

Trustees' Report & Accounts

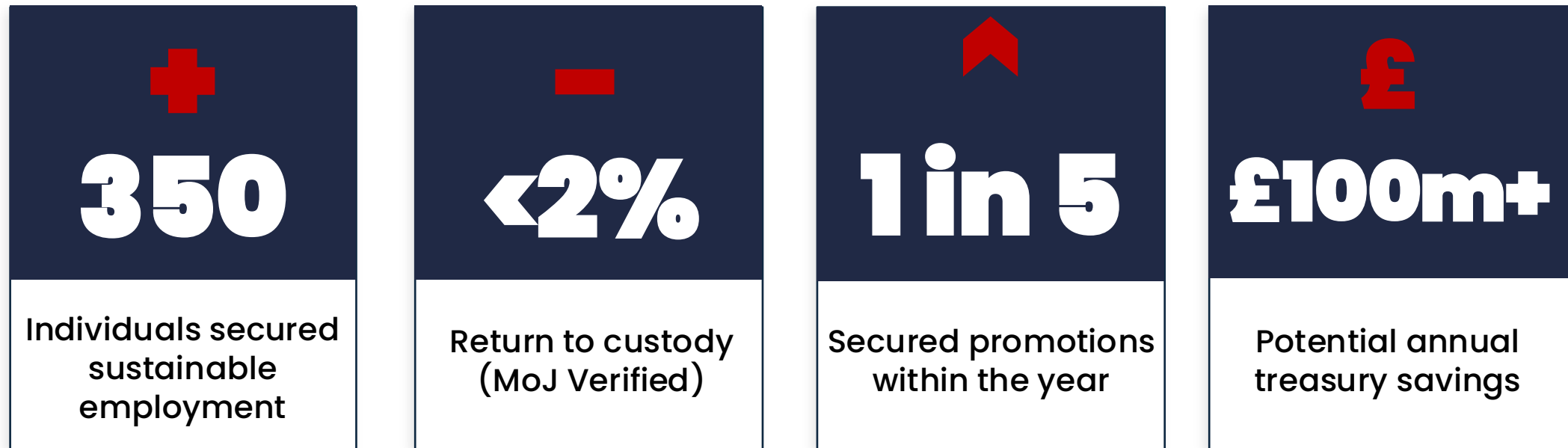
Year Ending 28 February 2026



Charity No. 1157079



11 years of proven impact



Our strongest results to date — achieved against a backdrop of significant challenges in the criminal justice system.

HOW WE WORK

We work with male adult offenders who demonstrate a genuine desire to change — placing them with ethical employers and supporting both parties for at least 12 months.

- + Good work ethic (including in custody)
- + Genuine desire to change
- + Strong personality and commitment
- + No arson, murder, terror, or sexual offences



REFERRAL

01

Simple referral by probation officer, prison officer, police, or caseworker. Graduates prepare CV, ID, bank account, and a personal covenant.

INTERVIEW & RISK ASSESSMENT

02

Comprehensive risk assessment using prison and police intelligence. Personal, bespoke interaction to build trust and assess suitability.

PLACEMENT & 12-MONTH SUPPORT

03

Placed with an ethical employer. Ongoing visits, calls and texts supporting both employee and employer for a minimum of 12 months.

Everyone at Tempus Novo is known as a 'Graduate' — assisting their transition back into mainstream society.

PARTNERSHIPS & EMPLOYER NETWORKS

New Partners in 2025/26



WHY BUSINESSES CHOOSE US



11 years of proven model with demonstrated outcomes



Motivated, resilient workers who go the extra mile



Routes for progression — vital for sustainable employment



Dual value: commercial edge + social & ESG credentials



Growing network including global firms like A.P. Møller Maersk & GXO PLC

INNOVATION & PIONEERING FUNDING MODEL



UK-first recruitment fee model

A £200K KTP with Innovate UK & Sheffield Hallam University led to a UK-first: businesses now pay a fee for recruiting people with convictions — making inclusive hiring financially sustainable.



Cheshire PCC pilot

Approached by the Police & Crime Commissioner for Cheshire to deliver a pioneering pilot with probation and DWP — a blueprint scalable across all 36 PCC/Mayoral areas in the UK.



National scalability

If adopted nationally: 3,500+ ex-offenders into work per year, saving the Treasury over £100 million annually through reduced reoffending, fewer benefits claims, and more taxpayers.

