent Examiner**

Accounting SQL Limited t/a Spondoo Accountants  
Accounting SQL Limited t/a Spondoo Accountants  
2-4 Petworth Road  
Haslemere  
Surrey  
GU27 2HR

**RADICAL RECRUIT  
Trustees' Report (continued)  
For The Year Ended 31 December 2024**

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The trustees' report was approved by the board of trustees and signed on its behalf by:



Mr WOODJAN RAZA

Trustee

28/10/2025

**RADICAL RECRUIT**  
**Independent Examiner's Report to the Trustees of RADICAL RECRUIT**  
**For The Year Ended 31 December 2024**

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I report to the trustees on my examination of the accounts of RADICAL RECRUIT (the Trust) for the year ended 31 December 2024.

**Responsibilities and Basis of Report**

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

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed 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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents 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 accounts to be reached.

*Arnold Ayton*

Accounting SQL Limited t/a Spondoo Accountants  
28/10/2025  
2-4 Petworth Road  
Haslemere  
Surrey  
GU27 2HR

**RADICAL RECRUIT**  
**Statement of Financial Activities**  
**For The Year Ended 31 December 2024**

		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2024 Total funds</b>	<b>2023 Total funds</b>
	<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and legacies	<b>3</b>	47,662	29,427	77,089	64,268
Other trading activities	<b>4</b>	38,600	-	38,600	-
		<u>86,262</u>	<u>29,427</u>	<u>115,689</u>	<u>64,268</u>
<b>EXPENDITURE ON:</b>					
Raising funds	<b>6</b>	(150,804)	(17,383)	(168,187)	(79,882)
Other		(362)	-	(362)	-
		<u>(151,166)</u>	<u>(17,383)</u>	<u>(168,549)</u>	<u>(79,882)</u>
<b>NET EXPENDITURE</b>		(64,904)	12,044	(52,860)	(15,614)
<b>NET MOVEMENT IN FUNDS</b>		(64,904)	12,044	(52,860)	(15,614)
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward		(26,276)	7,399	(18,877)	-
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>15</b>	<u>(91,180)</u>	<u>19,443</u>	<u>(71,737)</u>	<u>(15,614)</u>

The notes on pages 10 to 14 form part of these financial statements.

**RADICAL RECRUIT**  
**Comparative Statement of Financial Activities**  
**For The Year Ended 31 December 2024**

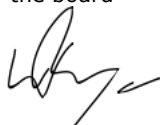
		<b>2023</b>	
	<b>Unrestricted funds</b>	<b>Restricted funds</b>	
	<b>£</b>	<b>£</b>	
<b>Notes</b>	<b>£</b>	<b>£</b>	
<b>INCOME AND ENDOWMENTS FROM:</b>			
Donations and legacies	54,577	9,691	64,268
<b>EXPENDITURE ON:</b>			
Raising funds	(77,590)	(2,292)	(79,882)
<b>NET EXPENDITURE</b>			
	(23,013)	7,399	(15,614)
<b>NET MOVEMENT IN FUNDS</b>			
	(23,013)	7,399	(15,614)
<b>RECONCILIATION OF FUNDS:</b>			
Total funds brought forward	-	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>(23,013)</b>	<b>7,399</b>	<b>(15,614)</b>

The notes on pages 10 to 14 form part of these financial statements.

**RADICAL RECRUIT**  
**Statement of Financial Position**  
**As At 31 December 2024**

		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2024 Total funds</b>	<b>2023 Total funds</b>
	<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>FIXED ASSETS</b>					
Tangible Assets	<b>11</b>	1,366	-	1,366	1,081
		1,366	-	1,366	1,081
<b>CURRENT ASSETS</b>					
Debtors	<b>12</b>	2,182	19,443	21,625	1,186
Cash at bank and in hand		3,889	-	3,889	8,799
		6,071	19,443	25,514	9,985
<b>Creditors: Amounts Falling Due Within One Year</b>	<b>13</b>	(98,617)	-	(98,617)	(29,943)
<b>NET CURRENT ASSETS (LIABILITIES)</b>		(92,546)	19,443	(73,103)	(19,958)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		(91,180)	19,443	(71,737)	(18,877)
<b>NET LIABILITIES</b>		(91,180)	19,443	(71,737)	(18,877)
<b>FUNDS OF THE CHARITY</b>					
Restricted Funds				19,443	7,399
Unrestricted Funds				(91,180)	(23,013)
<b>TOTAL FUNDS</b>	<b>15</b>			(71,737)	(15,614)

On behalf of the board



Mr WOODJAN RAZA

Trustee

28/10/2025

The notes on pages 10 to 14 form part of these financial statements.

**RADICAL RECRUIT**  
**Notes to the Financial Statements**  
**For The Year Ended 31 December 2024**

**1. General Information**

RADICAL RECRUIT is a charitable incorporated organisation registered with the Charity Commission, registered charity number 1197824. The principal address is 85 GREAT PORTLAND STREET, LONDON, W1W 7LT.

**2. Accounting Policies**

**2.1. Basis of Preparation of Financial Statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "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)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities Act 2011.

The charity is a Public Benefit Entity as defined by FRS 102.

**2.2. Incoming Resources**

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.

Cash donations are recognized on receipt. Other donations are recognized once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

**2.3. Resources Expended**

All costs are allocated to expenditure categories reflecting the use of the resources.

Direct costs attributable to a single activity are allocated directly to that activity.

Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**2.4. Tangible Fixed Assets and Depreciation**

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer Equipment	25% Reducing Balance
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**2.5. Cash and Cash Equivalents**

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

**3. Income from Donations and Legacies**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2024</b>
	<b>funds</b>	<b>funds</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	47,662	-	47,662
Member subscriptions and sponsorships	-	-	-
Grants	-	29,427	29,427
	47,662	29,427	77,089
	47,662	29,427	77,089

**RADICAL RECRUIT**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 December 2024**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2023 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	33,744	9,691	43,435
Member subscriptions and sponsorships	20,833	-	20,833
Grants	-	-	-
	54,577	9,691	64,268

**4. Income from Other Trading Activities**

	<b>2024 Unrestricted funds</b>	<b>2023 Unrestricted funds</b>
	<b>£</b>	<b>£</b>
Income from other trading activities	38,600	-

**5. Net Income/(Expenditure)**

The net expenditure is stated after charging/(crediting):

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Depreciation of tangible fixed assets - owned	920	476

**6. Analysis of Expenditure**

	<b>Activities undertaken directly</b>	<b>Support costs (see note 7)</b>	<b>2024 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Raising funds	155,074	13,113	168,187

	<b>Activities undertaken directly</b>	<b>Support costs (see note 7)</b>	<b>2023 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Raising funds	24,068	55,814	79,882

**RADICAL RECRUIT**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 December 2024**

**7. Support Costs**

	<b>2024</b> <b>Raising funds</b> <b>£</b>
Employee costs	1,846
General administration	10,347
Depreciation	920
	13,113
	13,113
	<b>2023</b> <b>Raising funds</b> <b>£</b>
Employee costs	51,112
General administration	2,326
Depreciation	476
Governance costs	1,900
	55,814
	55,814

**8. Independent Examiner's Remuneration**

	<b>2024</b> <b>£</b>	<b>2023</b> <b>£</b>
Independent examination of the financial statements	300	1,900
Other assurance services	-	-
Tax advisory services	-	-
Other financial services	-	-
	300	1,900
	300	1,900

**9. Staff Costs**

Staff costs were as follows:

	<b>2024</b> <b>£</b>	<b>2023</b> <b>£</b>
Wages and salaries	133,851	50,694
Social security costs	13,303	4,560
Other pension costs	3,154	1,148
	150,308	56,402
	150,308	56,402

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

**10. Average Number of Employees**

Average number of employees during the year was: 4 (2023: 2)

**RADICAL RECRUIT**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 December 2024**

**11. Tangible Assets**

	<b>Computer Equipment</b>
	<b>£</b>
<b>Cost</b>	
As at 1 January 2024	1,557
Additions	1,205
As at 31 December 2024	2,762
<b>Depreciation</b>	
As at 1 January 2024	476
Provided during the period	920
As at 31 December 2024	1,396
<b>Net Book Value</b>	
As at 31 December 2024	1,366
As at 1 January 2024	1,081

**12. Debtors**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Due within one year</b>		
Trade debtors	900	-
Other debtors	20,725	1,186
	21,625	1,186

**13. Creditors: Amounts Falling Due Within One Year**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Trade creditors	2,149	867
Amounts owed to participating interests	34,296	11,488
Other creditors	22,122	3,523
Taxation and social security	40,050	14,065
	98,617	29,943

**14. Pension Commitments**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

During the year the charge to the statement of financial activities in respect of defined contribution schemes was £3,154 (2023: £1,148).

At the statement of financial position date contributions of £NIL were due to the fund and are included in creditors.

**RADICAL RECRUIT**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 December 2024**

**15. Movement in Funds**

	<b>As at 1 January 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>As at 31 December 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>				
General:				
General unrestricted fund	(26,276)	86,262	(151,166)	(91,180)
<b>Restricted funds</b>				
Restricted Funds	7,399	29,427	(17,383)	19,443
<b>Total funds</b>	<u>(18,877)</u>	<u>115,689</u>	<u>(168,549)</u>	<u>(71,737)</u>
	<b>As at 1 January 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>As at 31 December 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>				
General:				
General unrestricted fund	-	54,577	(77,590)	(23,013)
<b>Restricted funds</b>				
Restricted Funds	-	9,691	(2,292)	7,399
<b>Total funds</b>	<u>-</u>	<u>64,268</u>	<u>(79,882)</u>	<u>(15,614)</u>

**16. Transactions with Trustees**

During the year the expenses reimbursed to the trustees or paid directly to third parties were as follows:

<b>2024</b>	<b>2023</b>
<b>£</b>	<b>£</b>
<u>                    </u>	<u>                    </u>

**17. Related Party Disclosures**

**RADICAL RECRUIT**

England & Wales - Charity number 1197824

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# Accounts

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## Chair's Report for Radical Recruit

### *End of Year Report - 2024*

I am pleased to present Radical Recruit's 2024 end-of-year report, reflecting a year of resilience, growth, and impact. Our mission to empower individuals from marginalised communities remains as crucial as ever, and this year has seen us achieve significant milestones through new partnerships, programme expansion, and organisational development.

2024 was a transformative year for Radical Recruit. In March, we transitioned from a Community Interest Company (CIC) to a registered charity, enhancing governance and transparency while opening new opportunities for funding. As a charity, we've strengthened accountability, gained access to grants, and built strategic partnerships with businesses, foundations, and government entities.

