

Talent RISE

(CIO Number 1183457)

Trustees' annual report & financial statements for the period ended

30th June 2020

The logo for 'outsourcE' is displayed in a bold, lowercase, sans-serif font. The letters are black, and the 'E' at the end is slightly larger and more prominent than the others.

Charity accounts preparation &
independent examination service

Talent RISE

(CIO Number 1183457)

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Trustees' Annual Report

From: 16/05/2019

To: 30/06/2020

Charity's full name Talent RISE

Registered Charity number 1183457

Objectives and activities

Summary of the purposes of the charity set out in its governing document

The object of the charity is to act as a resource for young people, particularly but not exclusively those defined as having “barriers to employment” by providing information, advice and assistance and by organising programmes in the areas of employment support, education, mentoring, social skills, life skills and emotional development as a means of:

(a) relieving unemployment;

(b) advancing education;

(c) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

“Barriers to employment” means unfavourable circumstances or conditions, including but not limited to physical or mental health challenges, low educational attainment, poverty or social and economic status, that reduces their chances of success or effectiveness in obtaining employment.

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts

The charity's activities for the public benefit took place primarily in Greater London and Greater Manchester. These activities included:

// Organising events and workshops to engage and inspire young people about careers in technology (or in technology businesses).

// Organising workshops to upskill young people to prepare them, and help them to access jobs, apprenticeships and work experience placements, wherever possible in technology businesses.

// Providing young people with 1:1 support, including mentoring and coaching, to prepare them, and help them to access and succeed in jobs, apprenticeships and work experience placements, wherever possible in technology businesses.

// Organising events to help employers engage with and understand the barriers faced by young people to support them in making reasonable adjustments to their recruitment and management processes.

// Working with employers to secure job, apprenticeship and work experience opportunities for young people, wherever possible in technology businesses.

The trustees consider that they have complied with their duties to have due regard to the public benefit guidance published by the Charity Commission.

Additional details of objectives and activities

While young people are able to refer themselves to Talent RISE, the majority are referred to the charity by a network of Community Partner organisations, including other youth charities, schools and colleges. Some of these organisations provide specialist support services, including but not limited to mental health, housing and the provision of appropriate clothing for interviews and work. Talent RISE cross-refers young people in need of these services to help them access or succeed in job, apprenticeship or work experience opportunities. Therefore building and maintaining strong trust-based relationships with these partner organisations is essential to the charity's own work in supporting young people.

Achievements and performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

The charity has achieved significant, measurable, results during the year which the trustees would like to highlight. The charity has:

// Engaged and supported a total of 87 young people.

// Organised 3 events and workshops to engage and inspire young people about careers in technology, including a careers insight visit and backstage tour for 5 young people during the FIFA eGames World Cup at the O2 Arena in London.

// Organised 6 workshops to provide careers advice, CV support and interview practice to help young people to access job, apprenticeship and work experience opportunities.

// Piloted a series of 9 tech-careers workshops to help young people build confidence and improve their skills in areas including problem-solving, money management and IT. LinkedIn, Microsoft and CW Jobs all hosted workshops as part of this overall series.

// Provided 55 hours of 1:1 support, including mentoring and coaching, to help young people to access and succeed in jobs, apprenticeships and work experience placements.

// Organised 3 events around social mobility that helped over 70 employers engage with and understand the barriers faced by young people from lower socioeconomic backgrounds.

// Worked with 8 employers to secure job, apprenticeship and work experience opportunities for 11 young people.

These results are all the more significant given that the charity's only staff resource was furloughed for around 3 months of the year due to Covid-19 related lockdown.

Additional information

Building and maintaining strong trust-based relationships with Community Partner organisations, who both refer and help support young people, is essential to the charity's own work. So, the trustees are pleased to report that 17 such organisations have either referred young people to Talent RISE or collaborated with the charity in supporting them during the year. Many more such organisations helped to circulate opportunities the charity has had available, and while this did not lead to specific referrals the trustees are grateful for their support and willingness to engage with Talent RISE to collectively support young people.

Financial review

Review of the charity's financial position at the end of the period

During the period a total of £95,716 in payments were made to cover the charity's programme, operational and governance expenses in the UK. Virtually all of this amount was covered by donations from the charity's supporting company, Talent International.

A nominal amount of £2 was paid in fees to the fundraising website JustGiving, which was deducted at source on total donations of £70 made via the platform. This resulted in net receipts of £68 which continue to be held by the charity as reserves. This equates to 0.07% of the charity's total expenses during the year, and so the charity essentially holds zero reserves at the end of the period. The reasons for this are explained below.

Statement explaining the policy for holding reserves stating why they are held

n/a

Amount of reserves held

£68.00

Reasons for holding zero reserves

Talent RISE is the charitable foundation of Talent International, the world's fastest growing digital-tech recruitment specialist with offices in 16 cities around the world, including 4 in the UK.

Talent International covers 100% of the charity's programme and operational expenses, and provides extensive in-kind and voluntary support via the use of office-space and access to its expert team of recruitment, marketing, IT and operations staff.

Talent International's continued support of the charity is considered strategically essential to the company due to the associated reputational benefits and the structure and focus Talent RISE provides in terms of meaningful volunteer opportunities for the company's staff.

Talent International's business remains in a very strong position, despite the onset of Covid-19.

As a result the trustees are confident that Talent International is both willing and able to continue supporting the charity through the year ahead and beyond.

However, the trustees are mindful of the need for Talent RISE to work towards diversifying its income streams and building reserves to better protect the charity, and will explore related options and opportunities as these arise.

