



**Our year in review  
2016 - 2017**



# Foreword



It has been another very busy year at Inspire!, one which has been full of change both for the organisation and the environment around us. Off the back of our 10th year anniversary celebrations, the past 12 months have included many highlights. Our work-related learning programmes have continued to thrive, reaching over 15,000 children and young people, raising their awareness of the world of work and opening doors to new opportunities that may otherwise remained out of reach. The year has also been a landmark one for the Inspired Directions School, with student numbers growing and the move to our brand new site on Dalston Lane.

Against the backdrop of change, what has remained consistent is the need to support and raise achievement levels for children and young people, with the same question at the forefront of our minds - how can we best prepare them for success in their lives and livelihoods in a rapidly changing world? Inspire! was founded on the principals that all young people should be given every chance to succeed and make the most of the opportunities arising from rapid regeneration in Hackney, Camden and surrounding areas of London. The work we and others do to develop the skills, confidence and motivation of young people in our communities will be critical to ensure no one gets left behind.

Thank you to everyone who makes our work possible: our funders, partners and the hundreds of business volunteers that have worked with us over the past year. Your support has been essential in helping us to bring the world of work alive and equip children and young people with essential skills to enhance their future lives. I hope you enjoy this report, which highlights some of our success over the past 12 months. We look forward to working with you over the coming year to empower even more young people to reach their full potential.

**Jonny Boux**  
Director at Inspire!

# About us

Founded in 2004, Inspire! is an Education Business Partnership that supports the education, training and development of young people aged 3-24 from Hackney and beyond. Through a range of programmes, we provide thousands of young people with the skills they need to access and succeed in the world of work.

Developed in collaboration with employers and schools, our programmes are designed to enrich the curriculum and meet the needs of all young people, including those who are most vulnerable.

## Our vision

For all young people to be empowered to reach their full potential, realise their ambitions and build fulfilling careers and lives.

## Our mission

To develop skills, confidence and motivation of young people in Hackney and beyond. Working in partnership with businesses, education providers and the community, we inspire, support and open doors for young people: improving their access to the world of work, raising achievement levels and enhancing their future career prospects and lives.

To find out more visit [www.inspire-ebp.org.uk](http://www.inspire-ebp.org.uk)



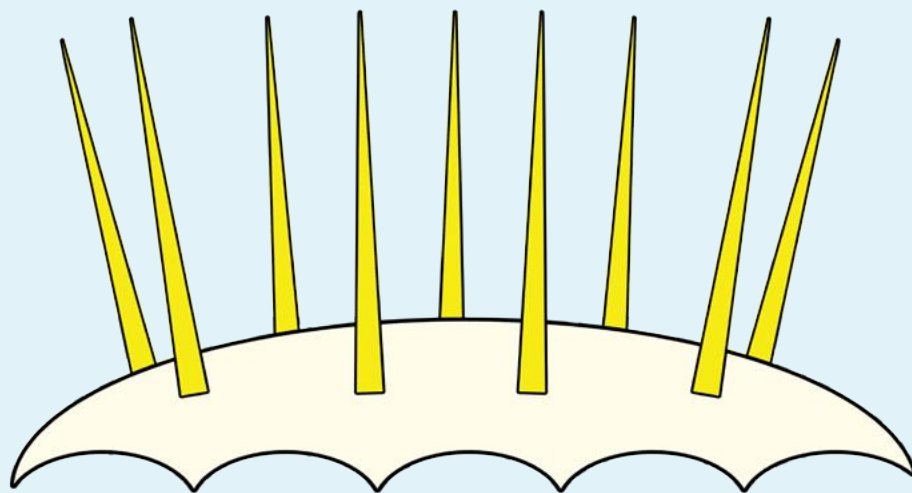


Over the year, our programmes reached

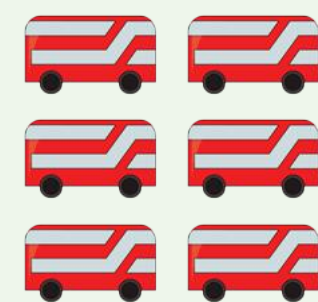
# 15,099

young people from Hackney,  
Camden and surrounding  
London boroughs

**Almost enough to  
fill the entire O2  
Arena.**



Our staff recruited



# 1611

volunteers, from



# 278

local  
and  
City-based companies.

