

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2024
for
Career Compass

HKL Accountants Limited
45 Cheriton Avenue
Clayhall
Ilford
Essex
IG5 0QL

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for the Year Ended 31 December 2024

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Career Compass

Report of the Trustees for the Year Ended 31 December 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions 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 UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE024359 (England and Wales)

Registered Charity number

1192775

Registered office

175a Hoe Street
Walthamstow
London
E17 3AP

Trustees

A Khalique
R McCaskill
J Brown

Company Secretary

Independent Examiner

HKL Accountants Limited
45 Cheriton Avenue
Clayhall
Ilford
Essex
IG5 0QL

Approved by order of the board of trustees on 6 October 2025 and signed on its behalf by:

A Khalique - Trustee

Independent Examiner's Report to the Trustees of
Career Compass

Independent examiner's report to the trustees of Career Compass ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors 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 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 have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Haris Khawaja FCCA
The Association of Chartered Certified Accountants

HKL Accountants Limited
45 Cheriton Avenue
Clayhall
Ilford
Essex
IG5 0QL

6 October 2025

Career Compass

Statement of Financial Activities
for the Year Ended 31 December 2024

	Notes	31.12.24 Unrestricted fund £	31.12.23 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		<u>40,404</u>	<u>15,319</u>
EXPENDITURE ON			
Other		<u>26,661</u>	<u>24,389</u>
NET INCOME/(EXPENDITURE)		13,743	(9,070)
RECONCILIATION OF FUNDS			
Total funds brought forward		(2,392)	6,678
TOTAL FUNDS CARRIED FORWARD		<u><u>11,351</u></u>	<u><u>(2,392)</u></u>

The notes form part of these financial statements

Career Compass

Balance Sheet

31 December 2024

		31.12.24 Unrestricted fund £	31.12.23 Total funds £
CURRENT ASSETS	Notes		
Cash at bank		13,232	490
CREDITORS			
Amounts falling due within one year	5	(1,881)	(2,882)
NET CURRENT ASSETS/(LIABILITIES)		<u>11,351</u>	<u>(2,392)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		11,351	(2,392)
NET ASSETS/(LIABILITIES)		<u>11,351</u>	<u>(2,392)</u>
FUNDS	6		
Unrestricted funds		<u>11,351</u>	<u>(2,392)</u>
TOTAL FUNDS		<u>11,351</u>	<u>(2,392)</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities 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 requirements of the Companies Act 2006 relating to 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 by the Board of Trustees and authorised for issue on 6 October 2025 and were signed on its behalf by:

A Khalique - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

3. STAFF COSTS

The average monthly number of employees during the year was as follows:

31.12.24 31.12.23

No employees received emoluments in excess of £60,000.

4. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	<u>15,319</u>
EXPENDITURE ON	
Other	<u>24,389</u>
NET INCOME/(EXPENDITURE)	(9,070)
RECONCILIATION OF FUNDS	
Total funds brought forward	6,678
TOTAL FUNDS CARRIED FORWARD	<u><u>(2,392)</u></u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.24	31.12.23
	£	£
Trade creditors	(1)	-
Tax	1,882	2,882
	<u>1,881</u>	<u>2,882</u>

6. MOVEMENT IN FUNDS

	At 1.1.24	Net movement in funds	At 31.12.24
	£	£	£
Unrestricted funds			
General fund	(2,392)	13,743	11,351
TOTAL FUNDS	<u>(2,392)</u>	<u>13,743</u>	<u>11,351</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	40,404	(26,661)	13,743
TOTAL FUNDS	<u>40,404</u>	<u>(26,661)</u>	<u>13,743</u>

Comparatives for movement in funds

	At 1.1.23	Net movement in funds	At 31.12.23
	£	£	£
Unrestricted funds			
General fund	6,678	(9,070)	(2,392)
TOTAL FUNDS	<u>6,678</u>	<u>(9,070)</u>	<u>(2,392)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 December 2024

6. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	15,319	(24,389)	(9,070)
TOTAL FUNDS	<u>15,319</u>	<u>(24,389)</u>	<u>(9,070)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.23 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	6,678	4,673	11,351
TOTAL FUNDS	<u>6,678</u>	<u>4,673</u>	<u>11,351</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	55,723	(51,050)	4,673
TOTAL FUNDS	<u>55,723</u>	<u>(51,050)</u>	<u>4,673</u>

7. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2024.