FINANCIAL SUMMARY

£899,570

Total Income

vs £492,935 in 2024/25

£649,797

Total Expenditure

76% staff costs

£249,773

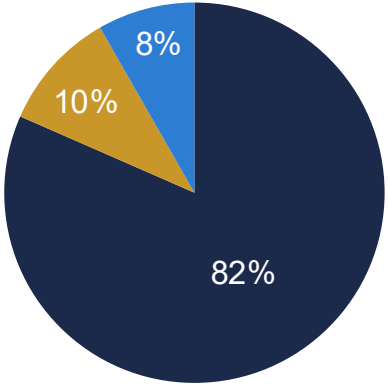
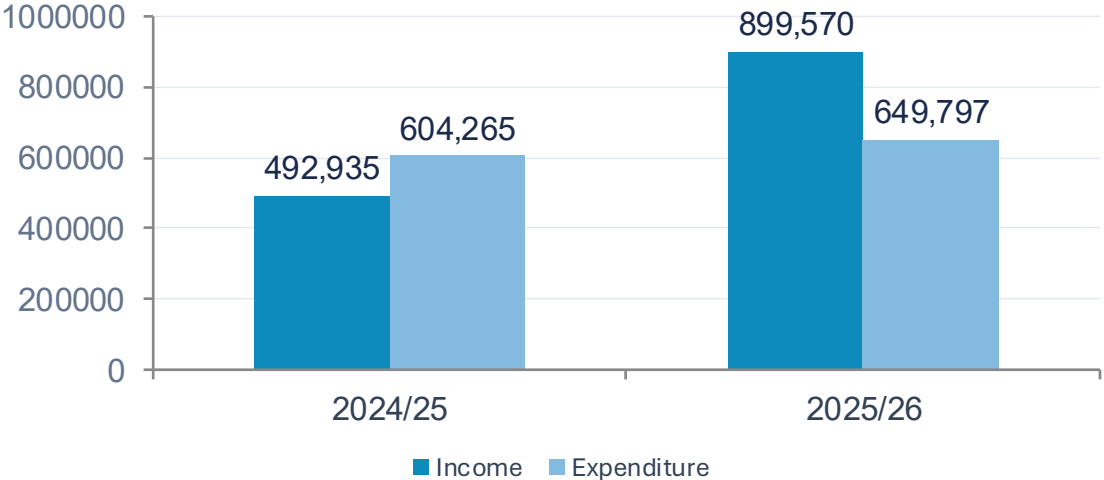
Net Surplus

vs (£111,330) deficit last year

£431,996

Fund Balance

vs £182,223 prior year



■ Charitable Trusts ■ Service Fees ■ Other Donations



EXPENDITURE & COST EFFICIENCY ANALYSIS

Cost per person placed into employment: £1,857 (2025/26)

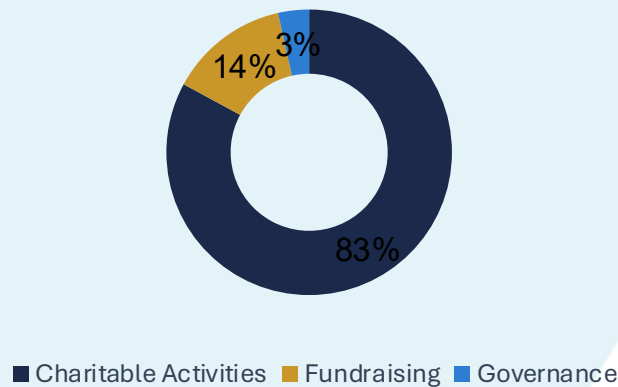
Total expenditure of £649,797 divided by 350 individuals into sustainable work – a highly efficient social outcome ratio.

Expenditure Breakdown

Category	2025/26 £	2024/25 £	Change	% of Total
Charitable Activities – Staff	387,003	—	—	60%
Charitable Activities – Depreciation	19,163	—	—	3%
Charitable Activities – Other Costs	132,537	—	—	20%
Fundraising Costs	88,279	81,856	+8%	14%
Governance & Support	22,815	53,793	-58%	4%
TOTAL	649,797	604,265	+8%	100%

Net Surplus: £249,773 | Income grew +82% vs expenditure +8%
Income: Cost ratio improved from 0.82x to 1.38x

Cost Structure 2025/26



Governance costs fell 58% year-on-year, from £53,793 to £22,815.



BALANCE SHEET ANALYSIS – 28 FEBRUARY 2026

Balance Sheet Summary

	2026 £	2025 £	Change
FIXED ASSETS			
Tangible Assets	41,263	23,518	+75%
CURRENT ASSETS			
Debtors	6,244	7,558	-17%
Cash at Bank	392,979	169,313	+132%
Total Current Assets	399,223	176,871	+126%
Creditors (< 1 yr)	(8,490)	(18,166)	-53%
Net Current Assets	390,733	158,705	+146%
NET ASSETS	431,996	182,223	+137%

Fund Balances on 28 February 2026 (Total: £431,996)

Key Balance Sheet Ratios

Current Ratio

47.0x

Prior year: 9.7x

Current assets vs creditors — exceptional liquidity.

