

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	

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.
- **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.
- **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
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

	£	2022 £
Fixed assets		_____

Total assets less current liabilities		-
Current assets	-	
Creditors: amounts falling due within one year		
Net current assets		-

Total assets less current liabilities		-

Net assets		-
		=====
Capital and reserves		-

Total equity		-
		=====

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**

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.