

Company Registration No. 05549110 (England and Wales)

**RARE RECRUITMENT LIMITED**  
**UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2019**  
**PAGES FOR FILING WITH REGISTRAR**

# **RARE RECRUITMENT LIMITED**

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# RARE RECRUITMENT LIMITED

## BALANCE SHEET

AS AT 30 JUNE 2019

|                                                       |       | 2019             |                | 2018             |                |
|-------------------------------------------------------|-------|------------------|----------------|------------------|----------------|
|                                                       | Notes | £                | £              | as restated<br>£ | £              |
| <b>Fixed assets</b>                                   |       |                  |                |                  |                |
| Tangible assets                                       | 3     |                  | 18,766         |                  | 18,909         |
| <b>Current assets</b>                                 |       |                  |                |                  |                |
| Debtors                                               | 4     | 1,112,448        |                | 873,426          |                |
| Cash at bank and in hand                              |       | 456,856          |                | 205,403          |                |
|                                                       |       | <u>1,569,304</u> |                | <u>1,078,829</u> |                |
| <b>Creditors: amounts falling due within one year</b> | 5     | <u>(629,060)</u> |                | <u>(462,934)</u> |                |
| <b>Net current assets</b>                             |       |                  | 940,244        |                  | 615,895        |
| <b>Total assets less current liabilities</b>          |       |                  | <u>959,010</u> |                  | <u>634,804</u> |
| <b>Capital and reserves</b>                           |       |                  |                |                  |                |
| Called up share capital                               | 6     |                  | 100            |                  | 100            |
| Share premium account                                 |       |                  | 43,273         |                  | 43,273         |
| Profit and loss reserves                              |       |                  | <u>915,637</u> |                  | <u>591,431</u> |
| <b>Total equity</b>                                   |       |                  | <u>959,010</u> |                  | <u>634,804</u> |

The directors of the company have elected not to include a copy of the profit and loss account within the financial statements.

For the financial year ended 30 June 2019 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the board of directors and authorised for issue on 25 March 2020 and are signed on its behalf by:

R Mokades

**Director**

**Company Registration No. 05549110**

# RARE RECRUITMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2019

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### 1 Accounting policies

#### Company information

Rare Recruitment Limited is a private company limited by shares incorporated in England and Wales. The registered office is 8 Blackstock Mews, Islington, London, N4 2BT.

#### 1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006 as applicable to companies subject to the small companies regime. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Turnover

Turnover is recognised at the fair value of the consideration received or receivable for services provided in the normal course of business, and is shown net of VAT and other sales related taxes. The fair value of consideration takes into account trade discounts, settlement discounts and volume rebates.

Revenue from contracts for the provision of professional services is recognised by reference to the stage of completion when the stage of completion, costs incurred and costs to complete can be estimated reliably. The stage of completion is calculated by comparing costs incurred, mainly in relation to contractual hourly staff rates and materials, as a proportion of total costs. Where the outcome cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that it is probable will be recovered.

#### 1.3 Research and development expenditure

Research expenditure is written off against profits in the year in which it is incurred. Identifiable development expenditure is capitalised to the extent that the technical, commercial and financial feasibility can be demonstrated.

#### 1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

|                                |                                   |
|--------------------------------|-----------------------------------|
| Leaschold improvements         | Evenly over the term of the lease |
| Fixtures, fittings & equipment | 25% per annum on reducing balance |

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

#### 1.5 Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

# RARE RECRUITMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2019

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### 1 Accounting policies

(Continued)

#### 1.6 Cash at bank and in hand

Cash at bank and in hand are basic financial assets and include cash in hand, deposits held at call with banks.

#### 1.7 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Financial assets classified as receivable within one year are not amortised.

##### *Classification of financial liabilities*

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

##### *Basic financial liabilities*

Financial liabilities classified as payable within one year are not amortised.

#### 1.8 Equity instruments

Equity instruments issued by the company are recorded at the proceeds received, net of transaction costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the company.

Changes in the fair value of derivatives that are designated and qualify as fair value hedges are recognised in profit or loss immediately, together with any changes in the fair value of the hedged asset or liability that are attributable to the hedged risk.

#### 1.9 Taxation

The tax expense represents the sum of the tax currently payable and deferred tax.

##### *Current tax*

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the profit and loss account because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. In the year the company made a claim for Research and Development tax credit and is thus due a recovery from HMRC.

##### *Deferred tax*

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Such assets and liabilities are not recognised if the timing difference arises from goodwill or from the initial recognition of other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

# RARE RECRUITMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2019

### 1 Accounting policies (Continued)

#### 1.10 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leases asset are consumed.

### 2 Employees

The average monthly number of persons (including directors) employed by the company during the year was 24 (2018 - 25).

