

A photograph showing a group of adults and children in a modern building hallway. They are lined up and shaking hands, suggesting a celebratory or collaborative event. The adults are on the left, and the children are on the right. The children are wearing casual clothing, including a grey hoodie with a logo. The background shows large windows and a speaker.

inspire!

Our impact in 2017 - 2018

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Inspiring, motivating and opening doors for young people

With your support, Inspire! have been helping young people from Hackney and beyond fulfil their potential for 14 years.

Academic achievement in inner city boroughs has improved over this time, but stark inequalities remain. Many young Londoners remain unprepared for life after school, and lack the knowledge, skills and aspirations needed to build fulfilling careers.

Employers and their employees are the key to change: we bring businesses and young people together through our programmes in schools and colleges. We also reach vulnerable young people and support those who are not in employment, education or training to find and follow the right path for them.

We believe all young people deserve an equal chance of success. By sharing this vision, our business and school partners have helped us take steps towards it in 2017 – 18.



Welcome from our Director & Chair



"As Hackney, Camden and Islington continue to undergo regeneration, we aim to ensure that each young person can access the opportunities on their doorstep and have every chance of success in life."

Over the past 12 months, Inspire! have continued to support schools and young people through our core programmes, while developing and expanding our work.

In the year the government declared 'The Year of Engineering', we brought STEM activities to more children both inside and outside the classroom. Partnerships with the Francis Crick Institute and the Kings Cross development continued, giving aspirational Camden students access to work experience in science, engineering and construction.

In collaboration with Hackney Council, we helped ambitious young people gain paid work at high-profile businesses through Hackney 100. Meanwhile, we helped more young people with additional needs overcome challenges through tailored mentoring and progression programmes.

*Each success story this year is down the support of our funders, partners, and volunteers. **Thank you for making it possible!**"*

A handwritten signature in black ink, appearing to read 'Jonny Boux'.

Jonny Boux, Director



"Having stepped into the role of Chair this year, I'm excited to be supporting Inspire!'s next phase. During their ongoing partnership with Linklaters, I've witnessed how bringing education and business together has opened up new possibilities for so many local young people. It's reinforced that businesses can always do more to prepare young people for future success."

We look forward to working with our supporters, both new and long-standing, to move even closer towards our goal in the coming year."

A handwritten signature in black ink, appearing to read 'Matt Sparkes'.

Matt Sparkes, Chair of Trustees
Head of Corporate Responsibility at Linklaters

Our impact in 2017 - 18

This year, Inspire! worked with **56** schools and colleges. We reached over **15,000** children and young people, including those not in education, employment or training. **1048** employers and over **2000** volunteers signed up to support young people's futures.

Developed motivation, personal and social skills and raised aspirations



100% of young people with additional needs increased their self-belief and confidence

95% of participants had positive encounters with role models



Increased understanding of future career, life and learning options

83% understood that their gender or culture are not barriers to success



93% increased understanding of the skills and qualities employers look for

Local young people...

Increased skills for learning and the world of work



81% improved team work and presentation skills

82% developed work-related and enterprise skills



Achieved positive career, life and learning goals

86% increased ability to complete applications and interviews



20 out of 26 NEET young people moved into employment, education or training

Raising aspirations early

Primary programme highlights

Stereotypes about jobs are formed early, yet most careers education only begins in late secondary school. Our Primary programmes reach children aged 3 - 11, providing working role models and early awareness of the opportunities available to them.



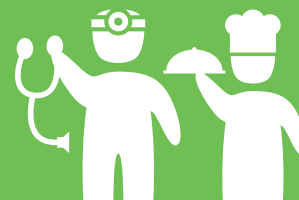
Work Week turned 12 this year, reaching 12 schools. Meeting a wide range of real workers at their workplaces and in the classroom helped to inspire possibilities for yet more local children.



