

MyBigCareer

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

Registered Charity No: 1153880

Registered Company No: 08559346

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

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ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 AUGUST 2025

CHARITY TRUSTEES

The Trustees of MyBigCareer ("the charity") are also the directors for the purposes of the Companies Act. They have all served in office throughout the period except where indicated.

Trustees

Ms Janine Chandler (appointed 07 January 2020)
Mr Peter James (appointed 1 September 2023)
Ms Emma Collingwood (appointed 21 March 2020)
Mr Simon Dexter (resigned 4 April 2025)
Ms Hayley Equi (appointed 21 March 2020)
Ms Marie-Laure Humbert (appointed 14 March 2020)
Mr Anupam Pathayapura (appointed 12 March 2020)
Mr David Parsons (appointed 12 March 2020)
Mr Vincenzo Pizzoni (appointed 23 June 2014)
Ms Francesca Dadzie (resigned 4 April 2025)
Ms Njideka Offor (resigned 4 April 2025)

Company number	08559346
Registered charity number	1153880
Registered office	7 Bell Yard, London, WC2A 2JR
Email address	info@mybigcareer.org.uk
Website	www.mybigcareer.org
Bankers	Co-operative Bank 14 New Broadway Ealing London W5 2XL
Insurance broker	JM Glendinning (North East) 1 Park Road Gosforth Business Park Newcastle upon Tyne NE12 8DG

ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the financial statements of the charity for the year ended 31 August 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and the requirements of 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 United Kingdom and Republic of Ireland (FRS 102).

REFERENCE AND ADMINISTRATIVE INFORMATION

The charity is a company limited by guarantee, incorporated on 6 June 2013 (registration number 08559346).

The charity was registered with the Charity Commission on 20 September 2013 under charity number 1153880. The Trustees, officers, particulars of professional advisers and address of the charity are as listed on page 3.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is governed by its Memorandum and Articles of Association, last amended on 10 September 2013.

Governing body

The Trustees, who are also directors for the purpose of company legislation, are required under the articles to serve as members of the charitable company. The Trustees in office during the year are listed on page 1.

Key management personnel

The charity retained the Chief Executive Officer, the Director of Engagement, Volunteer Manager, Programme Manager and Partnership Executive. A secondment post from Teleperformance, Programme and Partnership officer, began in February 2025. The small staff team run and operate the charity on a day to day basis.

Risk management

The Trustees have given consideration to the major risks to which the charity is exposed. The Trustee risk board, a subgroup of the Trustees, meets and reviews the organisation's risk register on at least a quarterly basis with the participation of the charity's Chief Executive. The findings are then presented on a quarterly basis at the full Trustee Board. Overall, the Trustee Board is satisfied that systems and procedures have been established in order to manage the identified risks. The current principal risks faced by the charity remain unchanged, and include safeguarding, the retention of staff, the use and handling of data, and the ongoing ability to generate sustainable income. These risks continued to be managed with training, onboarding of new staff and volunteers, the ongoing development of a CRM system and successful diversification of income streams.

AIMS, OBJECTIVES AND ACTIVITIES

Charitable objectives

The charity's objectives, as set out in the articles of association, are to advance young people in life, by providing career guidance and related services to enable them to participate in society as independent, mature, and responsible young people

Aims and intended impact

In line with these objects, the charity aims to inspire, guide and equip young people from less advantaged backgrounds by providing free, high-quality one-to-one careers guidance, delivered both virtually and face to face, alongside meaningful experiences of the workplace, helping to remove barriers to social mobility.

Objectives for the year

During the year, the Trustees' objectives were to continue strengthening delivery in both London and the North East, and to run a pilot programme of workshops focused on developing the future skills young people need to thrive.

ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 31 AUGUST 2025

Principal activities of the year

MyBigCareer continued to deliver strongly against all key objectives, achieving meaningful progress across a wide range of success measures. The key activities of the year included:

- Supporting over 5,500 young people from disadvantaged backgrounds, an increase of more than 200 on the previous year.
- Delivering 30 in-person Insight Days with corporate partners.
- Expanding delivery into the London Borough of Barking and Dagenham for the first time.
- Engaging 466 volunteers across all programmes, who contributed more than 2,000 hours of support.
- Working with young people across multiple interventions, MyBigCareer partnered with 25 schools to deliver three or more programmes in 2024–25 — an increase of 15 schools on the previous year.
- Piloting the new Future Skills programme, designed to develop the skills young people need to thrive in the workforce.
- Recruiting a seconded Programme and Partnership Executive to strengthen delivery and employer relationships.
- Building long-term partnerships that helped grow income to more than £260,000.