- **Recruiting Our Founding Board:** One of the most important developments this year was the recruitment of our founding Board of Trustees. Although the process was initially delayed due to unforeseen leadership changes, we now have six highly experienced trustees providing strong governance and strategic direction. The Board's leadership is helping to shape our future, ensuring sustainable growth.
- **Empowering Radicals:** Since our transition to charity status, we've placed 598 Radicals into meaningful employment, up from 482 under the CIC. However, the true number of placements is likely much higher. Our empowerment model equips Radicals with the skills, confidence, and tools to navigate the job market independently, securing work beyond what we've formally tracked. In 2024/25, we will optimise our CRM to better capture long-term outcomes and ensure that every Radical's success is recorded.
- **Sponsorship Success:** A major highlight of the year was the launch of our sponsorship programme, which raised over £120,000 in pro-bono and financial support from key partners including B-Radical, Thames Water, APN Group, Cushman & Wakefield, Sage, Active Care, Talent Sensus, and GNC Technology. B-Radical, our lead sponsor, provided hundreds of hours of pro-bono leadership support, while Talent Sensus and GNC Technology has offered essential CRM and tech support. This sponsorship programme has provided us with the blueprint for our commercial model moving forward.
- **Volunteers:** Volunteers remain the backbone of Radical Recruit, and this year we have been supported by circa 600 individuals whose commitment and expertise have been invaluable. Whether leading workshops, offering 1:1 mentoring, or assisting with CV reviews, their contributions have had a profound impact on our Radicals and the services we offer. Collectively, our volunteer team delivered over 7,000 hours of support equating to approximately 3.58 full-time roles over one year.

2024 was not without its challenges. Our original CRM provider was unable to meet our needs, causing significant disruption, but we have since transitioned to a new provider that is being optimised to support our growing organisation. The new CRM will streamline communications, improve data capture, and enhance our ability to track long-term outcomes for our Radicals.

Externally, the uncertain economic climate has impacted the labour market, making it harder for some Radicals to secure and maintain employment. However, we've adapted by focusing on sectors with growth potential and providing additional support to help Radicals build resilience. We've also worked

closely with employers to ensure they can offer sustainable opportunities during these challenging times.

As we look to 2025, our focus is clear:

- **Scaling the Sponsorship Programme:** Building on the success of this year's pilot, we plan to bring on additional sponsors to support even more Radicals.
- **Strengthening Our Financial Position:** We aim to diversify our fundraising strategy through the acquisition of grants and social impact investment.
- **Enhancing the Employability Programme:** We will continue to tailor our support to meet the diverse needs of our candidates, ensuring that each Radical is fully equipped to succeed in the labour market.
- **Expanding our Team and Impact:** We plan to secure additional investment to fund key roles that will enhance our capacity and reach. This includes hiring a Complex Cases and In-Work Support Manager, an additional Candidate Engagement Manager, and a full-time Executive Assistant/Team Administrator. These roles are critical to ensuring we can provide more tailored support to our Radicals and manage our growing operations effectively.

Our achievements this year would not have been possible without the unwavering support of our sponsors, partners, volunteers, and staff.

**To our Radicals, your resilience and determination continue to inspire us. We are proud to walk alongside you on your journey towards meaningful employment.**

2024 has been a year of progress for Radical Recruit, despite the challenges. We have continued to disrupt the recruitment industry and create lasting change for those who need it most. As we move into 2025, we remain committed to building a more inclusive, equitable, and just world of work for everybody.

Thank you for your continued support. We look forward to another year of radical impact.



Woosh Raza  
Chair of the Board  
Radical Recruit

**Charity registration number 1197824**

**Company registration number CE028280 (England and Wales)**

**RADICAL RECRUIT**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

# RADICAL RECRUIT

## LEGAL AND ADMINISTRATIVE INFORMATION

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**Trustees**

C P R Allen  
J R Smith  
Mr W J Raza

(Appointed 15 September  
2023)

**Charity number**

1197824

**Company number**

CE028280

**Registered office**

85 Great Portland Street  
London  
W1W 7LT

**Independent Examiner**

Accounting SQL Limited  
2-4 Petworth Road  
Haslemere  
GU27 2HR

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# RADICAL RECRUIT

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Statement of financial activities	4
Statement of financial position	5
Notes to the financial statements	6 - 12

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# **RADICAL RECRUIT**

## **TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 DECEMBER 2023**

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The Trustees present their annual report and financial statements for the year ended 31 December 2023.

### **Structure, governance and management**

The Charity is constituted as a Charitable Incorporated Organisation (CIO) Foundation, as a body corporate under Part II of the Charities Act 2011 on 07 February 2022. The CIO registered with the Charity Commission on the same day.

Trustees are legally responsible for the governance and management of the charity. Trustees are responsible of setting strategies and policies for ensuring these are implemented.

### **Risk management**

The charity's trustees have considered the major risks to which the charity is exposed and have reviewed potential risks. Systems and procedures have been put in place to manage the risks and to mitigate any adverse outcomes.

### **Objectives and activities**

Our CIO is guided by a set of clear objectives, as outlined in our governing document. These objectives are as follows:

- a. The Relief of Poverty and Financial Hardship: We are committed to assisting individuals who encounter barriers to finding gainful employment by providing them with the necessary support and resources to secure employment. This includes those facing financial hardship, thereby addressing the root causes of poverty.
- b. The Relief of Unemployment: For the public benefit, we take various measures to alleviate unemployment within our community. Our efforts include assisting individuals in their job search, equipping them with the skills required for gainful employment, and connecting them with suitable job opportunities.
- c. Promoting Social Inclusion: We actively work towards promoting social inclusion for the public benefit. We address social exclusion, where individuals are marginalised from society due to a range of factors, such as unemployment, financial hardship, ill health, discrimination, lack of education, family breakdown, inadequate housing, involvement in crime, and more. Our mission is to prevent social exclusion, relieve the needs of those who are socially excluded, and facilitate their integration into society.

