

The background of the entire page is a teal-colored photograph. In the center, there is a black silhouette of a person standing with their back to the camera, looking out over a landscape. To the left, several palm trees are visible against the horizon. The sky is filled with soft, horizontal clouds. The overall mood is contemplative and forward-looking.

Talent RISE (UK)

**2021**

**ANNUAL REPORT &  
FINANCIAL STATEMENTS**

Registered Charity Number:  
1183457

Approved by the Trustees  
03/02/2022

## Chair's Forward

The challenges for young people with barriers to employment have been greatly exacerbated by the impact of the Covid-19 pandemic. So, I have been delighted with the way Talent RISE has adapted and responded to the situation by helping those doing it tough and showing that we care though providing vital mentoring and support. I am incredibly grateful to organisations such as *Direct Line Group*, *The Office of National Statistics* and *Ricoh* who have all partnered with Talent RISE to provide life changing employment or internship opportunities for young people. We are also embracing the government's *Kickstart* programme by providing workplace opportunities with our supporting company, *Talent International*.

We are now in a position where we can expand the boundaries of our program and take Talent RISE to a whole new level across the UK and make an even bigger difference. Let's make sure we seize the moment!

Richard Earl, Global Chair, Talent RISE

## Executive Summary

As the Director of Talent RISE (UK) I'm delighted to report that our charity has achieved significant success in transforming young lives during its 2021 year. This was despite starting the period faced with the havoc being wreaked by Covid-19, both in relation to youth employment as a whole and on our ability to deliver face-to-face services for young people.

Rather than shirk away from these challenges, we decided to be bold and step up to meet them head-on. Instead of viewing a pivot to digital service delivery as a barrier, we looked on it as an opportunity to free ourselves from traditional geographic constraints and to provide services in new locations. In doing so we were able to forge partnerships with many new community organisations and employers, most notably *Direct Line Group (DLG)* who we worked with to identify and support remote young apprentices from social mobility coldspots - areas of the country where good schools and good jobs are often in very short supply. We also partnered with our supporting company, *Talent International*, to help young people secure remote contacts placements with the *Office for National Statistics (ONS)*.

As a result of our bold approach and meaningful collaboration with others we were able to significantly increase our impact compared to our previous year. During the year covered by this report we supported 186 young people in total who collectively benefitted from 22 workshops and 234.5 hours of 1:1 job mentoring. In doing so we helped 34 young people to prepare for, access and succeed in job, apprenticeship and work experience opportunities. While the pandemic will undoubtedly continue to challenge us during the year ahead, we look forward to building on the many successes described in the rest of this report.

Andy Chaggar, Director, Talent RISE UK

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# REFERENCE, ADMINISTRATION & DECLARATION

Charity's full name	Talent RISE
Other name the charity is known by	Talent RISE (UK)
Registered charity number	1183457
Registered office	c/o Talent International UK LTD, Alpha Tower, Suffolk Street Queensway, Birmingham B1 1TT
Bankers	Lloyds Bank, PO Box, 100 Andover
Independent Examiner	Karen Wood, ACMA, CGMA, Outsource Accountancy Services & Independent Examinations. The Hiscox Building, Peaseholme Green, York, YO1 7PR

## Names of the trustees who manage the charity

Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Jonathan Butterfield	Chair	Resigned 05/02/2021	
Lloyd William Embley	n/a	Resigned 05/02/2021	
Richard William Earl	Chair	Appointed 29/04/2021	
Michael Gregory Reed	n/a	n/a	

## Name of Chief Executive or names of senior staff members

Andrew Chaggar

## Declaration

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

## *Signed for and on behalf of the Trustees*

Richard Earl: 

Date: 03/02/2022

Chair

## Our Objectives

At Talent RISE we know that meaningful employment can transform the lives of young people by giving them purpose, dignity and independence. We also know that for a variety of reasons many young people can struggle to access such employment on their own. Our charitable objective, stated below, reflects this:

*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.*

## Our Activities

We started our 2021 year faced with two key challenges stemming from Covid-19. Firstly, the pandemic’s economic impacts were wreaking havoc on youth employment, with this age group more likely than any other to be employed in the hardest hit sectors, such as retail and hospitality. Secondly, the pandemic’s threat to public health meant that we were unable to support young people in face-to-face settings as we normally would.