Funds materially in deficit

n/a

Explanation of any uncertainties about the charity continuing as a going concern

n/a

Additional information (optional)

n/a

Structure, governance and management

Description of the charity's trusts

Type of governing document

The charity's Constitution (CIO - Association Model) forms its governing document

How the charity is constituted

The charity was registered as a Charitable Incorporated Organisation (CIO) on 16th May, 2019

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees

The charity normally recruits Trustees based on personal recommendation and appoints them as the need arises.

Additional governance issues

While the trustees are extremely grateful to Talent International for its financial and in-kind support they also remain conscious of the need for independence and acting only to further Talent RISE's charitable purposes.

As a result the majority of the trustees have and will always remain independent from Talent International. For the year covered by this report two of the trustees were independent from Talent International, and the third trustee and charity Chair was employed by the company.

The charity has a written conflicts of interest policy and all trustees were provided with this before their appointment, when they all also completed a conflict of interest declaration.

Before their appointment all trustees were also provided with a copy of the charity's constitution and access to the following guidance from the Charity Commission:

// The Essential Trustee: (Guidance CC3)

// Automatic disqualification rules for charity trustees and charity senior positions

// Conflicts of Interests: (Guidance CC29)

// Safeguarding and protecting people for charities and trustees

The trustees were then asked to complete a copy of the Charity Commission's "Declaration of Eligibility and Responsibility Form" to signify understanding of their responsibilities and acceptance of the role.

To further support the induction of trustees, the charity Director then presented the six main responsibilities of charity trustees and welcomed related questions at the first trustee meeting (held on 21st May, 2019).

Reference and administration details

Charity's full name

Talent RISE

Other names the charity is known by

Talent RISE (UK)

Charity's principal address

c/o Talent International Uk Ltd
138 Edmund Street
Birmingham

Postcode B3 2ES

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person entitled to appoint trustee
Jonathan Butterfield	Chair	n/a	
Lloyd William Embley	n/a	n/a	
Michael Gregory Reed	n/a	n/a	

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year
Funds held as custodian trustees on behalf of others	
Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	n/a
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	n/a

Names and addresses of advisers

Type of adviser	Name	Address
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Independent Examiner	Karen Wood ACMA,CGMA	Outsource Accountancy Services & Independent Examinations Hiscox Building, Peasholme Green YO1 7PR
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Bankers	Lloyds Bank	PO Box 100 Andover
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Name of chief executive or names of senior staff members

Andrew Neil Chaggar (Director)

Declaration

The trustees declare that they have approved the Trustees Annual Report and Accounts

Signed on behalf of the charity's trustees

Signature



Full Name

Michael Gregory Reed

Position

Trustee

Date

22/04/2021

Independent Examiner's Report on the Accounts

I report on the accounts of the CIO: **Talent RISE**
for the period ended **30th June 2020** which are set out on pages 7 to 9.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the CIO accounts. The charity's trustees consider that an audit is not required for this year under section 144 (2) of the Charities Act 2011 (the "2011 Act") and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention

- 1) which gives me reasonable cause to believe that in any material respect, the requirements;

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met; or

- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Karen Wood ACMA, CGMA
Charity accounts preparation &
independent examination service
Hiscox Building, Peasholme Green
York, YO1 7PR

22/04/2021

Date:

Talent RISE
(CIO Number 1183457)

Receipts & payments accounts for the period ending:			30th June 2020
	Unrestricted funds	Restricted funds	2020 Total funds
	£	£	£
Receipts			
Donations from Talent International	95,714	-	95,714
Just Giving	70	-	70
Total receipts	95,784	-	95,784
Payments			
Seconded staff costs	55,150	-	55,150
Travel & subsistence	3,702	-	3,702
Ambassador retainer	29,963	-	29,963
Candidate support	357	-	357
Events & workshops	5,290	-	5,290
Marketing costs	587	-	587
Telephone, internet & office costs	200	-	200
Insurance costs	209	-	209
Bank charges	10	-	10
Governance costs	39	-	39
Trustees' expenses	209	-	209
Total payments	95,716	-	95,716
Net of receipts/(payments)	68	-	68
Transfers between funds	-	-	-
Balance transferred into CIO	-	-	-
Balance Carried Forward	68	-	68

Talent RISE
(CIO Number 1183457)

Statement of assets and liabilities at:	30th June 2020
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	Unrestricted funds	Restricted funds	2020 Total funds
	£	£	£
Assets			
Cash at bank and in hand			
Current bank account	68	-	68
	<u>68</u>	<u>-</u>	<u>68</u>

	Unrestricted Funds	Restricted Funds	2020 Total Funds
	£	£	£
Liabilities			
Independent Examination fee	300	-	300
	<u>300</u>	<u>-</u>	<u>300</u>

Talent RISE
(CIO Number 1183457)

Notes to the Accounts for the period ending

30th June 2020

The Trustees have taken advantage of section 144 (2) of the Charities Act 2011 and prepared the accounts on a receipts and payments basis.

The CIO was registered with number 1183457 on 16th May 2019. The transfer of assets from the previous unregistered organisation was approved with affect from 1st July 2019, the CIO had no activity until this transfer was made.

Approval of Accounts for the period ending:

30th June 2020

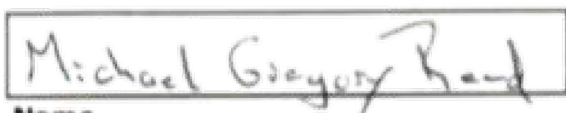
The report and accounts were approved at a
meeting of the Trustees held on:

Date

Signed for and on behalf of the Trustees:



Signature



Name



Position (e.g. Chair etc)



Date