### **Financial review**

The results for the CIO's year end were in line with the trustees' expectations, with income from grant awards and sponsorships representing income for the year of £64,268. Total expenditure in the year was £85,254.

A cautious approach to expenditure was adopted. There were cash balances of £8,799 at the year end.

# RADICAL RECRUIT

## TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### Future plans

In line with our objectives, our CIO plans to undertake a variety of activities aimed at fulfilling our charitable purposes. These activities include, but are not limited to:

- **Employment Assistance:** We will provide comprehensive support to individuals who face challenges in finding gainful employment. Our services include job search assistance, skills development, and access to employment opportunities. This contributes to the relief of poverty and unemployment.
- **Training and Education:** We will offer educational and skills development programs to enhance the employability of individuals in our community. This includes vocational training, workshops, and courses that equip them with the necessary skills for sustainable employment.
- **Social Inclusion Programs:** Our CIO will runs initiative to promote social inclusion. We engage with marginalised individuals to address their specific needs, advocate for their rights, and facilitate their integration into society. This includes support for those affected by issues such as addiction, discrimination, and poor housing.
- **Community Outreach:** We actively engage with the community through awareness campaigns, events, and partnerships with local organisations. Our goal is to create a network of support that benefits the wider public.
- **Advocacy and Support:** We will advocate on behalf of individuals facing unemployment, discrimination, and social exclusion. This advocacy includes promoting fair employment practices and advocating for the rights of those facing challenges in the job market.
- **Board Recruitment:** In our commitment to effective governance and strategic planning, we have been actively recruiting for the final roles of our Board of Trustees. This ensures strong leadership and decision-making within the organisation.
- **Fundraising Pipeline Development:** We are dedicated to developing a robust fundraising pipeline that comprises various sources of income. This includes organising fundraising events, cultivating individual donors, and seeking grants from relevant organizations.
- **Piloting a Sponsorship Model:** To diversify our income stream and ensure long-term sustainability, we have initiated a pilot program for a sponsorship model. This allows us to engage with corporate sponsors and partners.
- **Infrastructure Enhancement:** We have been actively working on strengthening our infrastructure, including the development of policies and processes that ensure the efficient and effective operation of our organisation.

Our planned activities are designed to align with our charitable objectives, addressing the root causes of poverty, unemployment, and social exclusion in our community while also focusing on governance, fundraising, and organizational development.

The Trustees, who served during the period and up to the date of signature of the financial statements were:

J R Sparrow	(Resigned 15 September 2023)
C P R Allen	
J R Smith	
Mr W J Raza	(Appointed 15 September 2023)

The Trustees' report was approved by the Board of Trustees.

Signed by:  
  
 .....CF78872D88EF4FD.....

Mr W J Raza  
**Trustees**

Date: 10/31/2024  
Date: .....

# RADICAL RECRUIT

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RADICAL RECRUIT

---

I report to the Trustees on my examination of the financial statements of Radical Recruit (the Charity) for the year ended 31 December 2023.

### Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011 (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

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 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed by:

  
AFC55C9569BD4B5...

Arnold Ayton  
Accounting SQL Limited  
2-4 Petworth Road  
Haslemere  
GU27 2HR

10/31/2024  
Dated: .....

# RADICAL RECRUIT

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
<b><u>Income from:</u></b>					
Donations and legacies	3	54,577	9,691	64,268	-
<b><u>Expenditure on:</u></b>					
Charitable activities	4	80,852	2,292	83,144	-
<b>Net (expenditure)/income for the year/ Net (outgoing)/incoming resources</b>					
		(26,275)	7,399	(18,876)	-
<b>Other recognised gains and losses</b>					
Other gains or losses	8	(1)	-	(1)	-
<b>Net movement in funds</b>					
		(26,276)	7,399	(18,877)	-
Fund balances at 1 January 2023		-	-	-	-
<b>Fund balances at 31 December 2023</b>		<b>(26,276)</b>	<b>7,399</b>	<b>(18,877)</b>	<b>-</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**RADICAL RECRUIT****STATEMENT OF FINANCIAL POSITION****AS AT 31 DECEMBER 2023**

	Notes	£	2023 £	£	2022 £
<b>Fixed assets</b>					
Tangible assets	9		1,081		-
<b>Current assets</b>					
Debtors	10	1,233		-	
Cash at bank and in hand		8,799		-	
		<u>10,032</u>		<u>-</u>	
<b>Creditors: amounts falling due within one year</b>	11	(29,990)		-	
Net current liabilities			(19,958)		-
<b>Total assets less current liabilities</b>			(18,877)		-
					<u><u>-</u></u>
<b>Income funds</b>					
Restricted funds	12		7,399		-
Unrestricted funds			(26,276)		-
			<u>(18,877)</u>		<u><u>-</u></u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

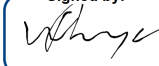
The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on .....

Signed by:



.....CF78872D88EF#FD.....

