

2017/18 ANNUAL REPORT



Over 25 years of enabling young people to Learn More, Do More and Become More.

CONTENTS

About Us	4
Welcome	6
Pupil Journey	8
Case Studies	10
Our Year in Numbers	14
Financial Statements	16
Work Experience	18
Directors	19
2017-18 Supporters	20

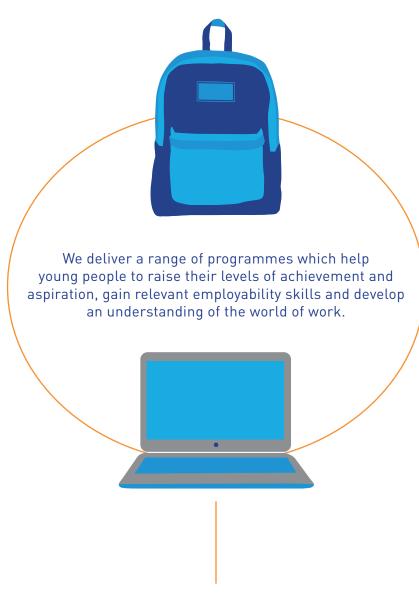


"I can't wait to volunteer again. The opportunity is fantastic for both sides as the students can learn more about the work environment and we get experience of helping young people develop their career."

Head to Head Volunteer KPMG

ABOUT US

Tower Hamlets Education Business Partnership is a leading education charity inspiring students to Learn More, Do More and Become More.



Our programmes provide the opportunity for employers to engage with the local community, deliver employee volunteering strategies and fulfil wider corporate social responsibility agendas.



We cover everything from helping primary school children with literacy and numeracy, to supporting secondary school students make informed decisions about their future working lives and develop the skills, attitudes and behaviours needed to secure and maintain meaningful employment. Central to our success is the involvement of businesses in our work.

For over a quarter of a century, we have harnessed the support of City and Canary Wharf companies – and their workforces as volunteers – to help us deliver our programmes. Our practical workshops enable young people to interact with employees from a variety of professions, giving them vital insights into the world of work and their own potential career paths. Through this special contact with businesses, students are able to build the networks, experience and life skills that will support them throughout their adult lives.

Our vision is to be recognised by educators and employers as the market leaders in developing the employability skills of young people. We want to be the partner of choice for employee volunteering in education, with programmes running nationally.

WELCOME



Helen Sanson

Director

Tower Hamlets Education Business Partnership

This academic year has been a year of firsts for Tower Hamlets Education Business Partnership and I am delighted to share a few of those with you here.

In schools, we successfully completed the first year of our new programme The Transitions Project, supported by the Morgan Stanley International Foundation, which helps students in Year 6 make a positive transition to secondary school. We know this can be a challenging time for young people but are so pleased that, having proved the effectiveness of the programme in year one, we are now rolling the programme out to another secondary school and its feeder primary schools. We also piloted a new 'Preparation for Work Experience' workshop for secondary schools to help students make the most of what can be a life-changing opportunity (see p18).

Spring was late to arrive in 2018 but the unseasonal weather did not put off a committed band of supporters and fundraisers who undertook The Big Half Marathon run for us in April! It was the first time we had taken part and THEBP team members, volunteers and trustees made their way



round the course to raise a wonderful amount for the charity.

Behind the scenes, we were investing in our reporting and evaluation systems, and developing a new website which was ready to be launched for the start of the 2018-19 academic year. Volunteers are now able to book on to our popular secondary school employability workshop events directly via the website. The website is also full of quotes, videos and impact reports so I encourage you to visit it at www.thebp.org.uk.

And, finally, we successfully introduced our new Partnership Model for businesses working with us – an important step for us as we move to a more sustainable funding base. We are very grateful to the many companies who have joined us as Partners – old friends and new – and supported us with volunteers and funding throughout the year (see p20-21). A huge thank you to you all!