In response, and like many other youth organisations and charities, we worked quickly to pivot to digital service delivery, using tools like *Zoom* and *Microsoft Teams*, to engage young people and provide support. This required us to rapidly re-evaluate and restructure the content of our programmes and to assess and mitigate the risks that came with this new way of working.

We were ultimately successful in these efforts and able to continue much of our existing work in Greater London and Greater Manchester as a result. However, working virtually also gave us the freedom to undertake activities in many other locations across England, including areas identified by the Government as Social Mobility coldspots – parts of the country where young people from less advantaged backgrounds are much less likely to be able access good schools and good jobs. Delivery methods and geography aside our activities in 2021 were much the same as in the previous year and included:

// organising workshops and events to engage, inspire and upskill young people to help them to access jobs, apprenticeships and work experience placements, wherever possible in technology businesses.



// providing young people with 1:1 job mentoring and coaching to 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 and 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.

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

## Our Partnership Model

While young people can refer themselves to Talent RISE, the majority are referred to us by a network of *Community Partners*, 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. Building and maintaining strong, trust-based relationships with these partners is essential to our work in supporting young people because:

// we can cross-refer young people in need of specialist services to help them become ready for job, apprenticeship or work experience opportunities.

// we can leverage these partners' existing relationships with young people, and/or their specialist knowledge, to support young people placed with employers, ensuring they have the best possible chance of succeeding in the opportunities secured.

These partnerships also proved doubly vital during our 2021 year as Talent RISE was able to share information and learnings with our network as we collectively faced the challenge of pivoting to digital delivery to continue providing vital services both safely and effectively.

## Our Programme Achievements

Despite facing many challenges due to Covid-19 we achieved significant, measurable results during our 2021 year which the trustees would like to highlight. During the year we delivered:

22

events and workshops (2020 18) to engage, inspire and provide employability skills to young people, including an online workshop run in partnership with Simply Business.

13

Remote apprenticeships & work experience placements for young people provided by our partnerships with Direct Line Group & Ricoh

15

Remote contract placements at the Office for National Statistics (ONS) secured with assistance from our supporting company Talent International

234.5

hours of 1:1 job mentoring and coaching (2020 55) to help young people to access and succeed in job, apprenticeship and work experience opportunities.

6

Young people helped to independently secure jobs and internships with employers, bringing the total number of placements we helped young people to secure during our 2021 year to 34 (2020 14).

over 50

people attended a Social Mobility webinar, including staff of employer partners to help them engage with and understand the barriers faced by young people from lower socioeconomic backgrounds.

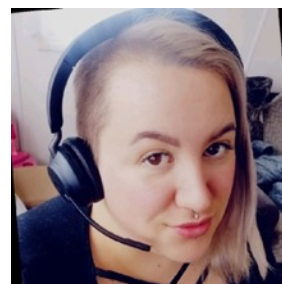
186

Young people engaged & supported. Aged 16-30 (2020 87)

### Piloting remote social mobility apprenticeships with Direct Line Group

In September of 2020, with remote working the new normal, Talent RISE partnered with Direct Line Group (DLG) to identify and support the acquisition of apprentices who could work remotely as customer service representatives from locations in the South-East identified by the Government as being social mobility cold spots. The scheme was one of a number of activities the business undertook in 2021, driven by a desire to make “insurance a force for good”, to play its part in addressing social mobility issues facing young people.

Our brief was to identify and support up to 10 young apprentices from Crawley, Chichester and Hastings, and thanks to our referring partners DLG ultimately offered opportunities to 11 young people via Talent RISE.