**We'd need 19 double-decker buses to fit them all in.**



With the help of some  
brilliant volunteers,  
we completed a  
refurbishment project  
and relocated to new  
premises in 2017

## Primary programmes

Taking the view that it's never too early to start preparing children for adult life, Inspire! deliver a range of programmes which support the primary curriculum, raise local children's level of achievement and develop their awareness of future opportunities.

Our flagship programme,  
**Work Week**, had a stellar  
year, reaching

# 8576

pupils

Our primary mentors  
helped

# 116

pupils improve their  
literacy and numeracy  
skills

This year, **Work Week** went  
even further, running in

## Redbridge, Lambeth & Haringey

for the first time, as well  
as Hackney, Camden,  
Islington and Waltham  
Forest



# 3,092

pupils were introduced to careers in  
Science, Tech, Engineering and Maths  
through **iDiscover**, with support from

# 49

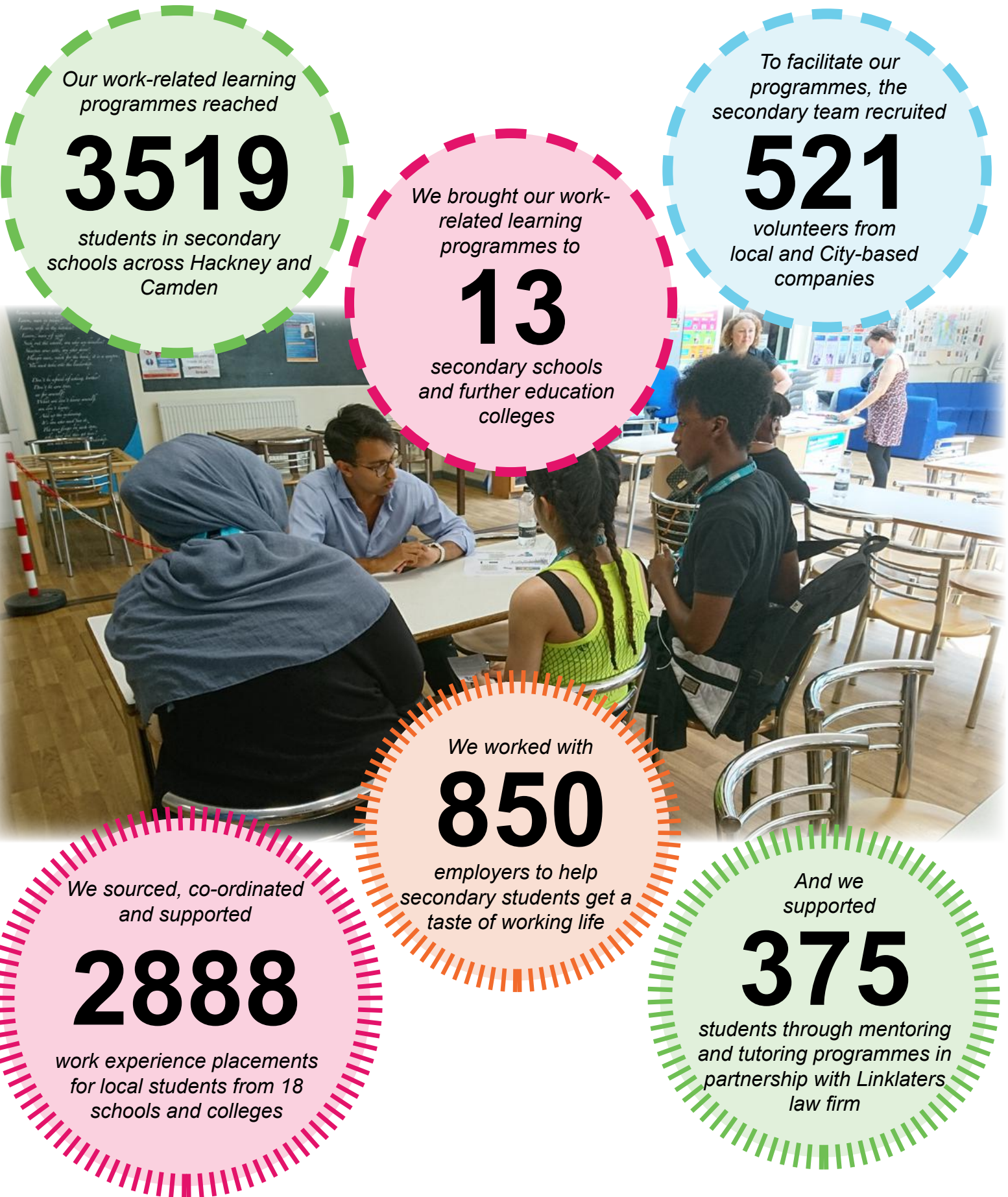
 local employers

...with nearly 90% pupils improving their STEM-related skills as a result of the programme



# Secondary programmes

We provide a range of programmes and services for secondary schools and colleges, enriching young people's education by helping them to learn about and prepare for the world of work.



# Engagement programmes

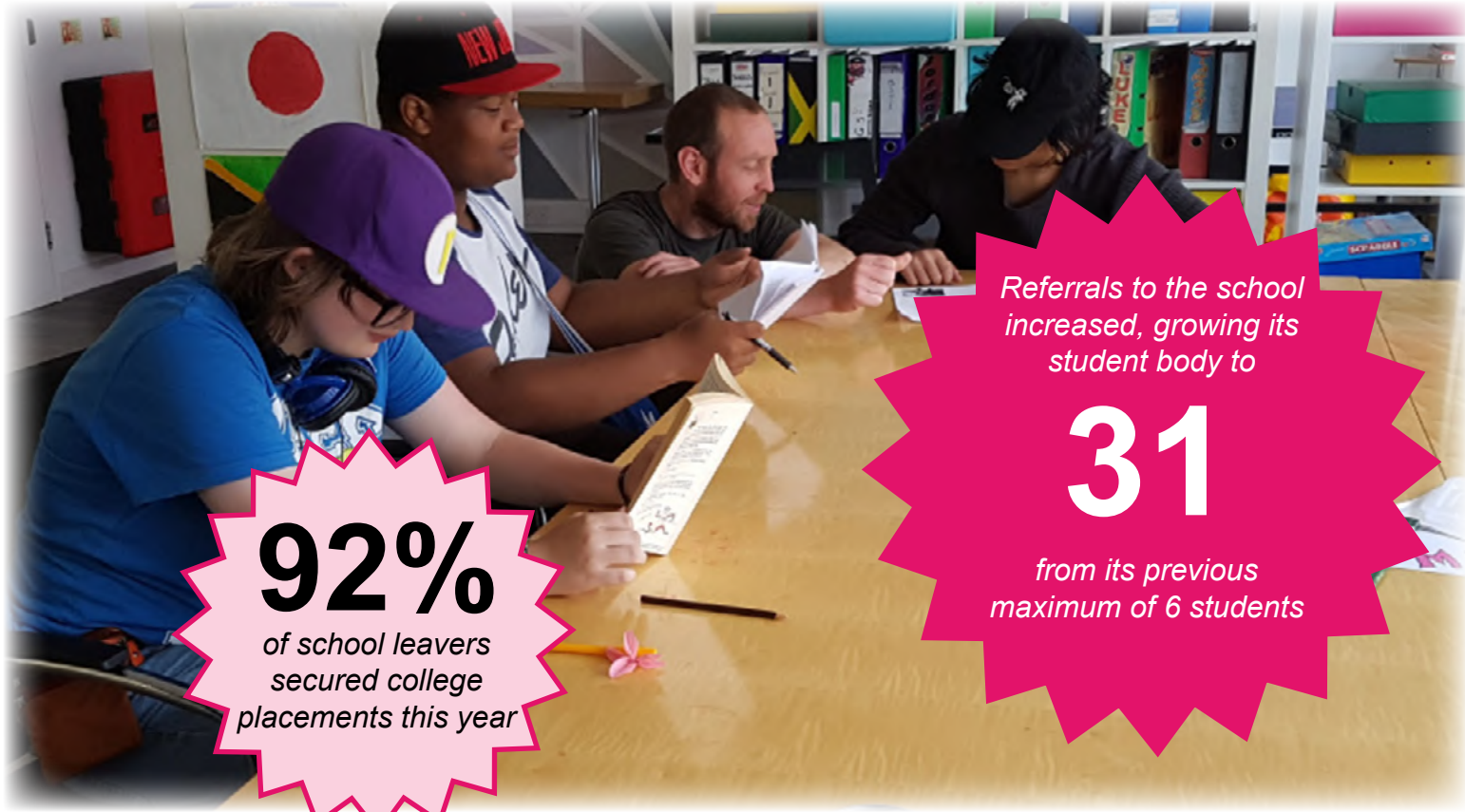
Some young people need extra support to help them fulfil their potential; our engagement programmes are aimed at students who are likely to respond to an alternative approach to learning.