Review of achievements and performance for the year

In 2024–25, MyBigCareer worked with 56 schools and supported 5,597 young people. The charity delivered its core programmes - 1:1 Career Coaching, Employer Insight Days and Results Day support, the Working World Workshop(s) and Future Skill(s) pilot across both London and the North East. The continued growth of the team, including the appointment of the Programme and Partnership Executive, enabled operations to continue to expand across both regions.

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements. The Trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

PUBLIC BENEFIT AND THE WIDER COMMUNITY

The Trustees have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. The charity is committed to ensuring that it is meeting its main aim and its charitable objectives.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The charity's main income came from a combination of corporate donations and trusts and foundations, with the remaining from individual donations. Major contributions came from donors including Advent, Aspect Capital, Broadgate Community Fund, Gilead Sciences, Wiggin LLP, Fitch Group, Ecotone, Portal Trust, The Swire Charitable Trust, The David and Elaine Potter Foundation and LCP. MyBigCareer is incredibly thankful for the financial support from these named organisations, and all other supporters not listed. Overall, relationships and support from key contributors remains strong as well as momentum with new contributors.

The charity does not own or rent any physical property and its programmes are primarily delivered by volunteers and hence manages to keep its costs low whilst advising an increasing number of young people. As a low-cost organisation with no property commitments, MyBigCareer considers that our minimal three-month reserve(s) remain sufficient.

Reserves policy

To provide some security to employees, and to ensure that in the event of the charity being dissolved, we could fulfil our obligations to young people, the reserves policy remains at a minimum of 3 months of running costs at a total of £70,500. As previously mentioned, the reserves from 2022-23 were reduced to be more in line with this policy, 2024-25 reserves total is £71,480.

Fundraising policy

The Trustees seek to acquire donations mainly from companies and trusts and foundations. A small number of donations are also received from individuals who usually hear about the work of the charity from the Trustees. The Charity does not work with professional fundraisers and does not put any undue pressure on the public. Any complaints about fundraising would be directed to the Chair of Trustees. The Charity is registered with the Fundraising Regulator and aim to adhere to the Fundraising Code of Practice in all aspects of fundraising activities.

FUTURE PLANS

1. Continue to work in depth with schools, providing multiple interventions within each partner school.
2. Continue to support more than 5,000 young people across London and the North East.
3. Further develop funding partnerships to enable income growth beyond £300,000.
4. Recruit, retain and deploy more than 400 MyBigCareer volunteers.
5. Roll out the Future Skills pilot programme.
6. Complete the feasibility assessment for delivering services in a new geographical area.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of MyBigCareer for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charitable company and of income and expenditure of the charitable company for that period.

In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in 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 United Kingdom and Republic of Ireland (FRS102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Trustees

Janine Chandler (Chair)



Date: 29/1/26

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Report to the trustees of – MYBIGCAREER (Charity No: 1153880)

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 August 2025.

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

Independent examiner's statement

I am qualified to undertake the examination by being a qualified member of Chartered Institute of Management Accountants (CIMA).

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with those records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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: or
- the accounts have not been prepared in accordance with the charities SORP (FRS102)

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.