Mr W J Raza

**Trustee**

**Company registration number CE028280**

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

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### 1 Accounting policies

#### Charity information

Radical Recruit is a charitable incorporated organisation (CIO) incorporated in England and Wales (Registered Charity No.1197824). The registered office is 85 Great Portland Street, London, W1W 7LT.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 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.

#### 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 available for use for the designated purposes only.

#### 1.4 Incoming resources

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.

Cash donations are recognized on receipt. Other donations are recognized once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

#### 1.5 Resources expended

All costs are allocated to expenditure categories reflecting the use of the resources. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

IT Equipment	33.33% on Cost
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# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

#### 1 Accounting policies

(Continued)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

#### 1.8 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments 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.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### 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.

#### 1.11 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2023 £	2023 £	2023 £	2022 £
Donations and gifts	33,744	9,691	43,435	-
Membership fees	20,833	-	20,833	-
	<u>54,577</u>	<u>9,691</u>	<u>64,268</u>	<u>-</u>

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 4 Charitable activities

	Support costs 2023 £	Support costs 2022 £
Staff costs	55,426	-
Depreciation and impairment	476	-
Travelling expense	875	-
Accountancy	1,900	-
Advertising	70	-
Bank charges	36	-
Candidate expenses	3,138	-
IT software and consumables	4,091	-
Consultancy fees	12,152	-
Insurance	2,974	-
Legal and Professional Fees	35	-
Staff Training	270	-
Subscriptions	856	-
Foreign exchange loss/gain	(1)	-
Staff Entertainment	148	-
Interest on overdue PAYE and NI	698	-
	<u>83,144</u>	<u>-</u>
	<u>83,144</u>	<u>-</u>
<b>Analysis by fund</b>		
Unrestricted funds	80,852	-
Restricted funds	2,292	-
	<u>83,144</u>	<u>-</u>

### 5 Trustees

None of the Trustees received any remuneration or benefits from the Charity during the year.

### 6 Employees

The average monthly number of employees during the year was:

2023 Number	2022 Number
2	-
<u>2</u>	<u>-</u>

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

<b>6 Employees</b>	<b>(Continued)</b>	
<b>Employment costs</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	49,718	-
Social security costs	4,560	-
Other pension costs	1,148	-
	<u>55,426</u>	<u>-</u>

There were no employees whose annual remuneration was more than £60,000.

### 7 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.

### 8 Other gains or losses

	<b>Unrestricted funds</b>	<b>Total</b>
	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Foreign exchange gains	<u>1</u>	<u>-</u>

### 9 Tangible fixed assets

	<b>IT Equipment</b>
	<b>£</b>
<b>Cost</b>	
Additions	1,557
At 31 December 2023	<u>1,557</u>
<b>Depreciation and impairment</b>	
Depreciation charged in the year	476
At 31 December 2023	<u>476</u>
<b>Carrying amount</b>	
At 31 December 2023	<u>1,081</u>

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 10 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Other debtors	1,150	-
Prepayments and accrued income	83	-
	<u>1,233</u>	<u>-</u>

### 11 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	14,065	-
Trade creditors	866	-
Other creditors	15,059	-
	<u>29,990</u>	<u>-</u>

### 12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 January 2023	Incoming resources	Resources expended	Balance at 31 December 2023
	£	£	£	£
The Balcombe SW	-	9,691	(2,292)	7,399
	<u>-</u>	<u>9,691</u>	<u>(2,292)</u>	<u>7,399</u>

### 13 Unrestricted funds

These are unrestricted funds which are material to the charity's activities made up as follows:

	Movement in funds			
	Balance at 1 January 2023	Incoming resources	Resources expended	Balance at 31 December 2023
	£	£	£	£
General fund	-	54,577	(83,705)	(29,128)
	<u>-</u>	<u>54,577</u>	<u>(83,705)</u>	<u>(29,128)</u>

**RADICAL RECRUIT****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023****14 Analysis of net assets between funds**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
Fund balances at 31 December 2023 are represented by:				
Tangible assets	1,081	-	1,081	-
Current assets/(liabilities)	(27,357)	7,399	(19,958)	-
	<u>(26,276)</u>	<u>7,399</u>	<u>(18,877)</u>	<u>-</u>

**15 Related party transactions**

During the year, the Trust entered into the following transactions with related parties:

At the balance sheet date, the trust owed £11,488 (2022: £Nil) to B-Radical Ltd, a group undertaking.

**Charity registration number 1197824**

**Company registration number CE028280 (England and Wales)**

**RADICAL RECRUIT**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2023**

# RADICAL RECRUIT

## LEGAL AND ADMINISTRATIVE INFORMATION

---

**Trustees**

C P R Allen  
J R Smith  
Mr W J Raza

(Appointed 15 September  
2023)

**Charity number**

1197824

**Company number**

CE028280

**Registered office**

85 Great Portland Street  
London  
W1W 7LT

**Independent Examiner**

Accounting SQL Limited  
2-4 Petworth Road  
Haslemere  
GU27 2HR

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# RADICAL RECRUIT

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# **RADICAL RECRUIT**

## **TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) FOR THE YEAR ENDED 31 DECEMBER 2023**

---

The Trustees present their annual report and financial statements for the year ended 31 December 2023.

### **Structure, governance and management**

The Charity is constituted as a Charitable Incorporated Organisation (CIO) Foundation, as a body corporate under Part II of the Charities Act 2011 on 07 February 2022. The CIO registered with the Charity Commission on the same day.

