REGISTERED NUMBER: 09809021 (England and Wales)

UNAUDITED FINANCIAL STATEMENTS

FOR THE PERIOD

1 NOVEMBER 2017 TO 31 AUGUST 2018

FOR

CAREERS 4U CIC

TUESDAY

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COMPANIES HOUSE

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FOR THE PERIOD 1 NOVEMBER 2017 TO 31 AUGUST 2018

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CAREERS 4U CIC

COMPANY INFORMATION
FOR THE PERIOD 1 NOVEMBER 2017 TO 31 AUGUST 2018

DIRECTORS:	Ms W A Gibson Mrs S A Harrison Ms J F Brooks
REGISTERED OFFICE:	Lang Bennetts The Old Carriage Works Moresk Road TRURO Cornwall TR1 1DG
REGISTERED NUMBER:	09809021 (England and Wales)
ACCOUNTANTS:	Lang Bennetts The Old Carriage Works Moresk Road TRURO Cornwall TR1 1DG

BALANCE SHEET
31 AUGUST 2018

	Notes	2018 £	2017 £
CURRENT ASSETS			
Debtors	3	-	10,449
Cash at bank		889	248
		889	10,697
CREDITORS			
Amounts falling due within one year	4	476	10,664
NET CURRENT ASSETS		413	33
TOTAL ASSETS LESS CURRENT LIABILITIES		413	33
CREDITORS			
Amounts falling due after more than one year	5	103	165
NET ASSETS/(LIABILITIES)		310	(132)
CAPITAL AND RESERVES			
Called up share capital		100	100
Retained earnings		210	(232)
SHAREHOLDERS' FUNDS		310	(132)

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 August 2018.

The members have not required the company to obtain an audit of its financial statements for the period ended 31 August 2018 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

(a) ensuring that the company keeps accounting records which 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 company as at the end of each financial year and of its profit or loss 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 company.

The financial statements have been prepared and delivered in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

In accordance with Section 444 of the Companies Act 2006, the Profit and loss account has not been delivered.

The financial statements were approved by the Board of Directors on 23 May 2019 and were signed on its behalf by:

Mrs S A Harrison - Director

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 NOVEMBER 2017 TO 31 AUGUST 2018

1. STATUTORY INFORMATION

Careers 4U CIC is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Turnover
Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Taxation
Taxation for the period comprises current and deferred tax. Tax is recognised in the Profit and loss account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred tax
Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018	2017
	£	£
Trade debtors	-	10,449

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018	2017
	£	£
Trade creditors	-	2,654
Taxation and social security	41	-
Other creditors	435	8,010
	476	10,664

continued...

5. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2018	2017
	£	£
Other creditors	103	165

6. ULTIMATE CONTROLLING PARTY

The controlling party is Mrs S A Harrison.

105226/15

CIC 34

Community Interest Company Report

For official use *(Please leave blank)*	

Please complete in typescript, or in bold black capitals.

Company Name in full	CAREERS 4U CIC
Company Number	09809021
Year Ending	2017/2018

Please ensure the company name is consistent with the company name entered on the accounts.

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT
In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

Similarly, to the last two years the company's current activities this year have focussed on providing professional, quality and value for money Careers Information, Advice and Guidance to local Secondary Schools/Academies and their pupils and parents and carers. With a view to expanding/offering our services elsewhere if required.

This year the business has grown from providing work to two local Secondary/Academies that have bought in our services from the start of the company, to working with 7 local Secondary Schools with two more Secondary Schools presently wishing to work with us in the next academic/financial year. Five out of these Secondary Schools serve areas that are recorded as being among 10% of the most deprived areas in the country. Two of the Secondary Schools have been ranked by Ofsted as 'in need of improvement'. It is vital that young people in these areas/schools get independent, professional and high-quality Careers Information Advice and Guidance to enable them to be fully informed about the options available to them, so they can make positive career choices for their future, to help break the cycle of deprivation. We are delighted to be supporting these schools, young people and their parents and carers through our work.

With Schools budgets continuously being cut and under extreme pressure we believe our value for money service is offering schools an alternative to other companies in the area and helps the schools that have bought in services from us continue to offer a Professional and Quality Independent Careers Advice and Guidance service that their pupils and parents/carers need. This benefits the community and local economy as a whole if students are properly informed and prepared for their next steps after Year 11 and hopefully stops young people making the wrong choices for them, decreases drop-out rates from sixth form or college courses, prevents young people becoming NEET (not in education, employment or training) and helps to raise their aspirations and motivation as a whole and helps equip them with the skills and knowledge they need to find a career they enjoy and will be successful in.

In addition to the services schools buy in from us we have also attended some advice sessions/parents evenings/career fairs at our schools for free, allowing us to make contact and give Careers, Information, Advice and Guidance to large numbers of pupils and parents/carers who required it/who perhaps wouldn't normally have been able to see us, whilst also supporting our schools with their events.

All our schools also get an initial free consultation with ourselves to update them on anything we need to let them know and help them plan work for the forthcoming academic year. This helps them to use our services in the most effective/efficient way possible and helps to ensure we see as many pupils as we can for them, thus ensuring they get value for their money and that we are able to make a difference to as many pupils as we can. This year we have also introduced end of year reviews with our schools, where Career Advisers who worked in these schools attend meetings with Career Leads in schools at the end of the Academic year for free and review work completed, discuss areas for improvement/change and together try to implement these changes, increasing the time or number of days a Careers Adviser is in school (if required) ensuring again the pupils that really need our time and help are getting it.