# Inspired Directions School

# Nathan's story



Nathan\* had had only negative experiences in mainstream education; he had severe speech and language difficulties and low confidence and achievement because of this. Struggling to keep up with his peers, this resulted in frequent truancy and a lack of engagement in class.

When he first came to Inspired Directions, Nathan remembers feeling anxious about the new experience. However, with support from our dedicated team of staff, he soon found new interests and talent in expressing himself creatively.

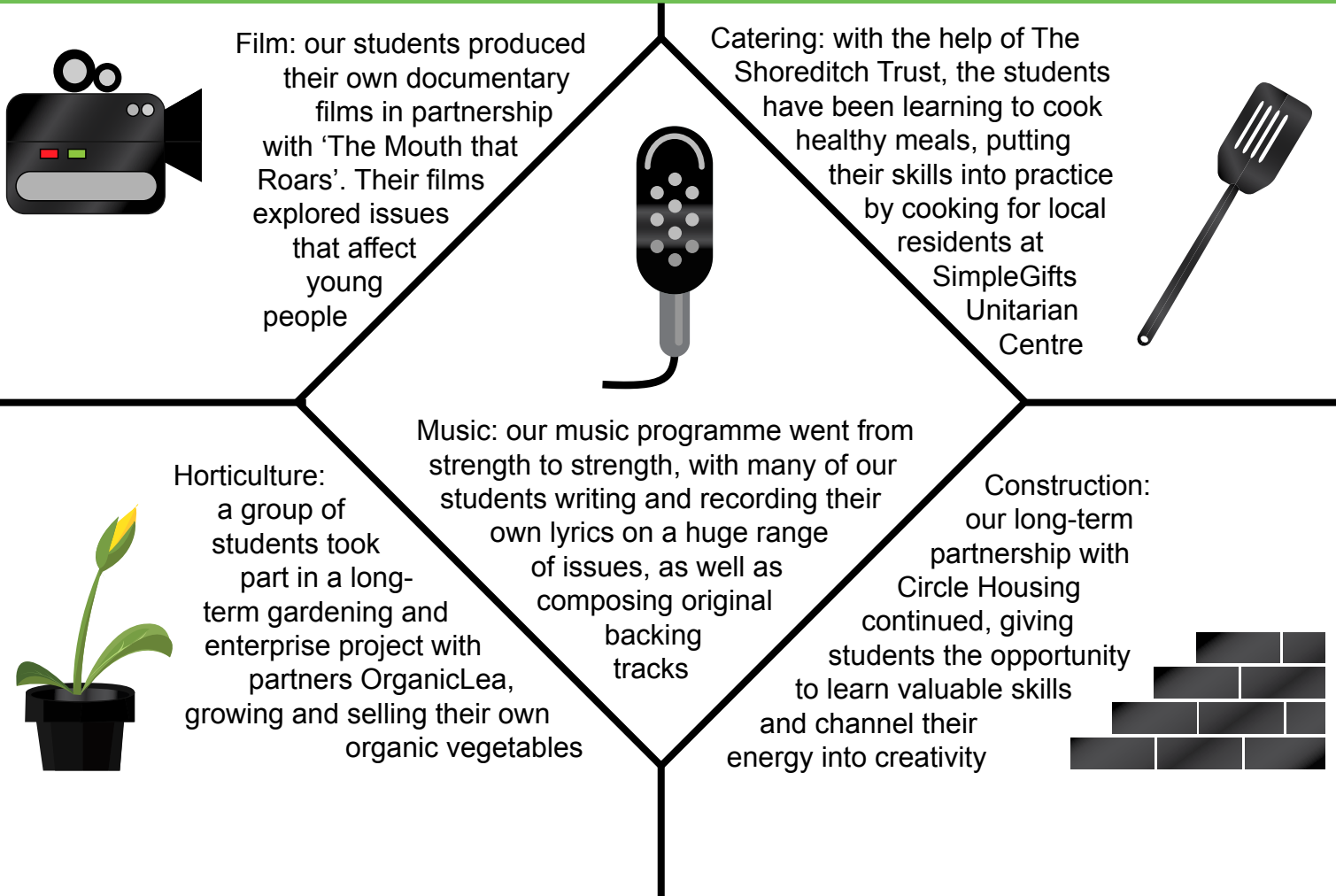
Music lessons within the school gave him the opportunity to present his own segment on radio and record his own hip-hop song; drama workshops helped boost his confidence, leading to a role in a West End play.