Signed:



Date: 2.2.26

Name: Helen Savage

Relevant Professional qualification or body: CIMA

Address: Newfrith House, 21 Hyde Street, Winchester, SO23 7DR

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)

FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Unrestricted	Restricted	2025 Total	2024 Total
		£	£	£	£
INCOME AND EXPENDITURE					
INCOME FROM:					
Donations		194,672	93,522	288,194	208,979
Interest & Investment		1,499	-	1,499	-
Total income		<u>196,171</u>	<u>93,522</u>	<u>289,693</u>	<u>208,979</u>
EXPENDITURE ON:					
Charitable activities					
Careers guidance to pupils	3	142,359	93,522	235,881	212,181
Fundraising	4	46,787	-	46,787	27,670
Total expenditure		<u>189,146</u>	<u>93,522</u>	<u>282,668</u>	<u>239,851</u>
Transfers between funds		43,000	(43,000)	-	-
Net movement in funds		<u>50,025</u>	<u>(43,000)</u>	<u>7,025</u>	<u>(30,872)</u>
RECONCILIATION OF FUNDS:					
Total funds brought forward		<u>21,455</u>	<u>43,000</u>	<u>64,455</u>	<u>95,327</u>
Total funds carried forward		<u>71,480</u>	<u>-</u>	<u>71,480</u>	<u>64,455</u>

All the charity's activities derived from continuing operations during the above two financial periods.

All gains and losses recognised in the period are included in the above statement of financial activities.

The notes form part of these financial statements.

BALANCE SHEET**AS AT 31 AUGUST 2025**

	Notes	2025 £	2024 £
Fixed Assets			
Tangible Assets	7	1,224	1,254
CURRENT ASSETS			
Prepayments		1,301	1,472
Other Debtors	8	46	326
Cash at bank and in hand		210,082	160,764
		211,429	162,562
CURRENT LIABILITIES			
Creditors: amounts falling due within one year	9	(141,173)	(99,361)
NET CURRENT ASSETS		70,256	63,201
NET ASSETS		71,480	64,455
FUNDS OF THE CHARITY			
Unrestricted funds	9	71,480	21,455
Restricted funds	11		43,000
TOTAL FUNDS		71,480	64,455

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2025. The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibility for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the Companies Act 2006 relating to the financial statements, so far as applicable, to the charitable company.

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

The financial statements were approved and authorised for issue by the trustees and were signed below on its behalf by:

Janine Chandler

Chair



Date: 29/1/26

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 AUGUST 2025

1. STATUTORY INFORMATION

MyBigCareer is a company limited by guarantee, registered in England and Wales. It is also a registered charity.

2. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation

These financial statements have been prepared for the year to 31 August 2025 and are presented in sterling and are rounded to the nearest pound.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

The financial statements have been prepared in accordance with 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 United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

Critical accounting estimates and areas of judgement

Other than the assessment of going concern, the preparation of the financial statements did not require the Trustees to make any significant judgements or estimates.

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due.

Income recognition

Income is recognised in the period in which the charity has entitlement to the income, the amount of income can be measured reliably, and it is probable that the income will be received. Income comprises donations, fees receivable and bank interest.

Donations are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 AUGUST 2025

2. ACCOUNTING POLICIES (continued)

Income from charitable activities includes fees for services provided. The income is generally recognised in the period to which the fees relate.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank

Expenditure recognition and the basis of apportioning costs

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis and includes attributable VAT which cannot be recovered.

Expenditure comprises the costs of charitable activities including expenditure on careers guidance to pupils and associated support and governance costs.

Statement of cash flows

The financial statements do not include a statement of cash flows because the charity is exempt from the requirement to prepare such a statement under the Charities SORP (FRS 102) Update Bulletin 1.

Tangible Assets

The charity's tangible assets are initially measured at cost and then are depreciated.

Computer equipment is depreciated on a straight-line basis at 33.3%.

Office equipment is depreciated on a straight – line basis at 33.3%

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They are discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Fund accounting

The unrestricted fund represents funds available for the general charitable purposes of the charity at the discretion of the trustees.

Restricted funds represent funds received that have donor specified restrictions on their usage.

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 AUGUST 2025

3. CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Careers guidance to pupils				
- Staff costs	103,881	75,556	179,437	168,409
- Other costs	36,438	17,966	54,404	41,732
- Governance costs (note 6)	2,040	-	2,040	2,040
	<u>142,359</u>	<u>93,522</u>	<u>235,881</u>	<u>212,181</u>

4. FUNDRAISING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Careers guidance to pupils				
- Staff costs	46,787	-	46,787	27,670
- Other costs	-	-	-	-
- Governance costs (note 6)	-	-	-	-
	<u>46,787</u>	<u>-</u>	<u>46,787</u>	<u>27,670</u>

5. PARTICULARS OF EMPLOYEES

The average number of persons employed by the charity during the period on a headcount basis was:

	2025 No.	2024 No.
Administration	2	2
Project Co-ordination	4	2
	<u>6</u>	<u>4</u>

Band	2025	2024
£60,000 to £69,999	1	0

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 AUGUST 2025

NOTE 5 CONTINUED.