5500 pupils took part in Work Week



53 workplaces hosted a visit



Pupils had **519** encounters with volunteers



82% of pupils better understood the links between school and work



79% of pupils agreed that they can do any job they want

"I learnt that both men and women can do the same job."

**Year 1 pupil,
Lauriston Primary**

“You can’t be what you can’t see”

Boosting participation in STEM subjects and industries has never been more important. In its fourth year, iDiscover reached 9 schools, introducing pupils to more diverse role models from STEM industries. Our volunteers continued to make science, technology, engineering and maths exciting and relevant for a young audience.

3000 pupils took part in iDiscover, visiting **34** different workplaces and meeting **285** volunteers

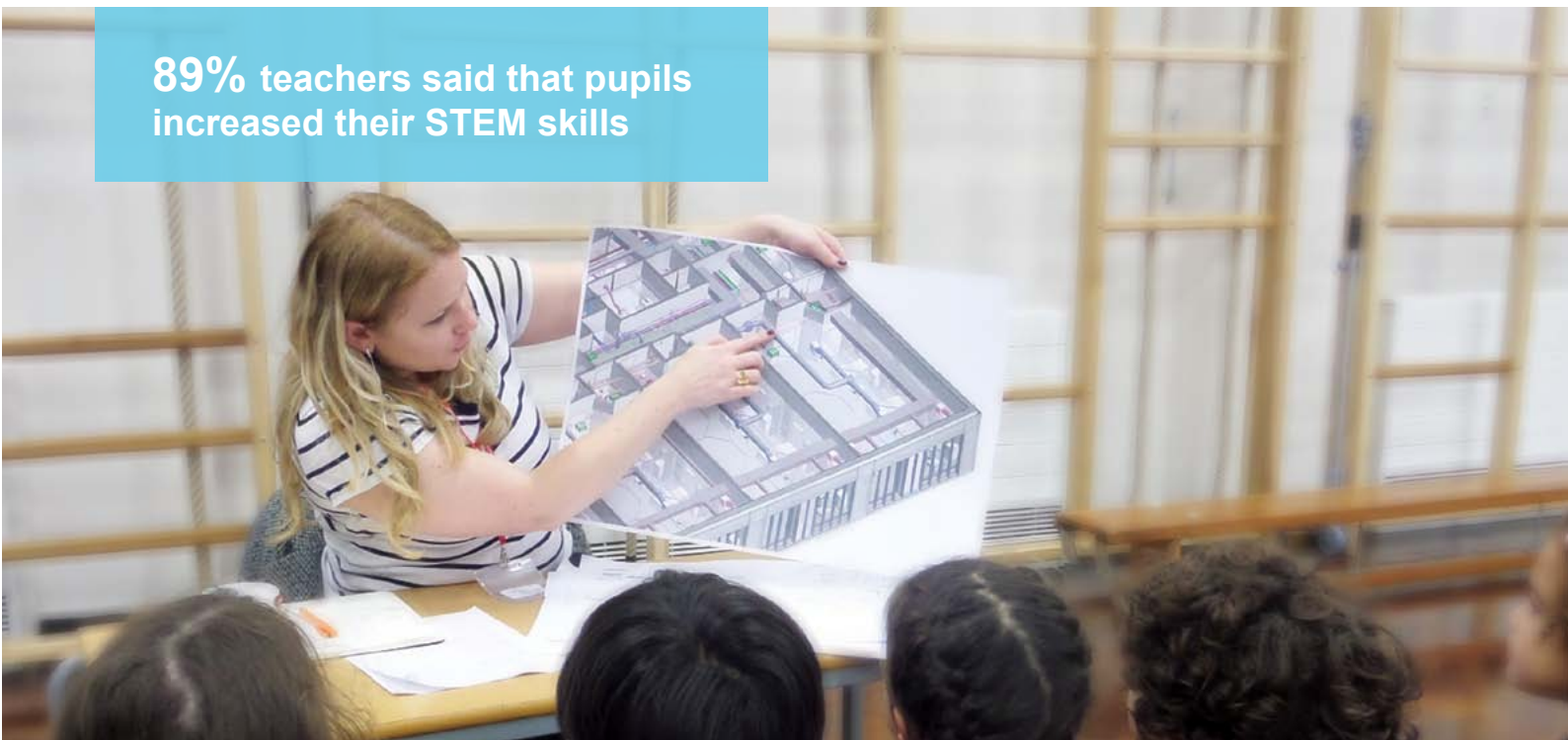


80% of pupils agreed that they can do whatever job they want

“I learned about brains, data servers, wind power and technology.”