Obstacles to his academic progress were overcome through one-on-one support, and he was able to gain IGCSEs in Maths and English and Functional Skills in Maths, English and ICT. He was able to present himself confidently at his college interview, something he says he never would have been able to do before, and gained a place to study construction.

His time with us also inspired increased interest in academic study, and he intends to study science in the next academic year. With a significant amount of progress made in a short space of time, Nathan describes his time here as “fun, independent and exciting.”

*\*name has been changed*

Our school, which caters for vulnerable young people with a range of additional support needs, delivers a flexible curriculum with an emphasis on project-based learning. This year, our projects covered areas including:





# Why do we do it?

Despite recent development in Hackney and surrounding boroughs, the world of opportunities here and in the nearby City may seem out of reach for many local young people.

With 33% of school pupils in Hackney eligible for free school meals in 2016<sup>1</sup>, child poverty remains high, giving rise to associated problems of worklessness, generational unemployment and a lack of role models. One in five young Londoners are unemployed<sup>2</sup>, and many young people leave school without adequate preparation for the working world.

**"I now know how many opportunities I have for my future"**  
*Yr 13 student, BSix College*

By introducing positive role models from a young age and exploring future possibilities in the world of work, our programmes help to develop confidence and motivation, increase work-related skills and open up opportunities.

**"I learnt that Maths helps you with everything. iDiscover inspired me to become an engineer!"**  
*Yr 5 pupil, Thomas Fairchild School*

The British Chamber of Commerce's Workforce Survey, 2016, found that  
**88%**  
of employers believe school leavers are unprepared for the world of work.

According to the 2016 World Economic Forum  
**65%**  
of students starting primary school will enter job roles that do not currently exist

# Our impact on young people

## Developing motivation and raising aspirations




**92%**  
*of secondary school students had increased confidence after taking part in our programmes*

**100%**  
*of young people felt more at ease in new situations after completing a work experience placement*

## Increasing skills for learning and work

**3845**  
*participants said they developed work-related skills such as time management, leadership and problem solving*

**81%**  
*of secondary students felt their communication and presentation skills improved after taking part*



## Understanding options for the future



**92%**  
*of students had increased understanding of the skills and qualities employers look for after taking part in our programmes*

**5881**  
*programme participants agreed that their gender or culture are not barriers to success*

## Achieving life, career and learning goals

**7 out of 8**  
*young people entered employment, education or training after taking part in our NEET prevention programme*

**94%**  
*of secondary programme participants became more aware of pathways to reach their career and learning goals*



<sup>1</sup> 'Schools, pupils and their characteristics', Department for Education, 2016  
<sup>2</sup> 'The City's Business, Helping young Londoners towards and into employment', City of London, 2016



# Inspirational volunteers

Volunteers are the cornerstone of our work; without them, we could not offer real-life role models to young people.

Whether they've spent the afternoon in a local school or formed a long-term partnership with us, each volunteer makes an invaluable contribution by sharing their personal experiences of work.

