Charity registration number: 1197824

RADICAL RECRUIT
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

RADICAL RECRUIT
Contents

	Page
Trustees' Report	1—2
Independent Examiner's Report	3
Statement of Financial Activities	4
Comparative Statement of Financial Activities	5
Statement of Financial Position	6
Notes to the Financial Statements	7—11
The following pages do not form part of the statutory accounts:	
Detailed Statement of Financial Activities	12—13

RADICAL RECRUIT
Trustees' Report For The Year Ended 31 December 2025

The trustees present their report and the financial statements for the year ended 31 December 2025.

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.

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.

Reference and Administrative Details

Trustees

Mr WOOJDAN 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
2-4 Petworth Road
Haslemere
Surrey
GU27 2HR

Chair's Report

As Acting Chair and Treasurer, I am pleased to present Radical Recruit's Annual Report for the year ended 31 December 2025.

2025 was a demanding year for Radical Recruit. We continued to support Radicals into employment, secured new funding agreements and strengthened our Board. We also faced financial and operational setbacks that reduced our capacity and required us to reconsider how we funded, organised and marketed our work.

Supporting Radicals

During the year, we secured 41 employment placements and delivered 39 workshops supporting 89 Radicals, with 157 volunteers contributing 471 hours of support. Each workshop helped Radicals develop their skills and prepare for recruitment and employment. We also provided 360 hours of one-to-one support for Radicals who needed tailored, expert help outside group settings. This combination allowed us to offer group learning alongside individual attention where someone's circumstances or barriers required it.

We deliberately reduced the number of new Radicals we onboarded while working on organisational development. Subsequent systems and funding delays prolonged those constraints. Limiting access to our support was a difficult decision, but we needed to keep our commitments within the capacity available to deliver them.

Adapting our funding approach

The political landscape shifted sharply in 2025. Donald Trump's return to the US presidency and his administration's actions against diversity, equity and inclusion formed part of a more hostile environment for this work. Against that backdrop, we experienced weaker employer appetite for an offer marketed around diversity and inclusion. Our existing marketing strategy was no longer delivering what the charity needed.

In response, we moved into the social value market, packaging our established recruitment and employability practice into programmes linked to procurement commitments, workforce needs and measurable employment outcomes. This required us to reach different buyers and develop clear programme costs, delivery commitments and evidence requirements. It demanded substantial leadership time alongside frontline services, but opened new routes to funding.

Our first successful social value bid, with GS8, secured £120,000 worth of work, representing our largest fundraising achievement to date. Delivery was subsequently delayed into 2026.

We also developed our corporate sponsorship model and secured support through relationships with Sage, APN Group, Active Care, Thames Water, Unilode Aviation, Cushman & Wakefield, Talentful and Aria Grace. Planned activity with John Lewis Partnership went ahead, and we secured funding from Lewisham Council, the Charles Plater Trust and the Balcombe Trust.

A third-year sponsorship renewal, at a significantly higher level than the preceding two years, supported the development of a careers fair pilot. This programme brings candidate preparation, employer engagement and recruitment together, with the intention of testing a repeatable model for future delivery. Following delays, the pilot was scheduled for April 2026.

Financial and operational pressures

Signed agreements did not translate into income within the expected timescales. One corporate sponsorship commitment was not honoured, while delivery under two significant agreements was delayed, postponing the associated income. These were commitments on which the charity had based its plans. The resulting gap between anticipated income and available cash put substantial pressure on our finances and limited our delivery capacity.

At the same time, the provider commissioned to deliver our new customer relationship management system failed to deliver as expected. This delayed improvements to administration, data management and impact reporting, absorbed leadership time and contributed to reduced service capacity. Important infrastructure work remained unresolved at the end of the year.

Our response included restricting new onboarding to reflect available capacity and developing alternative funding opportunities through sponsorship, grants and social value programmes. These steps did not remove the immediate pressures, but they reflected the need to manage current commitments while building a more dependable funding base.

For the Board, the year highlighted the importance of assessing when income will be received and what could delay it, alongside the value of an agreement. Our forward planning needs to account for those uncertainties and the resources required before delivery can begin.

Governance and strategic direction

We recruited six new trustees, broadening the skills and experience available to the charity. This strengthened the Board's capacity to provide practical support and constructive challenge as Radical Recruit navigated a difficult period.

Our strategy away day and work on Radical Recruit's first five-year strategy helped clarify the organisation's priorities. These include more dependable income, effective systems, sufficient delivery capacity and stronger evidence of outcomes. We also need to document the practices that make our support effective so that future growth preserves the individual attention Radicals receive.

The year demonstrated how difficult organisational development can be when it sits alongside frontline delivery and intensive fundraising within a small team. Our plans must recognise the time and resources this work requires.