Trustees are legally responsible for the governance and management of the charity. Trustees are responsible of setting strategies and policies for ensuring these are implemented.

### **Risk management**

The charity's trustees have considered the major risks to which the charity is exposed and have reviewed potential risks. Systems and procedures have been put in place to manage the risks and to mitigate any adverse outcomes.

### **Objectives and activities**

Our CIO is guided by a set of clear objectives, as outlined in our governing document. These objectives are as follows:

- a. The Relief of Poverty and Financial Hardship: We are committed to assisting individuals who encounter barriers to finding gainful employment by providing them with the necessary support and resources to secure employment. This includes those facing financial hardship, thereby addressing the root causes of poverty.
- b. The Relief of Unemployment: For the public benefit, we take various measures to alleviate unemployment within our community. Our efforts include assisting individuals in their job search, equipping them with the skills required for gainful employment, and connecting them with suitable job opportunities.
- c. Promoting Social Inclusion: We actively work towards promoting social inclusion for the public benefit. We address social exclusion, where individuals are marginalised from society due to a range of factors, such as unemployment, financial hardship, ill health, discrimination, lack of education, family breakdown, inadequate housing, involvement in crime, and more. Our mission is to prevent social exclusion, relieve the needs of those who are socially excluded, and facilitate their integration into society.

### **Financial review**

The results for the CIO's year end were in line with the trustees' expectations, with income from grant awards and sponsorships representing income for the year of £64,268. Total expenditure in the year was £85,254.

A cautious approach to expenditure was adopted. There were cash balances of £8,799 at the year end.

# RADICAL RECRUIT

## TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

---

### Future plans

In line with our objectives, our CIO plans to undertake a variety of activities aimed at fulfilling our charitable purposes. These activities include, but are not limited to:

- **Employment Assistance:** We will provide comprehensive support to individuals who face challenges in finding gainful employment. Our services include job search assistance, skills development, and access to employment opportunities. This contributes to the relief of poverty and unemployment.
- **Training and Education:** We will offer educational and skills development programs to enhance the employability of individuals in our community. This includes vocational training, workshops, and courses that equip them with the necessary skills for sustainable employment.
- **Social Inclusion Programs:** Our CIO will run initiative to promote social inclusion. We engage with marginalised individuals to address their specific needs, advocate for their rights, and facilitate their integration into society. This includes support for those affected by issues such as addiction, discrimination, and poor housing.
- **Community Outreach:** We actively engage with the community through awareness campaigns, events, and partnerships with local organisations. Our goal is to create a network of support that benefits the wider public.
- **Advocacy and Support:** We will advocate on behalf of individuals facing unemployment, discrimination, and social exclusion. This advocacy includes promoting fair employment practices and advocating for the rights of those facing challenges in the job market.
- **Board Recruitment:** In our commitment to effective governance and strategic planning, we have been actively recruiting for the final roles of our Board of Trustees. This ensures strong leadership and decision-making within the organisation.
- **Fundraising Pipeline Development:** We are dedicated to developing a robust fundraising pipeline that comprises various sources of income. This includes organising fundraising events, cultivating individual donors, and seeking grants from relevant organizations.
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- **Infrastructure Enhancement:** We have been actively working on strengthening our infrastructure, including the development of policies and processes that ensure the efficient and effective operation of our organisation.

Our planned activities are designed to align with our charitable objectives, addressing the root causes of poverty, unemployment, and social exclusion in our community while also focusing on governance, fundraising, and organizational development.

The Trustees, who served during the period and up to the date of signature of the financial statements were:

J R Sparrow	(Resigned 15 September 2023)
C P R Allen	
J R Smith	
Mr W J Raza	(Appointed 15 September 2023)

The Trustees' report was approved by the Board of Trustees.

Signed by:  
  
CF78872D88EF4FD...

Mr W J Raza

**Trustees**

Date: 10/31/2024  
Date: .....

# RADICAL RECRUIT

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RADICAL RECRUIT

---

I report to the Trustees on my examination of the financial statements of Radical Recruit (the Charity) for the year ended 31 December 2023.

### Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011 (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

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 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Signed by:  
  
AFC55C9569BD4B5...

Arnold Ayton  
Accounting SQL Limited  
2-4 Petworth Road  
Haslemere  
GU27 2HR

10/31/2024  
Dated: .....

# RADICAL RECRUIT

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

**FOR THE YEAR ENDED 31 DECEMBER 2023**

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
<b><u>Income from:</u></b>					
Donations and legacies	3	54,577	9,691	64,268	-
<b><u>Expenditure on:</u></b>					
Charitable activities	4	80,852	2,292	83,144	-
<b>Net (expenditure)/income for the year/ Net (outgoing)/incoming resources</b>					
		(26,275)	7,399	(18,876)	-
<b>Other recognised gains and losses</b>					
Other gains or losses	8	(1)	-	(1)	-
<b>Net movement in funds</b>					
		(26,276)	7,399	(18,877)	-
Fund balances at 1 January 2023		-	-	-	-
<b>Fund balances at 31 December 2023</b>		<b>(26,276)</b>	<b>7,399</b>	<b>(18,877)</b>	<b>-</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**RADICAL RECRUIT****STATEMENT OF FINANCIAL POSITION****AS AT 31 DECEMBER 2023**

	Notes	£	2023 £	£	2022 £
<b>Fixed assets</b>					
Tangible assets	9		1,081		-
<b>Current assets</b>					
Debtors	10	1,233		-	
Cash at bank and in hand		8,799		-	
		<u>10,032</u>		<u>-</u>	
<b>Creditors: amounts falling due within one year</b>	11	(29,990)		-	
Net current liabilities			(19,958)		-
<b>Total assets less current liabilities</b>			(18,877)		-
					<u><u>-</u></u>
<b>Income funds</b>					
Restricted funds	12		7,399		-
Unrestricted funds			(26,276)		-
			<u>(18,877)</u>		<u><u>-</u></u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

The Trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on .....

