

**The Human Resource Professionals
Charitable Trust**

Report and financial statements

For the period ended 31 December 2019

Charity Registration Number 1183708

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Reference and administrative information

For the period ended 31 December 2019

Trustees

A Eccles (Chair) (appointed on 4 June 2019)
A Chandra (appointed on 4 June 2019)
P K Estlin (appointed on 4 June 2019)
S C Keall (appointed on 4 June 2019)
G Morgan (appointed on 4 June 2019)
S Sandhu (appointed on 4 June 2019)
R W Potter (appointed on 4 June 2019)
R Kearsley (appointed on 2 December 2020)
J Traynar (appointed on 2 December 2020)

Charity registered number

1183708

Principal office

C/O The Guild of Human Resource Professionals
7 Bell Yard
London
EC2A 2JR

Independent examiner

Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Trustees' report

For the period ended 31 December 2019

The trustees present their report and the financial statements of The Human Resources Professionals Charitable Trust ("the Charity") for the period from 4 June 2019 to 31 December 2019.

The financial statements have been prepared in accordance with the accounting policies set out on pages 8 - 9 and comply with the Charity's Governing Document, the Charities Act 2011. In accordance with the provisions of section 133 of the Charities Act 2011, and in line with Charity Commission guidelines, the financial statements accompanying this report have been prepared on a receipts and payments account basis.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Charity is a charitable incorporated organisation (CIO), not having share capital and was incorporated on 4 June 2019. It operates in accordance with a Constitution adopted on 28 May 2019. The Charity is registered with the Charity Commission in England and Wales and its registration number is 1183708. The Charity previously operated, from 2016, as an unincorporated Charity.

Organisation and management

The trustees make the key decisions about the conduct of the Charity. The trustees give their time voluntarily and do not receive any remuneration for their services to the Charity. The administration of the Charity was carried out largely by all the trustees.

Recruitment and appointment of Trustees

The trustees have control of the Charity in relation to the application of funds. Trustees are appointed in accordance with the Charity's governing document. All decision-making of the Charity is made in accordance with the Charity's Conflicts of Interest policy.

Trustees

The trustees of the Charity during the period ended 31 December 2019 and up to the date of approval of this report were:

A Eccles (appointed on 4 June 2019)
A Chandra (appointed on 4 June 2019)
P K Estlin (appointed on 4 June 2019)
S C Keall (appointed on 4 June 2019)
G Morgan (appointed on 4 June 2019)
D Harmer (appointed on 4 June 2019 & resigned on 31 December 2019)
S Sandhu (appointed on 4 June 2019)
R W Potter (appointed on 4 June 2019)
R Kearsley (appointed on 2 December 2020)
J Traynar (appointed on 2 December 2020)

Trustees' report (continued)

For the period ended 31 December 2019

OBJECTIVES AND ACTIVITIES

The main objectives of the Charity and their activities are:

- The Charity is constituted by the Constitution and its objectives are to provide advancement of the art and science of human resources and personnel management for the public benefit by supporting education and training including in methodologies to promote effective workplace cultures, awarding prizes for innovation of excellence in human resource practice and awarding bursaries and grants to support development in workplace culture and other aspects of people management that improve working lives.
- The relief of unemployment for the public benefit by providing funding and support to charities of community groups so that such groups are equipped with the necessary skills and tools to assist people who are unemployed or seeking re-entry to the workplace.

The Charity shall also further such other purposes that are charitable under the laws of England and Wales.

Public benefit statement

The trustees of the Charity have given due regard to the Charity Commission's guidance on public benefit and have taken reasonable steps to ensure that this guidance has been considered in the activities undertaken by the Charity to deliver its charitable purposes.

The Charity delivers a benefit to the public through the pursuance of its principal objects, in particular the advancement of education and promotion of community participation.

ACHIEVEMENTS AND PERFORMANCE

The Human Resource Professionals Charitable Trust received Charity Commission Registered Status as a CIO on 4 June 2019. This first period of account was spent familiarising trustees with their roles and responsibilities, setting up the infrastructure, embedding the website to appeal to projects that have a public benefit and therein identifying good causes. The latter came to fruition in 2020.

FINANCIAL REVIEW

Results for the period

The results for the period are shown in the financial statements on page 6. During the period, the Charity received donations of £47,863 and made grants for £9,073. The result for the period ended 31 December 2019 was a surplus of £38,790 and was in line with the trustees' expectations.