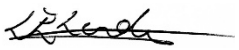
Looking ahead

Our immediate priorities are to resolve the systems problems, strengthen cash flow planning, improve delivery and outcome data, and fulfil the commitments carried into 2026. We will also test the careers fair model and assess whether it provides a financially viable way to connect more Radicals with prepared and engaged employers.

The Board will support the leadership team to assess new opportunities against their full delivery costs, payment terms and capacity requirements. Our ambition is to reach more people, with funding and infrastructure that allow us to provide consistent support.

On behalf of the Board, I would like to thank our staff, Villagers, trustees, funders and Playmakers for their commitment during a demanding year. I also want to thank our Radicals for the trust they place in the charity. Their experiences and ambitions must continue to inform our decisions and our assessment of whether the support we provide is working.

As Acting Chair and Treasurer, my priority is to provide clear oversight, sound financial judgement and practical support to the leadership team. The year's achievements demonstrate the value of Radical Recruit's work. Our responsibility is to strengthen the organisation's ability to sustain it.



Laura Linden
Acting Chair of Trustees and Treasurer on behalf of the board of trustees on 30/10/26
Radical Recruit

RADICAL RECRUIT
Independent Examiner's Report to the Trustees of RADICAL RECRUIT
For The Year Ended 31 December 2025

I report to the trustees on my examination of the accounts of RADICAL RECRUIT (the Trust) for the year ended 31 December 2025.

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.

Accounting SQL Limited t/a Spondoo Accountants

30/10/2026
2-4 Petworth Road
Haslemere
Surrey
GU27 2HR

RADICAL RECRUIT
Statement of Financial Activities
For The Year Ended 31 December 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	**3**	74,963	-	74,963	77,089
Other trading activities	**4**	70,159	-	70,159	38,600
Investments	**5**	5	-	5	-
		145,127	-	145,127	115,689
EXPENDITURE ON:					
Raising funds	**7**	(93,847)	(19,443)	(113,290)	(168,187)
Other		(1,414)	-	(1,414)	(362)
		(95,261)	(19,443)	(114,704)	(168,549)
NET INCOME/(EXPENDITURE)		49,866	(19,443)	30,423	(52,860)
NET MOVEMENT IN FUNDS		49,866	(19,443)	30,423	(52,860)
RECONCILIATION OF FUNDS:					
Total funds brought forward		(91,181)	19,443	(71,738)	(18,877)
TOTAL FUNDS CARRIED FORWARD	**17**	(41,315)	-	(41,315)	(71,737)

The notes on pages 7 to 11 form part of these financial statements.

RADICAL RECRUIT
Comparative Statement of Financial Activities
For The Year Ended 31 December 2025

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	**3**	47,662	29,427	77,089
Other trading activities	**4**	38,600	-	38,600
		86,262	29,427	115,689
EXPENDITURE ON:				
Raising funds	**7**	(150,804)	(17,383)	(168,187)
Other		(362)	-	(362)
		(151,166)	(17,383)	(168,549)
NET EXPENDITURE		(64,904)	12,044	(52,860)
NET MOVEMENT IN FUNDS		(64,904)	12,044	(52,860)
RECONCILIATION OF FUNDS:				
Total funds brought forward		(26,276)	7,399	(18,877)
TOTAL FUNDS CARRIED FORWARD	**17**	(91,180)	19,443	(71,737)

The notes on pages 7 to 11 form part of these financial statements.

RADICAL RECRUIT
Statement of Financial Position
As At 31 December 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible Assets	**12**	1,025	-	1,025	1,366
		1,025	-	1,025	1,366
CURRENT ASSETS					
Debtors	**13**	46,066	-	46,066	21,625
Cash at bank and in hand		2,137	-	2,137	3,889
		48,203	-	48,203	25,514
Creditors: Amounts Falling Due Within One Year	**14**	(57,880)	-	(57,880)	(98,617)
NET CURRENT ASSETS (LIABILITIES)		(9,677)	-	(9,677)	(73,103)
TOTAL ASSETS LESS CURRENT LIABILITIES		(8,652)	-	(8,652)	(71,737)
Creditors: Amounts Falling Due After More Than One Year	**15**	(32,663)	-	(32,663)	-
NET LIABILITIES		(41,315)	-	(41,315)	(71,737)
FUNDS OF THE CHARITY					
Restricted Funds				-	19,443
Unrestricted Funds				(41,315)	(91,180)
TOTAL FUNDS	**17**			(41,315)	(71,737)

On behalf of the board

Laura Linden
Acting Chair of Trustees and Treasurer on behalf of the board of trustees on 30/10/26
Radical Recruit

The notes on pages 7 to 11 form part of these financial statements.

