CHARITY COMMISSION FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/01/2025 Period start date To 31/12/2025 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	

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.

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	**At 31 December 2025, the charity held total unrestricted funds of £9,215, compared with £11,351 at the previous year-end.** **During the year, the charity received income of £25,000 and incurred expenditure of £27,136, resulting in a deficit of £2,136.** **At the year-end, the charity held cash balances of £9,639 and had outstanding current liabilities of £424. The trustees consider the charity's financial position to be sufficient to support its ongoing activities.**
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	£9,215
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 uncertainity

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	Donations of £25,000
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 Khalique		Since 14/12/2020	
2	Jessica Brown		Since 14/12/2020	
3	Ross McCaskill		Since 14/12/2020	
4	Zareen Aslam		Since 04/03/2026	
5	Bilal Siddique		Since 08/04/2026	
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

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

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

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)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

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 28/10/2026

Company registration number: CE024359
Charity registration number: 1192775

CAREER COMPASS
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025

HKL Accountants Limited
45 Cheriton Avenue
Clayhall
Essex
IG5 0QL

Career Compass
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Career Compass
Company No. CE024359
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

The charity's objective is to advance education for the public benefit of socially disadvantaged young people attending state secondary schools in London and elsewhere in the UK.

The charity aims to improve social mobility and enhance career opportunities by providing mentoring programmes, employability skills workshops, career guidance, industry seminars and work experience opportunities. These activities help young people develop the knowledge, confidence and practical skills necessary to pursue further education, training and employment.

Public Benefit

Career Compass advances education and promotes social mobility by supporting socially disadvantaged young people attending state secondary schools and sixth forms across London and other areas of England.

The charity provides career skills workshops covering CV preparation, interview techniques, university and apprenticeship applications, personal statements, networking, financial education and future employment opportunities, including the impact of artificial intelligence.

The charity also delivers industry insight sessions across ten different industries, facilitates work placements and office experience opportunities, and provides individual CV feedback and application support.

Career Compass works with over 190 state sixth forms and has supported more than 10,000 students to date, helping young people develop employability skills, increase their confidence and improve access to education and career opportunities.

These activities provide public benefit by reducing barriers faced by disadvantaged young people and improving their prospects of entering higher education, apprenticeships and employment..

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 Arsalan Khalique - Chair
Mr Ross McCaskill - Trustee
Mr Jessica Brown - Trustee

Charity Number

1192775

Company Number

CE024359

Independent Examiner

Haris Khawaja FCCA
HKL Accountants Limited
45 Cheriton Avenue
Clayhall
Essex
IG5 0QL

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The trustees' report was approved by the board of trustees and signed on its behalf by:

Mr Arsalan Khalique

Trustee
28/10/2026

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

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

Responsibilities and Basis of Report

As the charity 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

28/10/2026
HKL Accountants Limited
45 Cheriton Avenue
Clayhall
Essex
IG5 0QL

Career Compass
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 December 2025

	Notes	2025 Unrestricted funds £	2024 Unrestricted funds £
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	**3**	25,000	40,404
EXPENDITURE ON:			
Raising funds	**4**	(27,136)	(26,661)
NET (EXPENDITURE)/INCOME		(2,136)	13,743
NET MOVEMENT IN FUNDS		(2,136)	13,743
RECONCILIATION OF FUNDS:			
Total funds brought forward		22,702	(2,392)
TOTAL FUNDS CARRIED FORWARD	**10**	20,566	11,351

The notes on pages 6 to 8 form part of these financial statements.

Career Compass
Balance Sheet
As At 31 December 2025

	Notes	2025 Unrestricted funds £	2024 Total funds £
CURRENT ASSETS			
Cash at bank and in hand		22,871	13,232
		22,871	13,232
Creditors: Amounts Falling Due Within One Year	**8**	(2,305)	(1,881)
NET CURRENT ASSETS (LIABILITIES)		20,566	11,351
TOTAL ASSETS LESS CURRENT LIABILITIES		20,566	11,351
NET ASSETS		20,566	11,351
FUNDS OF THE CHARITY			
Unrestricted Funds		20,566	11,351
TOTAL FUNDS	**10**	20,566	11,351

For the year ending 31 December 2025 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

On behalf of the board

Mr Arsalan Khalique

Trustee
28/10/2026

The notes on pages 6 to 8 form part of these financial statements.

1. General Information

Career Compass is a company limited by guarantee, incorporated in England & Wales, registered number CE024359 and registered charity number 1192775. The registered office is .

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 Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. Incoming Resources

All incoming resources are recognised in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income, receipt is probable and the amount can be measured reliably.

Donations and voluntary income are recognised when received or when entitlement to the income has been established, provided that any conditions attached to the income have been met.

Grant income is recognised when the charity becomes entitled to the funds, receipt is probable and the amount can be measured reliably. Grants subject to performance-related conditions are recognised when those conditions have been satisfied.

Income received in advance of meeting the relevant recognition criteria is deferred and recognised as a liability until the conditions are met.

2.3. 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

	2025 Unrestricted funds	2024 Unrestricted funds
	£	£
Donations and gifts	25,000	40,404

4. Analysis of Expenditure

	Activities undertaken directly	Support costs (see note 5)	2025 Total
	£	£	£
Raising funds	6,783	20,353	27,136

	Activities undertaken directly	Support costs (see note 5)	2024 Total
	£	£	£
Raising funds	5,135	21,526	26,661

5. Support Costs

	2025	2024
	Raising funds	Raising funds
	£	£
Employee costs	20,353	21,371
General administration	-	155
	20,353	21,526

6. Staff Costs

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	20,353	21,371
Other pension costs	432	432
	20,785	21,803

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

7. Average Number of Employees

1Average number of employees during the year was: 1 (2024:)

8. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	(1)	(1)
Taxation and social security	2,306	1,882
	2,305	1,881

9. Pension Commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund.

During the year the charge to the statement of financial activities in respect of defined contribution schemes was £432 (2024: £432).

At the balance sheet date contributions of £NIL were due to the fund and are included in creditors.

10. **Movement in Funds**

	As at 1 January 2025	Income	Expenditure	As at 31 December 2025
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	22,702	25,000	(27,136)	20,566
Total funds	22,702	25,000	(27,136)	20,566

	As at 1 January 2024	Income	Expenditure	As at 31 December 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	(2,392)	40,404	(26,661)	11,351
Total funds	(2,392)	40,404	(26,661)	11,351

11. **Transactions with Trustees**

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

	2025	2024
	£	£

12. **Related Party Disclosures**

13. **Company limited by guarantee**

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

Career Compass
Detailed Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 December 2025

	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Donations from organisations	25,000	40,404
	25,000	40,404
	25,000	40,404
EXPENDITURE ON:		
Raising funds		
Compliance and regulatory costs	(104)	-
Employers pensions - defined contribution schemes	(432)	(432)
Computer software, IT consumables and maintenance	(6,247)	(4,703)
Wages and salaries	(20,353)	(21,371)
Sundry expenses	-	(155)
	(27,136)	(26,661)
	(27,136)	(26,661)
NET (EXPENDITURE)/INCOME	(2,136)	13,743