

Charity registration number: 1197824

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

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RADICAL RECRUIT

Trustees' Report For The Year Ended 31 December 2024

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

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

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

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 WOJDAN RAZA - Chair
 Ms Francesca Stafford - Trustee
 Ms Judith Smith - Trustee
 Ms Chanel Allen - Trustee

Charity Number

1197824

Principal Address

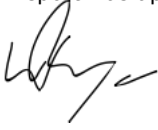
85 GREAT PORTLAND STREET
 LONDON
 W1W 7LT

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

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



Mr WOJDAN RAZA

Trustee

28/10/2025

RADICAL RECRUIT

Independent Examiner's Report to the Trustees of RADICAL RECRUIT

For The Year Ended 31 December 2024

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

				2024	2023
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	47,662	29,427	77,089	64,268
Other trading activities	4	38,600	-	38,600	-
		<u>86,262</u>	<u>29,427</u>	<u>115,689</u>	<u>64,268</u>
EXPENDITURE ON:					
Raising funds	6	(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>
NET EXPENDITURE		<u>(64,904)</u>	<u>12,044</u>	<u>(52,860)</u>	<u>(15,614)</u>
NET MOVEMENT IN FUNDS		<u>(64,904)</u>	<u>12,044</u>	<u>(52,860)</u>	<u>(15,614)</u>
RECONCILIATION OF FUNDS:					
Total funds brought forward		(26,276)	7,399	(18,877)	-
TOTAL FUNDS CARRIED FORWARD	15	<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

				2023
		Unrestricted funds	Restricted funds	Total funds
	Notes	£	£	£
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	3	54,577	9,691	64,268
EXPENDITURE ON:				
Raising funds	6	(77,590)	(2,292)	(79,882)
NET EXPENDITURE		(23,013)	7,399	(15,614)
NET MOVEMENT IN FUNDS		(23,013)	7,399	(15,614)
RECONCILIATION OF FUNDS:				
Total funds brought forward		-	-	-
TOTAL FUNDS CARRIED FORWARD	15	(23,013)	7,399	(15,614)

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

RADICAL RECRUIT
Statement of Financial Position
As At 31 December 2024

				2024	2023
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	11	1,366	-	1,366	1,081
		1,366	-	1,366	1,081
CURRENT ASSETS					
Debtors	12	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
Creditors: Amounts Falling Due Within One Year	13	(98,617)	-	(98,617)	(29,943)
NET CURRENT ASSETS (LIABILITIES)		(92,546)	19,443	(73,103)	(19,958)
TOTAL ASSETS LESS CURRENT LIABILITIES		(91,180)	19,443	(71,737)	(18,877)
NET LIABILITIES		(91,180)	19,443	(71,737)	(18,877)
FUNDS OF THE CHARITY					
Restricted Funds				19,443	7,399
Unrestricted Funds				(91,180)	(23,013)
TOTAL FUNDS	15			(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

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

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

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

4. Income from Other Trading Activities

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

5. Net Income/(Expenditure)

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

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

6. Analysis of Expenditure

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

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

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

7. Support Costs

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

8. Independent Examiner's Remuneration

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

9. Staff Costs

Staff costs were as follows:

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

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

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

12. Debtors

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

13. Creditors: Amounts Falling Due Within One Year

	2024 £	2023 £
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
	<u>98,617</u>	<u>29,943</u>

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

	As at 1 January 2024	Income	Expenditure	As at 31 December 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	(26,276)	86,262	(151,166)	(91,180)
Restricted funds				
Restricted Funds	7,399	29,427	(17,383)	19,443
Total funds	<u>(18,877)</u>	<u>115,689</u>	<u>(168,549)</u>	<u>(71,737)</u>

	As at 1 January 2023	Income	Expenditure	As at 31 December 2023
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	-	54,577	(77,590)	(23,013)
Restricted funds				
Restricted Funds	-	9,691	(2,292)	7,399
Total funds	<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:

2024	2023
£	£
<u></u>	<u></u>

17. Related Party Disclosures