Career Compass

Detailed Statement of Financial Activities for the Year Ended 31 December 2024

	31.12.24 £	31.12.23 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	40,404	15,319
Total incoming resources	<u>40,404</u>	<u>15,319</u>
EXPENDITURE		
Other		
Wages	20,758	20,025
Pensions	1,045	912
IT, Computer, Website cost	242	212
Advertising	4,461	2,750
Post and Stationery	-	490
Sundry expense	155	-
	<u>26,661</u>	<u>24,389</u>
Total resources expended	26,661	24,389
Net income/(expenditure)	<u>13,743</u>	<u>(9,070)</u>

This page does not form part of the statutory financial statements



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/01/2024 **Period start date** **To** 31/12/2024 **Period end date**

Charity name: Career Compass

Charity registration number: 1192775

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The advancement of education for the public benefit of socially disadvantaged young people who are secondary school students in state education in London or elsewhere in the UK, in particular but not exclusively by educating said young people in the working practices and methods of professional organisations by offering mentoring programmes and seminars from industry experts.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Career Compass offers the following programmes to state educated sixth form students in London and other social mobility cold spots across England: - Career skills workshops, designed to improve the students' employability: - o CV masterclass - o Ace your job interview - o Emails that get you noticed - o Apprenticeship vs. university workshop - o Financial education workshop - o Choose the career of your dreams - o Ucas & personal statement - o Aspiring to oxbridge - o Personal statement training - o Cover letter masterclass - o Application hacks - o How to network - o Future-proof skills - o Future-proof jobs in the age of AI - Industry overview session to give students an insight into an industry that is of interest to them - o Currently covering 10 different industries

		- Provision of work placements and days in the office in the industry of interest. - Advertise partner programmes, that are majorly aimed at BAME and female students, as well as students from underprivileged backgrounds. - Individual CV feedback and application support
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Career Compass ensures that all grants and donations are used transparently and responsibly to advance our charitable objectives. Funds are allocated based on clear criteria aligned with our mission: to improve social mobility through education and employability support. We prioritise activities that deliver measurable impact for students, ensure value for money, and maintain full accountability through regular reporting and independent oversight.
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	Volunteers are at the heart of Career Compass. They contribute their time, expertise, and enthusiasm to help students develop key employability skills, review CVs, run mock interviews, and share insights from their professional journeys. Their commitment not only enriches our programmes but also inspires students to aim higher and believe in their potential. Together, they help us make every opportunity more personal, impactful, and inclusive.
Other		

Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	Career Compass is currently working with 190+ state sixth forms across London and other social mobility cold spots across England. So far, we have empowered 10,000+ students to pursue the career of their dreams, equipping them with the necessary tools to do so. We are closely working with each student to clearly identify their need and help them best prepare for their future working life.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We continue to meet our objectives in reaching set numbers of schools, students and employers that we are looking to work with.
Performance of fundraising activities against objectives set	Para 1.41	N/A
Investment performance against objectives	Para 1.41	N/A
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	We have a surplus of £11,351. We are holding in cash £13,232 and have a liability of £1,881.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	We ensure we have sufficient funds to meet the ongoing financial commitments.
Amount of reserves held	Para 1.22	£13,232
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	No uncertainty

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	N/A
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	N/A
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	CIO
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	Para 1.25	(a) Every charity trustee must be a natural person. (b) No individual may be appointed as a charity trustee of the CIO: •if he or she is under the age of 16 years; or •if he or she would automatically cease to hold office (c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee. (d) At least one of the trustees of the CIO must be 18 years of age or over. If there is no trustee aged at least 18 years, the remaining trustees may only act to call a meeting of the charity trustees, or appoint a new charity trustee.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Every new trustee will be given a copy of the current governing document, accounts, as well as a presentation about the current state of affairs by the COO.
The charity's organisational structure and any wider	Para 1.51	N/A

network with which the charity works		
Relationship with any related parties	Para 1.51	N/A
Other		

Reference and Administrative details

Charity name	Career Compass
Other name the charity uses	Previously The Property Prize
Registered charity number	1192775
Charity's principal address	175A Hoe St, London E17 3AP

Names of the charity 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)
1	Arsalan Khaliq		Since 14/12/2020	
2	Jessica Brown		Since 14/12/2020	
3	Ross McCaskill		Since 14/12/2020	
4				
5				
6				
7				
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15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Arsalan	Khalique
Position (eg Secretary, Chair, etc)	Trustee	
Date	Date 08/10/2025	