Mark Campbell Chairman

Tower Hamlets Education Business Partnership

Having successfully undertaken significant steps in 2016/17 to ensure that Tower Hamlets Education Business Partnership was on a stable financial footing for the future, in this academic year we have been able to focus on meeting the needs of the schools and pupils we work with.

In December 2017, the government launched its new National Careers Strategy to help improve social mobility and create a fairer society. The Careers Strategy places new requirements on schools, including the requirement to offer every young person at least seven encounters with employers during their education.



At Tower Hamlets Education Business Partnership, this has been at the heart of what we do for over 25 years and we remain committed to providing meaningful encounters to help young people build their broader understanding of workplaces and employment. We appreciate the pressures that schools are under with cuts to their budgets and often without dedicated resource to run these careers programmes. This is where our longstanding relationships with the schools and with our many business supporters can play such a vital role. Our experience and expertise enable us to efficiently deliver these programmes for thousands of young people in the borough to a very high standard (see p14-15) and we have mapped our programmes to the Gatsby Benchmarks to make it as straightforward as possible for teachers and volunteers to know that they are having an impact.

I am also pleased to say that we are developing collaborative working models, to best support local students. During the 2018-19 academic year we will be leading a tri-borough partnership called East Potential – supported by JP Morgan – to focus support on young people in Hackney, Newham and Tower Hamlets who are at risk of becoming NEET. We are working with Hackney Inspire! and Newham's 15BillionEBP to deliver this significant programme.

With a talented staff team and experienced board in place, we look forward to continuing to rise to the challenges and opportunities in front of us and remain very grateful for the strong support of the businesses and schools we work with.

PUPIL JOURNEY

We offer tailor-made programmes which encourage participation and engagement from Primary School right through to working life.

5-11 years old

Number Partners
Reading Partners
BEE (Business
Enterprise Employability)
Abacus
The Transitions Project

"My business partner helped show me that competing is good, but it doesn't matter if I lose. Learning maths can take you good places."

> Number Partner Pupil, Thomas Buxton Primary School



11-16 years old

Aim2Attain
Business Mentoring
East Potential Project
Getting Ahead
Head to Head
Language Mentoring
Pre-16 Skills Workshops
The Transitions Project
Work Experience



CASE STUDIES



Carol Ward COO of Man GLG and Trustee of the Man Charitable Trust

The Man Charitable Trust has been a dedicated partner of THEBP for more than 15 years, as part of Man Group's ongoing charitable commitment to encourage numeracy and literacy in the UK. THEBP provides Man Group with opportunities for our staff to volunteer in school-based programmes, including mentoring young pupils to improve their maths or reading skills.

Since 2009, we have provided grant funding from the Man Charitable Trust to help support and develop THEBP's numeracy efforts and we are pleased to have seen the evolution of the Number Partners scheme to include the enterprise and financial literacy project, BEE.

As a firm, we believe in cultivating strong, collaborative relationships, and, as such, we introduced THEBP to one of our other charity partners, 'Maths on Toast', to share best practices and work on developing first class numeracy resources for primary schools.

Man Group is also looking forward to hosting the borough-wide Numeracy Challenge Grand Final at our offices in April 2019.

We are very proud to support THEBP and the work it does in building young people's confidence, skills and aspirations for the future. It would be a real testament to our longstanding relationship if one day we were to have future employees tell us that they were inspired to join Man Group following an interaction with one of our employees when they were still at school!



Majed Hussain Alumni case study

When did you first become aware of THEBP? I first became aware of THEPB in 2011, when they organised the Passport to Employability programme with my secondary school.

What THEBP programmes do you remember taking part in at school and beyond?

I remember taking part in the Passport to Employability programme which helped us to understand the importance of CVs and how to prepare for interviews, as well as the Pre-Apprenticeship programme, which helped me prepare for my apprenticeship interview with Barclays.

What has your career path been since school and how has THEBP helped you?