Year 6 pupil, St Monica’s Primary

89% teachers said that pupils increased their STEM skills



“We thought, they’re only six years old, what are we going to do? It was a challenge for the teams and they had to think out of the box. But the kids really enjoyed it, they were super engaged! It made my colleagues feel like it’s worth getting out of the office, because it’s not only an inspiration for the little ones, but also for them.”

Antonia, Studio Coordinator at Robin Partington & Partners

Preparing school students for the future

Secondary programme highlights

We believe education should prepare young people for a future beyond the classroom. Our secondary school and college programmes help to raise 11 - 18 year olds' aspirations and equip them with essential skills for work. Our volunteers make this vital work possible by sharing their advice and experiences with students.

This year...

Our work-related learning workshops introduced a total of **2549** students to **586** volunteers.

92% increased their understanding of the skills and qualities employers look for.



Work experience enabled **3249** students to consider their future options.

85% felt more confident after completing their placement.



Workplace visits and visitors helped **732** students relate their studies to relevant careers.

91% increased awareness of the links between school and work.



Enterprise programmes taught **275** students the skills for running a business.

83% increased their understanding of financial concepts.

"I liked learning that there are so many doors open for me to take. It was fun and very inspirational for me."

Student, Haggerston School

Inspire! has been working with Hackney Council to deliver **Hackney 100**: a scheme which gives young people access to meaningful, paid work in their borough. By providing opportunities on their doorsteps, local businesses have helped ambitious young people to kick-start their careers.