There were no restricted funds during this accounting period. The surplus for the period ended 31 December 2019 was £38,790.

Reserves policy

The operating costs during this first year were kept to a minimum, with most tasks being performed by trustees in a voluntary capacity. The level of reserves is monitored and reviewed. The trustees believe that the Charity should target to hold unrestricted reserves equivalent to a minimum of four month's operating costs estimated to be £5,185.

As at 31 December 2019 the Charity's unrestricted reserves was £38,790. There were no restricted funds.

Trustees' report (continued)

For the period ended 31 December 2019

Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due.

This report was approved by the trustees and signed on their behalf by:



Andrea J Eccles (Mar 19, 2021 21:38 GMT)

A Eccles

Chair

Date: 03/19/2021



**Independent examiner's report to the trustees' of The Human Resource Professionals Charitable Trust
For the period ended 31 December 2019**

I report to the trustees on examination of the accounts of the Charity for the period ended 31 December 2019 set out on pages 6 to 9.

Responsibilities and basis of report

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

Independent examiner's statement

I have completed my examination and with respect to the period ended 31 December 2019, I confirm that no material matters have come to my attention that give me cause to believe that in any material respect:

- accounting records were not kept in respect of the Trust as required by section 130 of the Act: or
- the accounts do not accord with those records.

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.

Katharine Patel ACA
for and on behalf of
Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Date: 22 March 2021

Financial statements

For the period ended 31 December 2019


Receipts and payments account	Note	Unrestricted funds 2019 £
Receipts:		
Voluntary receipts	2.a	30,773
Activities for generating funds	2.b	17,090
		<hr/> 47,863
Payments:		
Costs of charitable activities	2.c	8,545
Costs of generating voluntary receipts	2.d	528
		<hr/> 9,073
Excess of receipts over payments		<hr/> 38,790
Cash funds brought forward		<hr/> -
Cash funds carried forward		<hr/> <hr/> 38,790

Statement of Assets and Liabilities

As at 31 December 2019

	Total unrestricted funds
	2019
	£
Cash funds	
Cash at bank	38,790
Total cash funds	38,790

The financial statements were approved by the trustees and signed on their behalf by:


Andrea J. Eccles (Mar 19, 2021 21:38 GMT)
A Eccles
Chairman

Date: 03/19/2021

The notes on pages 8 - 9 form part of these financial statements.

Notes to the financial statements

For the period ended 31 December 2019

1. Principal accounting policies

1.1 Basis of preparation

These financial statements have been prepared for the 7 months period from the registration date 4 June 2019.

Included in these financial statements are receipts received prior to the Charity registration when the Charity was operating as an unincorporated Charity.

The financial statements are presented in sterling and are rounded to the nearest pound. The financial statements of The Human Resource Professionals Charitable Trust have been prepared in accordance with the Charities Act 2011 using the receipts and payments basis.

1.2 Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

2. Receipts and payments analysis

	Total Unrestricted 2019
	£
Receipts:	
a. Voluntary receipts	
Donations received	30,773
	<hr/> 30,773 <hr/>
b. Activities for generating funds	
Income from fundraising events	17,090
	<hr/> 17,090 <hr/>
Payments:	
c. Costs of charitable activities	
Grants paid	8,545
	<hr/> 8,545 <hr/>
d. Costs of generating voluntary receipts	
Website cost	528
	<hr/> 528 <hr/>

Notes to the financial statements

For the period ended 31 December 2019

The following institution was awarded a grant during the period ended 31 December 2019. Grants were not made to individuals.

	2019 £
The Lord Mayor's Appeal	8,545
	<hr/> 8,545 <hr/>

3. Trustees' remuneration

No trustees received any emoluments for their services as trustees during the period.
No trustees were reimbursed any expenses during the period.

4. Analysis of assets between funds

	Total Unrestricted funds 2019 £	Total Restricted funds 2019 £	Total funds 2019 £
Cash funds	38,790	-	38,790
Total	<hr/> 38,790 <hr/>	<hr/> - <hr/>	<hr/> 38,790 <hr/>

5. Related party

During the period, the Charity paid £528 to The Guild of Human Resource Professionals Limited. A Eccles, a trustee of the Charity, was a director of the company during the year. At the period end no amounts were due to this organisation.

During the period and in accordance with the Charity's objects, the Charity made a grant of £8,545 to The Lord Mayor's Appeal. P K Estlin, a trustee of the Charity was also a trustee of The Lord Mayor's Appeal.