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

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 £	2025 Total funds £
Donations and gifts	61,463	-	61,463
Grants	13,500	-	13,500
	74,963	-	74,963

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

4. **Income from Other Trading Activities**

	2025 Unrestricted funds £	2024 Unrestricted funds £
Income from other trading activities	70,159	38,600

5. **Investment Income**

	2025 Unrestricted funds £	2024 Unrestricted funds £
Bank interest receivable	5	-

6. **Net Income/(Expenditure)**

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

	2025 £	2024 £
Depreciation of tangible fixed assets - owned	341	920

7. **Analysis of Expenditure**

	Activities undertaken directly £	Support costs (see note 8) £	2025 Total £
Raising funds	85,217	28,073	113,290

	Activities undertaken directly £	Support costs (see note 8) £	2024 Total £
Raising funds	155,074	13,113	168,187

8. **Support Costs**

	2025 Raising funds £
Employee costs	6,012
General administration	22,061
	28,073

	2024 Raising funds £
Employee costs	1,846
General administration	10,347
Depreciation	920
	13,113

9. **Independent Examiner's Remuneration**

	2025 £	2024 £
Independent examination of the financial statements	300	300

10. **Staff Costs**

Staff costs were as follows:

	2025 £	2024 £
Wages and salaries	82,289	133,851
Social security costs	3,034	13,303
Other pension costs	2,034	3,154
	87,357	150,308

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

11. **Average Number of Employees**

Average number of employees during the year was: 2 (2024: 4)

12. **Tangible Assets**

	Computer Equipment £
Cost	
As at 1 January 2025	2,762
As at 31 December 2025	2,762
Depreciation	
As at 1 January 2025	1,396
Provided during the period	341
As at 31 December 2025	1,737
Net Book Value	
As at 31 December 2025	1,025
As at 1 January 2025	1,366

13. **Debtors**

	2025 £	2024 £
Due within one year		
Trade debtors	45,300	900
Other debtors	766	20,725
	46,066	21,625

14. **Creditors: Amounts Falling Due Within One Year**

	2025 £	2024 £
Trade creditors	3,286	2,149
Amounts owed to participating interests	34,837	34,296
Other creditors	(521)	22,122
Taxation and social security	20,278	40,050
	57,880	98,617

15. **Creditors: Amounts Falling Due After More Than One Year**

	2025 £	2024 £
Taxation and social security	32,663	-

16. **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 £2,034 (2024: £3,154).

At the statement of financial position date contributions of £NIL were due to the fund and are included in creditors.

17. **Movement in Funds**

	As at 1 January 2025 £	Income £	Expenditure £	As at 31 December 2025 £
Unrestricted funds				
General:				
General unrestricted fund	(91,181)	145,127	(95,261)	(41,315)
Restricted funds				
Restricted Funds	19,443	-	(19,443)	-
Total funds	(71,738)	145,127	(114,704)	(41,315)

	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	(18,877)	115,689	(168,549)	(71,737)

18. **Transactions with Trustees**

During the year the expenses reimbursed to the trustees or paid directly to third parties were as follows:

	2025 £	2024 £

19. **Related Party Disclosures**

RADICAL RECRUIT
Detailed Statement of Financial Activities
For The Year Ended 31 December 2025

	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Donations and gifts	61,463	47,662
Grants	13,500	29,427
	74,963	77,089
Other trading activities		
Income from other trading activities	70,159	38,600
	70,159	38,600
Investments		
Bank interest receivable	5	-
	5	-
	145,127	115,689
EXPENDITURE ON:		
Raising funds		
Purchases	(373)	(1,722)
Advertising, marketing, direct mail and publicity	-	(757)
Trustees' pensions - defined contribution schemes	-	(3,154)
Wages and salaries	(82,289)	(133,836)
Employers NI	-	(13,303)
Travel and subsistence expenses	-	(417)
Recruitment costs	(2,214)	-
Insurance	-	(1,885)
Depreciation of computer equipment	(341)	-
Wages and salaries	-	(15)
Employers NI	(3,034)	-
Employers pensions - defined contributions scheme	(2,034)	-
Recruitment costs	(147)	-
Staff training	(306)	-
Staff entertaining	(204)	(100)
Travel and subsistence expenses	(287)	(1,731)
Computer software costs	(3,470)	(1,878)
Insurance	(2,016)	-
Advertising and marketing costs	(1,659)	-
Independent examiner's fees	(300)	(300)
Accountancy fees	(2,155)	(2,055)
Legal fees	(794)	(530)
Consultancy fees	(5,960)	-
Subscriptions	(5,409)	(5,523)
Bank charges	(110)	(62)
Charitable donations	(120)	-
Entertaining	(69)	-

...CONTINUED

Sundry expenses	1	1
Depreciation of computer equipment	-	(920)
	(113,290)	(168,187)
Other		
Other expenditure type A	(1,414)	(362)
	(1,414)	(362)
	(114,704)	(168,549)
NET INCOME/(EXPENDITURE)	30,423	(52,860)