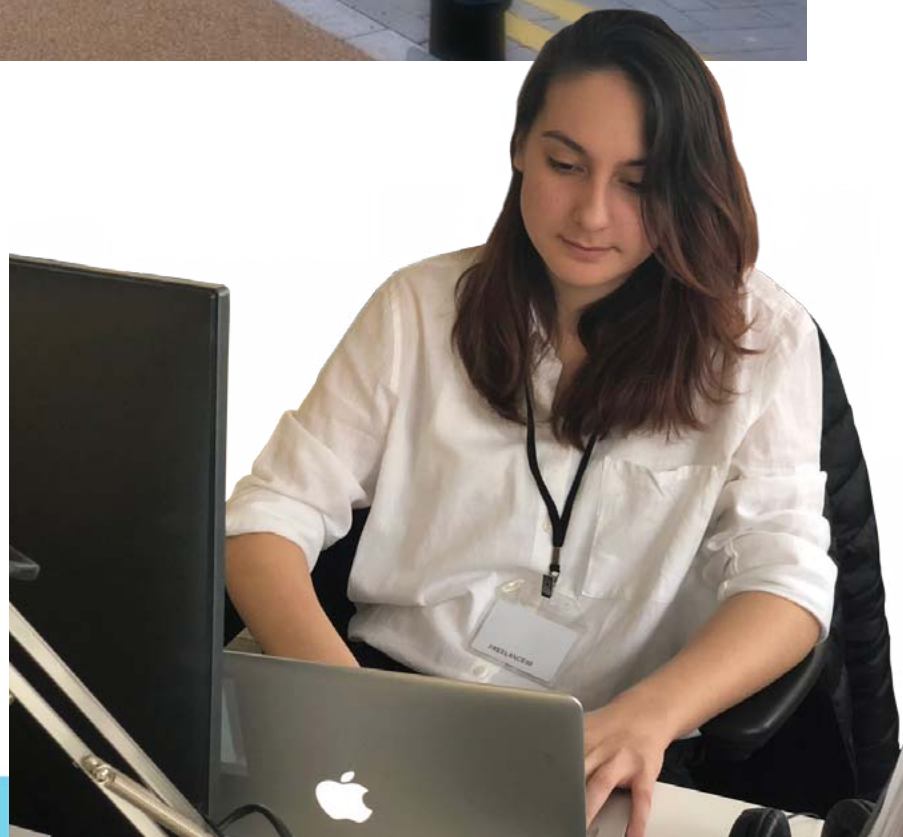


"It's really cool to be able to see the things I study in college in real life. I've now been offered an apprenticeship with a contractor at Berkeley Homes!"

Pearl is studying Electrical Installation at college and hopes to become an electrician. Hackney 100 has given her the chance to experience life on site at Berkeley Homes and opened up opportunities for the future.

"Before I came here, I was a bit nervous but they welcomed me. It's been a great opportunity for me to seize and has helped me to know what I want to do in the future"

Gocke is working towards her A levels at Mossbourne Academy. She joined Nexus Studios on her Hackney 100 placement to gain first-hand understanding of careers in the media sector.



Empowering young people to succeed

Additional Needs programme highlights

Our Additional Needs team supports young people aged 11 - 25 who are facing barriers to progression, such as mental health difficulties, language barriers, or special educational needs. Specialist one-to-one or group work has helped young people overcome challenges and move into education, training or work.

Challenge Mentoring

We trained and supported Linklaters and UBS employees to mentor **68** Year 7 students struggling with the transition to secondary school.

100% of mentees said they now feel more confident.

Trained Euromonitor employees mentored **8** sixth form students with learning difficulties.

100% of mentees improved listening skills, and gained knowledge of work.

Inspired Futures

26 young people with special educational needs or mental health difficulties took part in our progression support programme, Inspired Futures.

85% have moved into further education, training or employment.



"I'm really enjoying it. I've been mainly servicing the cars, but sometimes we do engine jobs and I get to watch and learn from it. I like how we all get on well together here."

18-year-old Sedat was studying to be an electrician, but wasn't enjoying the course and dropped out after 5 months. After nearly a year, Sedat was still looking for work and unsure of which direction to take. Inspire! stepped in to provide a mentor, who worked with him one-on-one for 6 months. She helped him write a

CV, practice interview techniques, and build confidence in applying for jobs. His natural talent for mechanics became apparent, and his first interview for an apprenticeship with North London Garages was a success. He now goes to college one day a week while working towards his Mechanics qualification.

"It's a small investment each week that is paid back tenfold. I was so proud of the young lady at the end of the programme!"

Challenge Mentoring volunteer, Linklaters

Providing alternative pathways

Inspired Directions School highlights

The Inspired Directions School provides full-time education to vulnerable young people aged 13 - 16 who have struggled in mainstream schools. We focus on the needs and interests of each student and provide them with the individual support needed to progress.

As well as creative work in school, our students have taken part in a range of projects facilitated by community and business partners.



This year, the school supported **19** students

100% gained Functional Skills qualifications

100% of leavers progressed into further education, training or employment

We began a new project with Rio Cinema where students watched and discussed key themes from the latest Oscar-contenders.

Students presented their views on a weekly live show on 199 radio, and learnt to discuss issues that concern them with confidence.

We collaborated with multimedia journalism programme Headliners to research and broadcast stories that matter to young people

...as well as continuing our music, construction, cooking and gardening enterprise projects!

"Now I have music I feel like I can achieve something."

Student, Inspired Directions School



Helping employers invest in young people

Employer engagement

The organisations and individuals we work with make an invaluable difference to local schools and young people's lives. In return, we help employers to build corporate social responsibility, support employees' professional development, and connect with their local community. Each organisation and volunteer that got involved this year made a unique contribution to our programmes.

It's who you meet...