Signed by:



.....CF78872D88EF#FD.....

Mr W J Raza

**Trustee**

**Company registration number CE028280**

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

---

### 1 Accounting policies

#### Charity information

Radical Recruit is a charitable incorporated organisation (CIO) incorporated in England and Wales (Registered Charity No.1197824). The registered office is 85 Great Portland Street, London, W1W 7LT.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 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.

#### 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 available for use for the designated purposes only.

#### 1.4 Incoming resources

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.

Cash donations are recognized on receipt. Other donations are recognized once the Charity has been notified of the donation, unless performance conditions require deferral of the amount.

#### 1.5 Resources expended

All costs are allocated to expenditure categories reflecting the use of the resources. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

IT Equipment	33.33% on Cost
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# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

---

#### 1 Accounting policies

(Continued)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

#### 1.8 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments 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.

##### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### **Basic financial liabilities**

Basic financial liabilities, including creditors, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### 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.

#### 1.11 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2023 £	2023 £	2023 £	2022 £
Donations and gifts	33,744	9,691	43,435	-
Membership fees	20,833	-	20,833	-
	<u>54,577</u>	<u>9,691</u>	<u>64,268</u>	<u>-</u>

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 4 Charitable activities

	Support costs 2023 £	Support costs 2022 £
Staff costs	55,426	-
Depreciation and impairment	476	-
Travelling expense	875	-
Accountancy	1,900	-
Advertising	70	-
Bank charges	36	-
Candidate expenses	3,138	-
IT software and consumables	4,091	-
Consultancy fees	12,152	-
Insurance	2,974	-
Legal and Professional Fees	35	-
Staff Training	270	-
Subscriptions	856	-
Foreign exchange loss/gain	(1)	-
Staff Entertainment	148	-
Interest on overdue PAYE and NI	698	-
	<u>83,144</u>	<u>-</u>
	<u>83,144</u>	<u>-</u>
<b>Analysis by fund</b>		
Unrestricted funds	80,852	-
Restricted funds	2,292	-
	<u>83,144</u>	<u>-</u>

### 5 Trustees

None of the Trustees received any remuneration or benefits from the Charity during the year.

### 6 Employees

The average monthly number of employees during the year was:

2023 Number	2022 Number
2	-
<u>2</u>	<u>-</u>

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

<b>6 Employees</b>	<b>(Continued)</b>	
<b>Employment costs</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	49,718	-
Social security costs	4,560	-
Other pension costs	1,148	-
	<u>55,426</u>	<u>-</u>

There were no employees whose annual remuneration was more than £60,000.

### 7 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.

### 8 Other gains or losses

	<b>Unrestricted funds</b>	<b>Total</b>
	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Foreign exchange gains	<u>1</u>	<u>-</u>

### 9 Tangible fixed assets

	<b>IT Equipment</b>
	<b>£</b>
<b>Cost</b>	
Additions	1,557
At 31 December 2023	<u>1,557</u>
<b>Depreciation and impairment</b>	
Depreciation charged in the year	476
At 31 December 2023	<u>476</u>
<b>Carrying amount</b>	
At 31 December 2023	<u>1,081</u>

# RADICAL RECRUIT

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 10 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Other debtors	1,150	-
Prepayments and accrued income	83	-
	<u>1,233</u>	<u>-</u>

### 11 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	14,065	-
Trade creditors	866	-
Other creditors	15,059	-
	<u>29,990</u>	<u>-</u>

### 12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 January 2023	Incoming resources	Resources expended	Balance at 31 December 2023
	£	£	£	£
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	<u>-</u>	<u>9,691</u>	<u>(2,292)</u>	<u>7,399</u>

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These are unrestricted funds which are material to the charity's activities made up as follows:

	Movement in funds			
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	<u>-</u>	<u>54,577</u>	<u>(83,705)</u>	<u>(29,128)</u>

**RADICAL RECRUIT****NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2023****14 Analysis of net assets between funds**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Total</b>
	<b>2023</b>	<b>2023</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Fund balances at 31 December 2023 are represented by:				
Tangible assets	1,081	-	1,081	-
Current assets/(liabilities)	(27,357)	7,399	(19,958)	-
	<u>(26,276)</u>	<u>7,399</u>	<u>(18,877)</u>	<u>-</u>

**15 Related party transactions**

During the year, the Trust entered into the following transactions with related parties:

At the balance sheet date, the trust owed £11,488 (2022: £Nil) to B-Radical Ltd, a group undertaking.

**RADICAL RECRUIT**

England & Wales - Charity number 1197824

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# Accounts

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Charity registration number 1197824

Company registration number CE028280 (England and Wales)

**RADICAL RECRUIT**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31 DECEMBER 2022**

# RADICAL RECRUIT

## LEGAL AND ADMINISTRATIVE INFORMATION

---

**Trustees**

J R Sparrow  
C P R Allen  
J R Smith  
Mr WJ Raza

(Appointed 6 September  
2023)

**Charity number**

1197824

**Company number**

CE028280

**Registered office**

85 Great Portland Street  
London  
W1W 7LT

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# RADICAL RECRUIT

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# **RADICAL RECRUIT**

## **TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) FOR THE PERIOD ENDED 31 DECEMBER 2022**

---

The Trustees present their annual report and financial statements for the period ended 31 December 2022.