From someone who started from not a lot, a broken home and a childhood on benefits, I'm actually hopeful for the future. From the bottom of my heart, even if I sound like a broken record at this point, I want to thank Talent RISE

Hannah Holland,  
Apprentice,  
Direct Line Group.



### Grace's journey into employment with Talent RISE

Grace first engaged with Talent RISE in April 2020 through a CV workshop we organised with a partner organisation called 2020Change. As soon as we met Grace, who was 24 at the time, we knew she was a strong candidate who simply needed some help and confidence in selling herself to employers. So, we were delighted she took up our offer of further 1:1 job mentoring during our 2021 year, and that she went on to quickly secure a job with an advertising agency.



I'd like to thank the Talent RISE team for helping me, because lord knows I needed it. My CV was 5 pages long (even though I knew it should be shorter) and just wasn't a reflection of me and my personality. The Talent RISE team helped me to understand things that I never realised about myself. Some things that I saw as being failures could be considered strengths. This was definitely a game changer for me with accepting some of the decisions I've made. This gave me confidence to add my creative flare to my CV and I actually enjoyed looking at it for once. Talent RISE then helped me be very specific in regard to what exactly some things on my CV meant, like what software and platforms I was using during that time. I had a couple of interviews and Talent RISE also gave me some great advice and I secured the job! I will forever be grateful to Talent RISE for all they have done for me and for many other young people. Sometimes in life you need to have a completely different perspective to the ones you're used to. Thank you again for helping me during a time where I felt stuck and hopeless.

Grace,  
Young Person

## Our Partnership Performance

As noted previously, building and maintaining strong, trust-based relationships with *Community Partners*, who refer and help support young people, is essential to our own work.

So, the trustees are pleased to report that 23 such organisations (2020 '17) either referred young people to Talent RISE or collaborated with us to support them during our 2021 year. Many more such organisations helped to circulate opportunities we had available, and while this did not lead to specific referrals the trustees are grateful for these organisations' support and willingness to engage with Talent RISE to collectively support young people.

During our 2021 year we also partnered with members of *The Restart Project*, who refurbished around 250 laptops sourced by us from *Ashfield Health* and distributed them to young people who were unable to learn due to lockdown. While outside the scope of our normal activities, this initiative helped offset some of the damage caused by Covid-19 to these young peoples' long-term educational and employment prospects. It also demonstrated once again the powerful potential of our model of partnership working.

# STRUCTURE, GOVERNANCE ≠ MANAGEMENT

## 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

Talent RISE is the charitable foundation of Talent International, an award winning digital-tech recruitment specialist with offices in 16 cities around the world, including 4 in the UK. One of the company's values is to *Give A Damn*, and it partly demonstrates this through providing financial and in-kind support to Talent RISE. It also provides the charity with access to its commercial clients, encouraging them to offer job, apprenticeship and work experience opportunities to the young people Talent RISE supports.

While our trustees are extremely grateful to Talent International for this support, they also remain conscious of the need for independence and acting only to further Talent RISE's charitable purposes. As a result, the trustees are committed to ensuring that the majority of their number will remain independent from the supporting company.

For the majority of the year covered by this report two of our trustees were independent from Talent International, and the third trustee and charity Chair was employed by the company. However, our original Chair and one Independent trustee resigned from their roles in February 2021 following a change of ownership of Talent International. A new Chair, again employed by the company, was appointed the following April but the charity ended its 2021-year 1 independent trustee short of the commitment to an independent majority.

The remaining trustees are very mindful of the need to resolve this issue quickly during the subsequent year, and plan to run an open recruitment process as well as seeking personal recommendations to enable this.

In all cases the charity has a written conflicts of interest policy that all trustees are provided with before their appointment, when they also complete a conflict-of-interest declaration.

Before their appointment all trustees are 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

# STRUCTURE, GOVERNANCE & MANAGEMENT

Prior to appointment trustees are also 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 also presents them with the six main responsibilities of charity trustees. This was done for the original trustees at the charity's first board meeting but will likely be done on a 1:1 basis for new appointments in subsequent years.