Recent research from Education & Employers shows that the more young people encounter employers at school, the less likely they are to be unemployed as young adults. But those young people who have the most to gain from employer engagement currently have the least access to it.

Over 1000 employers helped us try and change the statistics this year.



Over 2000 volunteers gave their time to inspire young people

100% said that they enjoyed volunteering with us!

98% of volunteers said taking part helped develop their skills



Cancer Research UK have been working with Inspire! this year as part of their equality, diversity and inclusion agenda. They made an impact by...

Bringing STEM to life for primary pupils

As part of their **iDiscover** week, three Year 6 classes visited multiple departments at CRUK's headquarters in Angel. The pupils extracted DNA from a strawberry, took over on Twitter and helped the charity decide where it should be spending its money!



"I really enjoyed having to think about the way we talk about our work and about science for a completely different audience. I got a lot out of that."

Laurie, Research & Innovation department, Cancer Research UK

Hosting work experience with a difference

Industry Insights brought up-to-date industry knowledge to the classroom by sending teachers on work placements.

CRUK welcomed two teachers to their offices from City & Islington College and Westminster Kingsway College. By rotating around different departments including HR, marketing and finance, the teachers collaborated with employees to develop relevant new resources for their students.

Becoming role models to secondary students

Volunteers from CRUK took part in 6 different secondary school and college programmes this year.

Employees from across the organisation got involved in a range of events, from helping young women develop business skills at BSix College, to creating fashion enterprises with Clapton Girls' Academy.

"We're all driven by a really great mission, but there is so much more added value we can give. It reinforced the fact we can and should be doing more."

Rich, Research & Innovation department

Enhancing careers education

School and college partnerships

In December 2017, the Department for Education unveiled a new Careers Strategy, outlining plans to boost careers advice and guidance provision. It also revealed the extent to which schools are struggling to provide effective careers education to young people.

Our programmes provide much needed support to schools and colleges, helping them to fulfil the government's objectives, meet the Gatsby Good Career Guidance Benchmarks, and offer equal opportunities to all students.

“Excellent careers guidance unlocks potential.”

Disadvantaged students are still falling behind their peers, both at school and after they leave. We worked with **56** schools and colleges this year to help change the picture for their students.

74% of schools that took part in our programmes in 2016-17 worked with us again this year, as well as **21** new schools



Building business skills at BSix

BSix College in Hackney offers academic and vocational courses to students aged 16+, catering for different abilities and needs. Preparing all students for their next steps is crucial to the college's mission; Inspire! provided a range of tailored programmes to help them achieve this.

We provided...

Tailored work-related learning

Women in Business

introduced young women to female volunteers from different backgrounds and industries. Volunteers led activities to build confidence, communication and networking skills.

Humanities Careers

Carousels gave students a chance to discover the interesting and sometimes surprising career paths followed by volunteers who studied the same subjects as them at college or university.

Getting Ahead in Health and Social Care

introduced students to professionals from the sector who delivered engaging talks about their career, alongside a series of employability workshops.

"I liked the professionals sharing stories about their careers and learning that anything is possible to do. You just need a bit of love, patience and hard work to get to the dream job you want."

Student, BSix College

Additional support for students who need it most

Stepping Up helped students on Entry Level courses to gain experience and confidence through social action. A five week programme supported students to plan and deliver their own film festival event for a local community centre.

An **ESOL Volunteering Fair** helped learners new to the UK access community volunteering opportunities, while practising networking.

An **ESOL You're Hired** event introduced students to bilingual volunteers and used interactive and visual activities to build their employability skills.

Work experience to complement courses

Developing employability skills is a top priority for BSix, with work experience forming a crucial part of their study programmes.

243 BSix students completed a work experience placement this year. From science to creative media, each placement helped students apply their studies to the working world.

"Stepping Up was a great success, as can be seen in the final outcome from the festive film event...The students really enjoyed the individual sessions and really benefited from a joined up programme."