During this period, the charity had dormant accounts.

### **Structure, governance and management**

The Charity is constituted as a Charitable Incorporated Organisation (CIO) Foundation, as a body corporate under Part II of the Charities Act 2011 on 07 February 2022. The CIO registered with the Charity Commission on the same day.

Trustees are legally responsible for the governance and management of the charity. Trustees are responsible of setting strategies and policies for ensuring these are implemented.

### **Risk management**

The charity's trustees have considered the major risks to which the charity is exposed and have reviewed potential risks. Systems and procedures have been put in place to manage the risks and to mitigate any adverse outcomes.

### **Objectives and activities**

Our CIO is guided by a set of clear objectives, as outlined in our governing document. These objectives are as follows:

- a. **The Relief of Poverty and Financial Hardship:** We are committed to assisting individuals who encounter barriers to finding gainful employment by providing them with the necessary support and resources to secure employment. This includes those facing financial hardship, thereby addressing the root causes of poverty.
- b. **The Relief of Unemployment:** For the public benefit, we take various measures to alleviate unemployment within our community. Our efforts include assisting individuals in their job search, equipping them with the skills required for gainful employment, and connecting them with suitable job opportunities.
- c. **Promoting Social Inclusion:** We actively work towards promoting social inclusion for the public benefit. We address social exclusion, where individuals are marginalised from society due to a range of factors, such as unemployment, financial hardship, ill health, discrimination, lack of education, family breakdown, inadequate housing, involvement in crime, and more. Our mission is to prevent social exclusion, relieve the needs of those who are socially excluded, and facilitate their integration into society.

### **Achievements and performance**

The CIO was dormant during the period.

### **Financial review**

No transaction took place during this period.

# RADICAL RECRUIT

## TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT) (CONTINUED) FOR THE PERIOD ENDED 31 DECEMBER 2022

---

### Future plans

In line with our objectives, our CIO plans to undertake a variety of activities aimed at fulfilling our charitable purposes. These activities include, but are not limited to:

- **Employment Assistance:** We will provide comprehensive support to individuals who face challenges in finding gainful employment. Our services include job search assistance, skills development, and access to employment opportunities. This contributes to the relief of poverty and unemployment.
- **Training and Education:** We will offer educational and skills development programs to enhance the employability of individuals in our community. This includes vocational training, workshops, and courses that equip them with the necessary skills for sustainable employment.
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- **Board Recruitment:** In our commitment to effective governance and strategic planning, we have been actively recruiting for the final roles of our Board of Trustees. This ensures strong leadership and decision-making within the organisation.
- **Fundraising Pipeline Development:** We are dedicated to developing a robust fundraising pipeline that comprises various sources of income. This includes organising fundraising events, cultivating individual donors, and seeking grants from relevant organizations.
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- **Infrastructure Enhancement:** We have been actively working on strengthening our infrastructure, including the development of policies and processes that ensure the efficient and effective operation of our organisation.

Our planned activities are designed to align with our charitable objectives, addressing the root causes of poverty, unemployment, and social exclusion in our community while also focusing on governance, fundraising, and organizational development.

The Trustees, who served during the period and up to the date of signature of the financial statements were:

J R Sparrow  
C P R Allen  
J R Smith  
Mr WJ Raza

(Appointed 6 September 2023)

The Trustees' report was approved by the Board of Trustees.

  
Judith Smith (Oct 31, 2023 21:37 GMT)

J R Smith  
**Trustees**

Date: **Oct 31, 2023**

# RADICAL RECRUIT

## STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2022

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	£	2022 £
Fixed assets		—
		—
<b>Total assets less current liabilities</b>		-
Current assets	-	
<b>Creditors: amounts falling due within one year</b>		
Net current assets		-
		—
<b>Total assets less current liabilities</b>		-
		—
<b>Net assets</b>		-
		==
<b>Capital and reserves</b>		-
		—
<b>Total equity</b>		-
		==

The financial statements were approved by the board of directors and authorised for issue on ..... and are signed on its behalf by:

.....  
J R Smith

**Trustee**

**Company Registration No. CE028280**

# **RADICAL RECRUIT**

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2022**

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### **1 Accounting policies**

#### (a) Basis of preparation

The accounts have been prepared in accordance with the receipts and payments basis in accordance with the Charity Commission guidance.

#### (b) Charity status

Radical Recruit was established under a CIO Foundation constitution and is a registered with the Charity Commission under Commission under the reference of 1197824. The Trustees are appointed and function in accordance with the constitution.

#### (c) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

#### (d) Receipts

All incoming resources are included in the Receipts & payments Accounts when the charity actually obtains legally entitled income.

#### (e) Payments

All expenditure is accounted for on payments basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources.

### **2 Member liabilities**

The members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

### **3 Debt outstanding**

There is no particulars of any debt outstanding at the date the statement of assets and liabilities which is owed by the Radical Recruit and which is secured by an express charge on any of the assets of the Radical Recruit.

### **4 Related party transactions**

#### **Controlling entity**

The charity is controlled by the trustees. During the period the Trustees received no emoluments or incurred any expenses using Trust funds.