Cash Ratio

46.3x

Prior year: 9.3x

Cash alone covers all creditors 46 times over.

Free Reserves

£390,733

Prior year: £158,705

Net current assets available for mission delivery.

Cash Runway

7.2 months

Prior year: 3.2 months

Cash held as a proportion of annual run-rate expenditure.

Restricted: £277,204 (64%)	Unrestricted: £96,042 (22%)
Capital Asset: £32,708 (8%)	Designated: £26,042 (6%)



FUNDRAISING EFFICIENCY & INCOME ANALYSIS



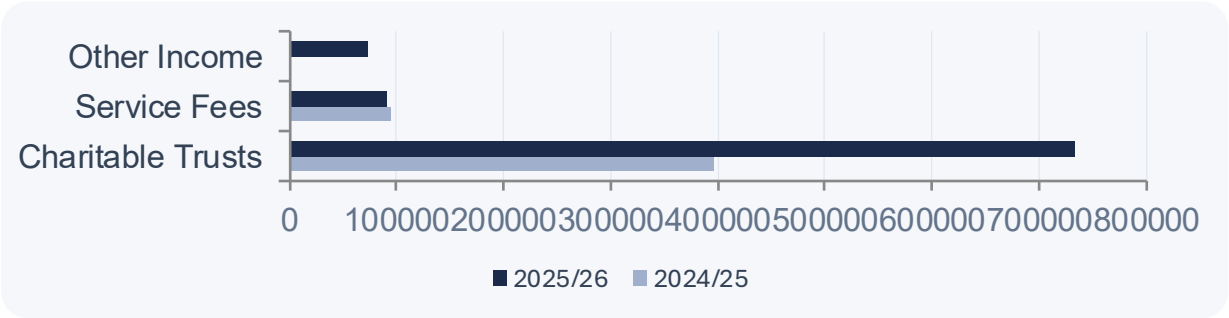
What is the Fundraising Multiple?

For every £1 spent on fundraising, Tempus Novo generated:

£5.69 in 2024/25
£10.19 in 2025/26

A sector-leading return demonstrating exceptional fundraising efficiency.

Income by Category — Year on Year



- +85%** Charitable trust income growth
- 82%** Income from trusts & foundations
- 10%** Self-generated service fee income



RECOGNITION



Charity of Choice — Yorkshire HR in Excellence Awards



Selected from Dragons' Den-style process — Yorkshire Charity Clay Days (£500K+ raised collectively)



Shortlisted — Small Business Excellence Charter Awards (Sheffield Hallam collaboration)



Featured on national TV, local radio, and podcasts



After-dinner speakers at UK Warehouse Association annual conference

ESG & SUSTAINABILITY



E-bikes at HMP Hatfield

Reducing emissions and improving local transport options for residents.



New Hybrid 7-Seater Vehicle

Enabling more people to attend interviews while reducing carbon footprint.



Dedicated ESG Lead Appointed

Supporting the CEO in achieving sustainability and UN SDG alignment.



International Research

Joint research with Sheffield Hallam & George Mason University (USA) — US pilot in development.

KEY FUNDERS

Funder	Amount
John Armitage Trust	£100,000
The Forrester Trust	£82,000
The Harrison Trust	£60,000
The Julia Rausing Trust	£50,000
Bramall Foundation Trust	£40,000
The Bernard Sunley Trust	£40,000
Garfield Weston Trust	£36,500
The Dulverton Trust	£35,000
DCR Allen Trust	£30,000
Rank Foundation Trust	£30,000
The Charles Plater Trust	£5,000
HCD Memorial Fund	£20,000
Charles Hayward Trust	£20,000

TOTAL LISTED FUNDING

£548,500

TOTAL INCOME

£899,570

+82% YoY



LOOKING FORWARD

The TN model works. Employment transforms lives, strengthens communities, and reduces reoffending.



Stronger Governance

Expanded Trustee board with diverse expertise; robust oversight and financial management.



Growing Partner Network

More ethical employers across logistics, construction, catering, engineering and beyond.



Pioneering Fee Model

UK-first sustainable recruitment fee structure — reducing reliance on grant funding.



Bold ESG Strategy

Dedicated ESG lead, e-mobility investment, and alignment with UN Sustainable Development Goals.



National & International Scale

Blueprint for 36 PCC areas. US pilot via Sheffield Hallam & George Mason University.



Sector Leadership

Thought leaders in inclusive employment — influencing policy and business at scale.



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