**100%**

of volunteers  
would recommend  
volunteering with  
Inspire! to others

## Meet the volunteer



### Sophie, Sustainability Officer at Laing O'Rourke

"As a Sustainability Officer, my job involves finding ways for the business to contribute to the local community. We're trying to move away from seeing social value as a box ticking exercise at Laing O'Rourke, and really focus on leaving a positive legacy: this includes inspiring and creating opportunities for the next generation.

*"I heard about Inspire! from a colleague and thought it would be a great way to engage our workforce in volunteering. It takes just a morning or an afternoon so it's easy to commit to."*

I've taken part in three programmes, a Careers Carousel and two 'You're Hired!' programmes at BSix college. The Careers Carousel was great, the young people loved it because there were such a variety of employers in the room, they were asking all sorts of questions. You can make a lot of impact in a short space of time as well. For example one of the students told me they were interested in engineering, but didn't fully understand what it meant, I was able to show them that there's a huge range of careers in the construction industry. It benefited me as well: I learnt to adapt the language I used to the age group, making sure that they understood and were engaged.

*"Practical, employer-led opportunities like this were really lacking when I was at school. I think young people take more on board when they're hearing about real experiences from the people sat in front of them."*

**"Visiting schools has helped me become more confident...I also found I'm quite good at inspiring others!"**

Volunteer, iDiscover

# Meet the employer



Almost **1500** employers got involved in Inspire!'s work this year, either by hosting work experience placements, offering their employees the chance to volunteer on our programmes or forming partnerships with schools.

We put the spotlight on one employer, D&D London, who run a group of luxury restaurants, bars and hotels in London and internationally. D&D employees have made a fantastic contribution to our programmes. Here are some of the ways they've been inspiring young people over the past year:

## Sharing their career stories at secondary schools

Employees from D&D took some time away from the kitchen to speak to secondary school students about what it takes to work in hospitality.

The volunteers joined Inspire! at William Ellis School to take part in a Careers Carousel, a 'speed networking' event where small groups of students meet a wide range of business volunteers in rotation. The events help young people to gain confidence in talking to professionals, broaden their awareness and knowledge of available careers and raise their aspirations for the future.



## Nurturing future talent through work experience

By offering **65** work experience placements across 13 restaurants to local students this year, D&D have enabled young people to experience the reality of working in hospitality and gain valuable life skills along the way.

Investing in young people has seen positive results for the business as well as the students, with a former work experience student returning to take on an apprenticeship in 2016.

**“It’s an opportunity to see potential young chefs coming through the ranks – even at 14 and 15 years old there are some real little superstars.”**

*Catherine Shennan, Recruitment & Retention Specialist at D&D London*

## Giving primary school children their first taste of work

Year 4 pupils from Richard Atkins Primary school spent an eventful morning at Skylon restaurant on the South Bank, taking on the jobs of chefs, managers, waiters and waitresses.

**“I learnt that I could be whatever I want”**

*Yr 4 pupil, Richard Atkins School*

Away from the classroom, the children explored how the literacy and numeracy learnt at school has a real-world purpose, helping restaurant staff create tempting menus and count their change. After making their own menus and crafting some delicious treats and mocktails, pupils learnt the importance of customer service by roleplaying the different jobs in a restaurant.



## With thanks to our funders & supporters

Argent LLP  
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## Fundraise for us!

Raising money helps us to continue to deliver work-related education in areas of high disadvantage. It can also help us to deliver tailored programmes to young people who need additional support due to learning difficulties, disabilities or social and emotional problems, helping them to build a successful future.

The simplest way to give is to donate online – just visit:  
**[www.justgiving.com/newhackneyeducation](http://www.justgiving.com/newhackneyeducation)**

*Printing and publication of this report has been generously supported by UBS.*





# Contact us

If you'd like to find out more about Inspire!'s work and the wide variety of ways you could get involved, take a look at our website at:



**[www.inspire-ebp.org.uk](http://www.inspire-ebp.org.uk)**

Come and visit us at:



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E8 3AZ**

Get in touch with us at:



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Or connect with us on social media:



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