The trustees consider that they comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis, receiving no remuneration in respect of their duties (2025 – 2024: none).

During the year there were no out of pocket travelling expenses for trustees. (2025 – 2024: £0 travelling expenses paid to trustees).

6. GOVERNANCE COSTS

	2025 £	2024 £
Independent examiner's fees	2,040	2,040
	<u>2,040</u>	<u>2,040</u>

7. Tangible Fixed Assets

	2025 Fixtures, fittings and equipment £	2024 Fixtures, fittings and equipment £
COST/VALUATION		
At 1 September 2024	2,764	2,131
Additions	831	633
Disposals	-	-
At 31 August 2025	<u>3,595</u>	<u>2,764</u>
DEPRECIATION		
At 1 September 2024	1,510	891
Charge for the year	861	619
Elimination on disposal	-	-
At 31 August 2025	<u>2,371</u>	<u>1,510</u>
NET BOOK VALUE	<u>1,224</u>	<u>1,254</u>

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 AUGUST 2025

8. DEBTORS	2025	2024
	£	£
Other debtors	46	326
	<u>46</u>	<u>326</u>
9. CREDITORS: amounts falling due within one year	2025	2024
	£	£
Trade creditors	659	491
Accruals	2,040	2,040
Other creditors	1,122	413
Deferred income	137,352	96,417
	<u>141,173</u>	<u>99,361</u>
10. Deferred Income	2025	2024
Deferred income is based on the time period that the donation relates. This is instructed by the donor at the time the donation is given.		
Movement in deferred income account	2025	2024
	£	£
Balance at the start of the reporting period	96,417	102,833
Amounts added in current period	137,352	96,417
Amounts released to income from previous periods	(96,417)	(102,833)
	<u>137,352</u>	<u>96,417</u>
Balance at the end of the reporting period		

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 AUGUST 2025

11. MOVEMENT IN FUNDS

	At 01.09.2024 £	Income £	Expenditure £	Transfer between funds £	At 31.08.2025 £
Unrestricted funds					
General fund	21,455	196,171	189,146	43,000	71,480
Restricted funds					
Connect, Inspire & Make change	43,000	-	-	(43,000)	-
Sir Robert McAlpine	-	500	500	-	-
William Leech	-	2,250	2,250	-	-
DWF	-	1,458	1,458	-	-
Portal Trust	-	20,000	20,000	-	-
Gosling Foundation	-	10,000	10,000	-	-
William Webster Charitable Trust	-	375	375	-	-
Shell Skills Transition Fund	-	7,333	7,333	-	-
Hedley Grant	-	1,750	1,750	-	-
Landsec Futures Community Grant	-	1,000	1,000	-	-
EMR Building Brighter Futures Fund (Cheshire Community Foundation.)	-	2,779	2,779	-	-
Newcastle City Council	-	5,000	5,000	-	-
Hadrian Trust	-	167	167	-	-
Drapers Charitable Fund	-	2,500	2,500	-	-
Newcastle Building Society Community Fund	-	833	833	-	-

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 AUGUST 2025

The Standard Dispossessed Fund	-	1,736	1,736	-	-
Broadgate Community Fund (London Community Foundation)	-	8,667	8,667	-	-
High Sheriff Youth Award (Point North)	-	491	491	-	-
Guy Readman Endowment Fund	-	10,000	10,000	-	-
Teleperformance	-	16,683	16,683	-	-
Total	64,455	289,693	282,668	-	71,480

11. MEMBERS' LIABILITY

The charity is limited by guarantee and therefore has no share capital. The liability of the members in the event of a winding up is £1 each. No one member has overall control of the charity.

12. TAXATION

MyBigCareer is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

13. RELATED PARTY DISCLOSURES

There have been no related party transactions for the year ended 31 August 2025.