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

During the period a total of £108,182 in payments were made to cover the charity's programme, operational and governance expenses. Of this amount £70,178 was covered by donations from the charity's supporting company Talent International, and a further £37,941 was generated by the charity and company jointly working on recruitment activities that resulted in young people supported by the charity being employed as contractors with one of the company's commercial clients.

A nominal amount of £1 was paid in fees to the fundraising website JustGiving, which was deducted at source on total Gift Aid of £18 received via the platform, bringing the charity's total receipts for the period to £108,137.

Overall, this resulted in net payments of £45 (£108,182 - £108,137) for the period, which was deducted from the £68 reserves held by the charity at the end of the previous financial year. The remaining £23 (£68 - £45) continue to be held by the charity as reserves moving forward. This equates to 0.02% 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.

## Financial Reserves

**Statement explaining the policy for holding reserves stating why they are held**  
n/a

**Amount of reserves held**  
£23

### Reasons for holding zero reserves

As noted previously, Talent RISE is the charitable foundation of Talent International, an award winning digital-tech recruitment specialist with offices in 16 cities around the world, including 4 in the UK.

Talent International covers the majority 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 global business also remains in a very strong position, despite the pandemic.

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.

# FINANCIAL REVIEW

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.



## Independent Examiner's Report on the Accounts

I report on the accounts of the CIO: **Talent RISE** for the period ending **30<sup>th</sup> June 2021**, which are set out on pages 15 to 16.

### 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:



Date: 04/02/2022

Outsource Charity Accounts Preparation & Independent Examination Service  
The Hiscox Building, Peaseholme Green  
York, YO1 7PR

## Receipts and Payments Accounts for the period ending 30<sup>th</sup> June 2021

	Unrestricted funds £	Restricted funds £	2021 Total Funds £	2020 Total funds £
<b>Receipts</b>				
Donations from Talent International	70,178	-	70,178	95,714
Just Giving	18	-	18	70
Contractor payments	37,941	-	37,941	-
<b>Total Reciepts</b>	<b>108,137</b>	<b>-</b>	<b>108,137</b>	<b>95,784</b>
<b>Payments</b>				
Second staff costs	74,040	-	74,040	55,150
Contractor expenses	29,261	-	29,261	-
Travel & subsistence	-	-	-	3,702
Ambassador retainer	-	-	-	29,963
Candidate support	122	-	122	357
Events & workshops	360	-	360	5,290
Marketing costs	3,063	-	3,063	587
Telephone, internet & office costs	182	-	182	200
Insurance costs	419	-	419	209
Bank chargers	63	-	63	10
Governance costs	22	-	22	39

Trustee's expenses	-	-	-	209
Independent examination	650	-	650	-
<b>Total Payments</b>	<b>108,182</b>	<b>-</b>	<b>108,182</b>	<b>95,716</b>
<b>Net of receipts/ (payments)</b>	<b>(45)</b>	<b>-</b>	<b>(45)</b>	<b>68</b>
<b>Balance brought forward</b>	<b>68</b>	<b>-</b>	<b>68</b>	
<b>Balance carried forward</b>	<b>23</b>	<b>-</b>	<b>23</b>	<b>68</b>

## Statements of Assets & Liabilities at 30<sup>th</sup> June 2021

	Unrestricted funds £	Restricted funds £	2021 Total Funds £	2020 Total funds £
<b>Assets</b>				
<b>Cash at bank and in hand</b>				
Current bank account	23	-	23	68
<b>Total</b>	<b>23</b>	<b>-</b>	<b>23</b>	<b>68</b>
<b>Liabilities</b>				
Independent Examination fee	-	-	-	300
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>300</b>

## Notes to the Accounts for the period ending 30<sup>th</sup> June 2021

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

## Approval of Accounts for the period ending 30<sup>th</sup> June 2021

The financial statements were approved at a meeting of the Trustees on 31/01/2022

*Signed for and on behalf of the Trustees*

Richard Earl:



Date: 03/02/2022

Chair