Ian Ellis, Head of Progression Department

Fundraising successes

Our supporters and donors

We rely on the generosity of corporates, charitable trusts and foundations and individuals to continue to support young people. Donations enable us to deliver affordable programmes to schools, as well as reach more vulnerable and NEET young people. Businesses both large and small made a difference through fundraising this year!

A few of our fantastic fundraisers!

"Fundraising has made us all collaborate together, be creative and come up with new ideas. It's been really great to hear how our money is helping! We've also had a few work experience students in, meeting them and seeing the impact Inspire! makes on young people really drives everyone to get involved."

Sophie, Senior Consultant at MC Partners

MC Partners wanted to make an impact beyond their everyday business of recruiting tech talent. Our work resonated with their values as a company, so employees chose to get stuck into fundraising.

Employees have enjoyed themed 'Pay Day' parties throughout the year, bake sales and pancake day, all while raising money for us. A team of brave staff even took on the Three Peaks Challenge, getting fit while raising funds!



Independent Shoreditch restaurant **The Jones Family Project** have hosted regular Work Week visits. Helping local children learn about work motivated employees to offer even more support.

They now fundraise through their menu: for every delicious salmon dish they sell, 25p goes towards Inspire!.

"We're delighted to have chosen Inspire! as our charity of choice. We hugely enjoy taking part in Work Week and think the work they do here in Hackney and surrounding boroughs is invaluable to the community."

Anna, The Jones Family Project





Long-time supporters **Natixis Investment Managers** have given generously towards the Inspired Directions School. Their funding enabled us to open a brand new music studio in 2017, and continues to provide new opportunities and support for our students.

For the past three years, employees have undertaken fundraising challenges. This included taking on a 270km cycling challenge in 2017, and an incredible 400km bike ride in 2018!

"It was fantastic to see the sheer number of employee donations coming in during the day. It was a huge boost when energy levels were ebbing on the road. The arduous, three-day endeavour was all worth it in the end, since we reached 99% of our £15K target!"

Natixis take social responsibility seriously and want to ensure it's embedded into our company culture. We look forward to arranging more events to support the young people at Inspire!."

Darren, Senior Director at Natixis

Financial services firm **UBS** have worked with Inspire! since our early beginnings. As well as partnering with us to run tailored programmes in primary and secondary schools, staff have provided invaluable in-kind support.

Donated IT equipment has helped us to keep our office costs low, while pro-bono business support has developed our employees' leadership skills.

This year, UBS employee Ashleigh bravely put herself forward to run the London Marathon and fundraise for Inspire!, raising over £1500!

"This was the first time I've taken part in a marathon - I'd never done any long distance running before! It was tough but I was glad to be able to run on behalf of Inspire!"

I've since signed up to some volunteering activities and am looking forward to continuing to support their work."

Ashleigh, Rewards Business Manager at UBS



It's all thanks to you!

We are incredibly grateful to the following funders, who helped make our work possible in 2017-18:

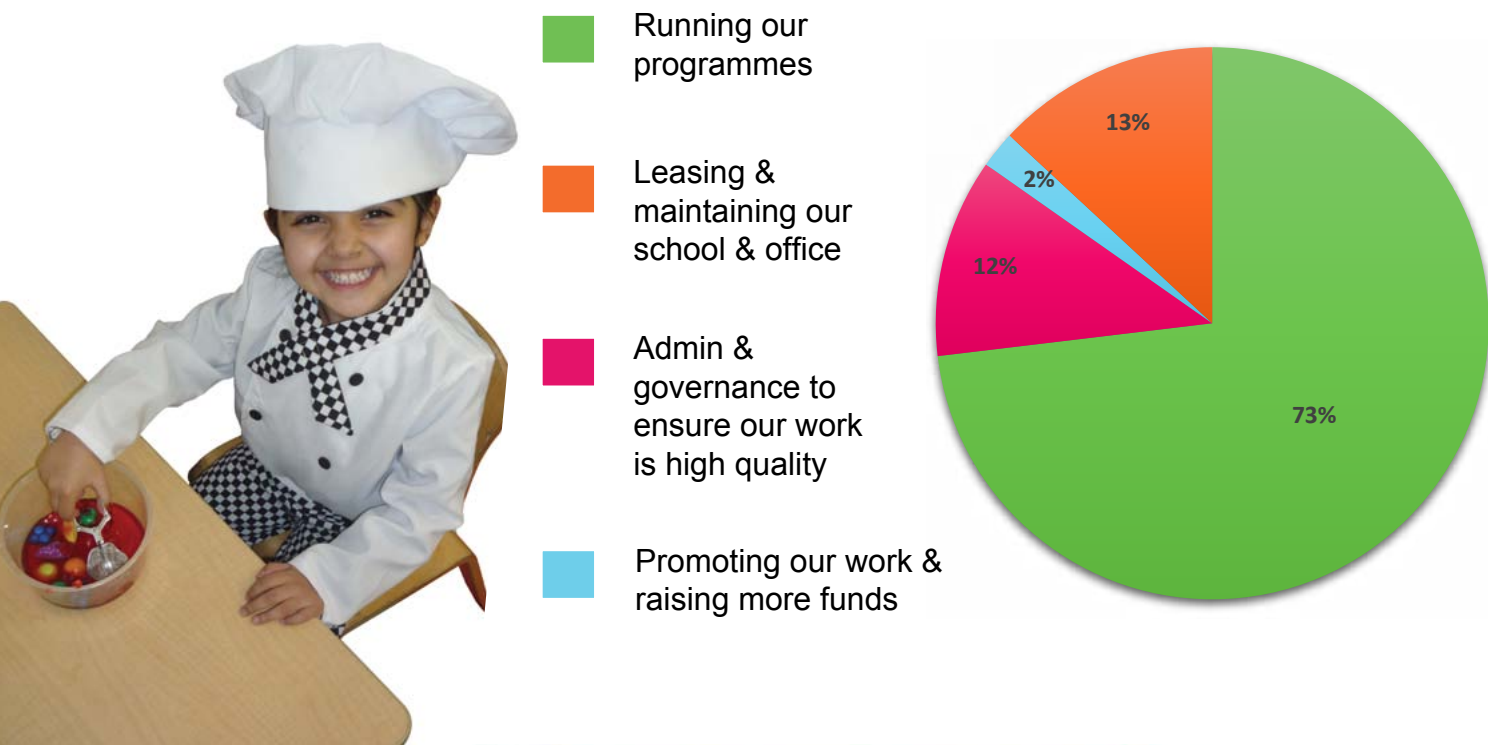
Balcombe Trust
British Science Association (CREST)
Charles Russell Speechlys
City of London Corporation
Derwent London
The Francis Crick Institute
Freshfields Bruckhaus Deringer
Hackney Parochial Charity
Hammerson
JA Clarke Trust
The Jones Family Project
Lendlease
Linklaters LLP