Continued on attached Continuation Sheet...*(**Please continue on separate continuation sheet if necessary.**)*

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

We hold yearly AGM's to consult the company's stakeholders and shareholders and this year put in place regular Director meetings over the year to consult more regularly on the position and actions that needs to be taken to benefit the company and our external stakeholders. These meetings have been extremely useful/beneficial and contribute to the smooth running of the company.

Our main external Stakeholders are currently our schools/academies and their pupils and parents/carers. But other secondary schools /academies and further education providers/Colleges also have a potential invested interest in the company, as well as local employers and other community and voluntary companies/organisations.

This year we have focussed our consultation on the schools/academies we work with and their parents/carers. We have written reports of work done and issued them to all our schools (to help them assess the impact our service has had/who we were able to help and work with). We have also carried out end of year review meetings with all our schools this year, jointly evaluating our work and impact, obtaining feedback from school staff on our work and the outcomes/impact it has had to their students and establishing areas of good practise and where improvements/changes may need to be made. We then action any changes that are required from the consultations in our work the following academic year.

As part of our ongoing day/today work we obtain feedback from the pupils we see/have contact with, their parents/carers and teaching staff in general and from this are able to assess and evaluate our work on a regular basis. We continue to use our Customer Survey form to help capture this information more easily and have received excellent feedback from young people these have been issued too. If we receive any suggestions of improvement on these or an area a young person may have wanted more help on, we always try to take action on this and implement any changes we can, in our guidance interviews. The company may look to create an on-line version of this in the future, possibly and we will look into working towards Matrix Accreditation at some point in future too. We will need to firm up our feedback/consultation systems for this and will need to keep aside some profits to help pay towards Matrix Accreditation.

We also consult with other schools (who don't currently use our services), obtaining their views, information on areas they are finding difficult at the moment and always looking for gaps in services to see if there is something as a business we can provide them with. This year we attended a local Cornwall Association Secondary Head (CASH) meeting where we did a presentation to all Heads present informing them of new Careers Statutory Guidance for Schools that has been introduced this year, explaining the Gatsby Benchmarks to them and how we can help them as a company to meet these Benchmarks and listened to their views, areas they find difficulty in meeting in their schools and any concerns/worries they have in meeting the new Statutory Guidance or their Career obligations in general, giving them suggestions or advice where we could.

Going forward we will aim to consult more widely/frequently with other schools (who currently don't use our services) as well as perhaps employers and other community and voluntary groups/organisations that could also benefit from our services.

(If applicable, please just state "A social audit report covering these points is attached").

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

No remuneration was received.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

No transfer of assets received.

(Please continue on separate continuation sheet if necessary.)

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed [signature] Date 22/05/2019

Office held (delete as appropriate) Director/Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

C/O Lang Bennetts, The Old Carriage Works.
Moresk Road, Truro, Cornwall, TR1 1DG

Tel 01872 272047

DX Number DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139 Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38 Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 **cannot** be filed online

(N.B. Please enclose a cheque for £15 payable to Companies House)

CIC 34
CONTINUATION SHEET

Please complete in typescript, or in bold black capitals.		
	Company Name in full	CAREERS 4U CIC
	Company Number	09809021
	Year Ending	2017/2018

PLEASE CLEARLY INDICATE THE PART YOU ARE CONTINUING HERE
PART 1

Last year on top of our core Careers and Guidance work in Schools we invested all our profits and lots of our time developing our company website and setting up and developing our social media platforms/side of the business. Our website is www.careers4u.org and the links to the social media platforms can be found here too. The website has a careers resource section and contains links to free web-based career resources and information and advice which anyone can go to and use. Our social media platforms focus on promoting local opportunities and events; such as Career Fairs, Sixth Form, College and University Open events etc. We feel this is a great benefit to our customers, their students/parents and carers and the wider community. Allowing people to easily find trusted career resources and signpost them to opportunities, information and help they might need.

We have used some of the profits from this year, to produce banner stands for the advisers to use at events, as well as some postcard size professional designed and printed handouts for them to give out at events/parents evenings and to young people or parents and carers they meet to promote our website, company as a whole and social media platforms to them. We hope the numbers of people visiting and using our website and platforms for information will continue to grow over the forthcoming academic year and have had great feedback from schools, pupils and parents and other Careers Advisers from other local schools, who have said what a great resource our website is for people to use.

In addition to our activities above; in order for us to enable us to meet our 7 Secondary Schools needs we have grown our team from 4 Fully Level 6 Qualified Careers Advisers to 7 Fully Level 6 Qualified Careers Advisers. This year used some of our profits but mainly our time in implementing a termly team meeting/CPD day for our Careers Advisers, to give the Careers Advisers a chance to work together and share information and resources with each other, as well as organising relevant speakers to come to these days to talk to the advisers about relevant opportunities locally. These days help to ensure the Careers Adviser do CPD that they are required to do but mainly to ensure the knowledge they have on the local labour market, qualifications, courses, opportunities is up to date and relevant so we know they are equipped to give the best information, advice and guidance they can to young people and their parents/carers.