### 3 Tangible fixed assets

|                                    | Land and<br>buildings | Plant and<br>machinery etc | Total   |
|------------------------------------|-----------------------|----------------------------|---------|
|                                    | £                     | £                          | £       |
| <b>Cost</b>                        |                       |                            |         |
| At 1 July 2018                     | 30,056                | 69,277                     | 99,333  |
| Additions                          | -                     | 6,113                      | 6,113   |
|                                    | <hr/>                 | <hr/>                      | <hr/>   |
| At 30 June 2019                    | 30,056                | 75,390                     | 105,446 |
|                                    | <hr/>                 | <hr/>                      | <hr/>   |
| <b>Depreciation and impairment</b> |                       |                            |         |
| At 1 July 2018                     | 30,055                | 50,369                     | 80,424  |
| Depreciation charged in the year   | -                     | 6,256                      | 6,256   |
|                                    | <hr/>                 | <hr/>                      | <hr/>   |
| At 30 June 2019                    | 30,055                | 56,625                     | 86,680  |
|                                    | <hr/>                 | <hr/>                      | <hr/>   |
| <b>Carrying amount</b>             |                       |                            |         |
| At 30 June 2019                    | 1                     | 18,765                     | 18,766  |
|                                    | <hr/>                 | <hr/>                      | <hr/>   |
| At 30 June 2018                    | 1                     | 18,908                     | 18,909  |
|                                    | <hr/>                 | <hr/>                      | <hr/>   |

# RARE RECRUITMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2019

|                                                                                                                                                         |                  |                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|----------------|
| <b>4 Debtors</b>                                                                                                                                        | <b>2019</b>      | <b>2018</b>    |
|                                                                                                                                                         | <b>£</b>         | <b>£</b>       |
| <b>Amounts falling due within one year:</b>                                                                                                             |                  |                |
| Trade debtors                                                                                                                                           | 921,042          | 667,244        |
| Other debtors                                                                                                                                           | 176,173          | 190,964        |
|                                                                                                                                                         | <hr/>            | <hr/>          |
|                                                                                                                                                         | 1,097,215        | 858,208        |
| Deferred tax asset                                                                                                                                      | 15,233           | 15,218         |
|                                                                                                                                                         | <hr/>            | <hr/>          |
|                                                                                                                                                         | <b>1,112,448</b> | <b>873,426</b> |
|                                                                                                                                                         | <hr/>            | <hr/>          |
| <b>5 Creditors: amounts falling due within one year</b>                                                                                                 | <b>2019</b>      | <b>2018</b>    |
|                                                                                                                                                         | <b>£</b>         | <b>£</b>       |
| Trade creditors                                                                                                                                         | 51,204           | 54,706         |
| Taxation and social security                                                                                                                            | 244,102          | 186,978        |
| Other creditors                                                                                                                                         | 333,754          | 221,250        |
|                                                                                                                                                         | <hr/>            | <hr/>          |
|                                                                                                                                                         | 629,060          | 462,934        |
|                                                                                                                                                         | <hr/>            | <hr/>          |
| <b>6 Called up share capital</b>                                                                                                                        | <b>2019</b>      | <b>2018</b>    |
|                                                                                                                                                         | <b>£</b>         | <b>£</b>       |
| <b>Ordinary share capital</b>                                                                                                                           |                  |                |
| <b>Issued and fully paid</b>                                                                                                                            |                  |                |
| 10,000 Ordinary Shares of 1p each                                                                                                                       | 100              | 100            |
|                                                                                                                                                         | <hr/>            | <hr/>          |
| <b>7 Operating lease commitments</b>                                                                                                                    |                  |                |
| <b>Lessee</b>                                                                                                                                           |                  |                |
| At the reporting end date the company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, as follows: |                  |                |
|                                                                                                                                                         | <b>2019</b>      | <b>2018</b>    |
|                                                                                                                                                         | <b>£</b>         | <b>£</b>       |
|                                                                                                                                                         | 209,978          | 312,579        |
|                                                                                                                                                         | <hr/>            | <hr/>          |

## RARE RECRUITMENT LIMITED

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 30 JUNE 2019*

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#### 8 Directors' transactions

A loan has been granted by the company to its director as follows:

| Description | % Rate | Opening balance | Amounts advanced | Closing balance |
|-------------|--------|-----------------|------------------|-----------------|
|             |        | £               | £                | £               |
| R Mokades   | -      | -               | 10,000           | 10,000          |
|             |        | <u>-</u>        | <u>10,000</u>    | <u>10,000</u>   |
|             |        | <u>-</u>        | <u>10,000</u>    | <u>10,000</u>   |

#### 9 Prior period adjustment

The directors have reclassified certain costs totalling £1,246,006 from administrative expenses to cost of sales. This has no effect on the result for the year or the closing equity.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.