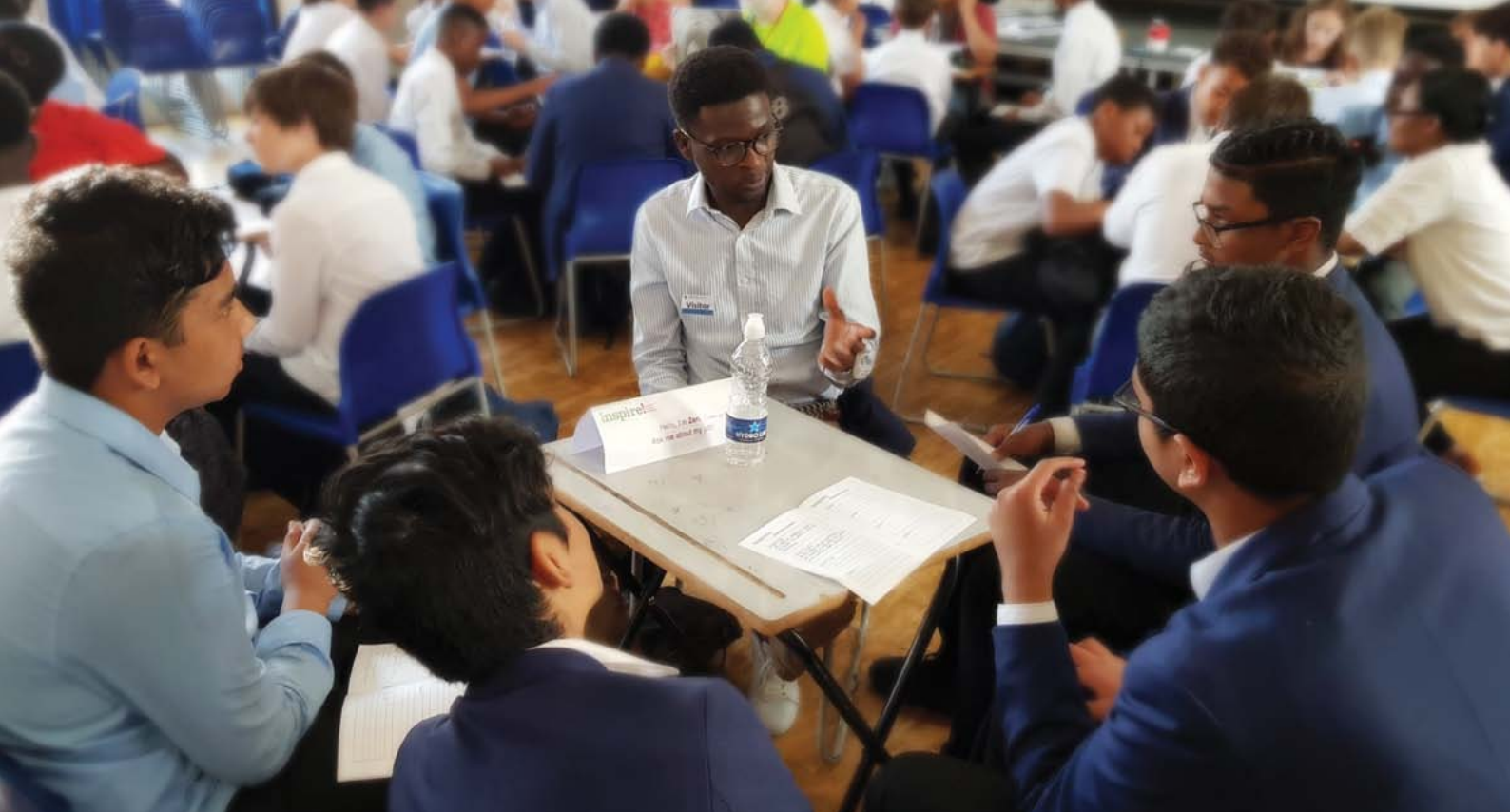
London Borough of Hackney
MC Partners
Merchant Taylors
Natixis Investment Managers
Newmans Own
Prospects
Royal Academy of Engineering
Royal Society of Chemistry
Skills Training
Trowers Hamlin
UBS
Young Hackney

And of course - to the many employers, volunteers, schools and colleges that enabled us to inspire young people!

Where we spent our money in 2017 - 18

Inspire! is a not-for-profit organisation. All of our funding is reinvested into pursuing our aim: to raise the achievements and aspirations of young people in Hackney and surrounding areas.





"I enjoyed finding out that no matter where you start you can rise to the top"
Year 12 Student, Central Foundation Boys' School



Get in touch!

We'd love you to be involved in the next stage of our journey. There are several ways you can support our mission, whether through volunteering, hosting work experience, fundraising, or simply donating to us!

Get in touch with us to find out more:

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The publication of this report was generously sponsored by **Linklaters**