After dropping out of college to pursue the apprenticeship route I got in touch with THEBP, who put me on a programme with one of their partners who were recruiting apprentices for Barclays. I successfully passed the Barclays apprenticeship and went on to the Barclays

Development programme (very similar to a graduate programme). After a few years in Barclays I moved to the Civil Service where I am a Project Manager in the Ministry of Justice. THEBP helped me immensely as from day one I was half hearted in my approach and did not have energy to even fill out my own forms; I remember one of the THEBP staff offering to fill out my form for me if I just told him my details over the phone! I can never repay him for his proactiveness!

What would you say to other students considering getting involved in THEBP programmes?

I highly recommend students getting involved in programmes that THEBP offer! I have seen with my own eyes how education itself cannot take anyone in to the field that they want. Even in entry level jobs the standard is getting higher, and those vital professional skills and mindset which THEBP can teach you will give you the advantage in your applications!



Rachel Jowitt SENCO at Lawdale Primary School

How has THEBP helped your school to partner with businesses?

This year we have had about 30 partners coming in regularly to work with our Year 6 children. The main focus is of course reading, but some of our children also have been identified as needing help with social skills.

Is there a particular experience that has really stood out for you as you've partnered with businesses and their volunteers?

What stands out for us is the relationships that have developed between the children and their partners over the year. A good example this year has been with a boy with learning difficulties who is quite a disaffected reader- his partner has taken the time to find out what his interests are, spoken to me about strategies to try and even brought in books himself (recommended by his nephew) to try out. Some children are extremely shy and it does them good to have the opportunities to speak to adults who aren't teachers. I hear lots of questions during the sessions about what going to work is like for them. It really helps to broaden the children's horizons.

What impact does this have on your pupils?

Having the chance to read 1:1 with an adult for a good stretch of time has had a good impact on the attainment in reading- children who come to the session and read regularly tend to have a boost in their reading results. But for me it is for the children having the opportunity to work with new people and develop their social interactive skills which adds the most value.

What has your impression of THEBP and our staff team been?

THEBP really help the school to get this experience running. All the DBS checks are done for us, which is a huge administrative task. The materials provided are really high quality. Any time I have had a query it has been dealt with promptly and all the staff are really friendly and helpful.



Linda Brand Chubb Reading Partners Co-ordinator

How did you first hear about THEBP and our programmes?

I was approached by the previous Chubb Reading Partners Co-ordinator 17 years ago...!

What has your experience of volunteering been like and how has THEBP supported you?

I have found the whole experience very rewarding and fulfilling. Most children appreciate the valuable time they spend with their reading partner each week. It is their special time to have one-on-one attention and sadly some children do not receive this valuable time at home. In some cases, English is their second language, so it is helpful to the child to know the meaning of certain words and to have individual conversations with an adult.

Fortunately arrangements for our visits have gone smoothly over the last couple of years. However I do recall the THEBP providing assistance when some of the children were arriving late for their reading partner sessions due to poor time keeping. The THEBP also organised a recruitment drive at Chubb to raise awareness and enrol new reading partners.

What impact do you think you've made on the student(s) you've worked with? Is there a standout moment for you?

Rather than one particular stand out moment, it is comforting to know that I have formed a special bond with some of the children who have read to me in previous years as they still continue to visit me during my sessions along with the next generation of new reading partners.

What impact has the volunteering had on you?

Volunteering has made me realise what a difference you can make to a child's ability and confidence by giving up just 30 minutes of your time each week, so I have decided to continue to volunteer either with the young or the elderly during my retirement.

OUR YEAR IN NUMBERS

86% of pupils participating in Partner Schemes say they feel happier at school

89% of pupils involved in Partner Schemes say maths or reading is now more fun!

93% of school coordinators felt the Partner Schemes had a positive impact on pupils' verbal and written expression and 62% felt it had a high impact

92% of teachers would recommend Partner Schemes to other schools

95% of students said they would recommend Aim2Attain to other students and 62% were planning to apply to at least one Russell Group university

76% of students who participated in a Post-16 workshop felt they were more confident about the steps they needed to take to achieve their goals

83% of students who took part in the Business Mentoring programme said they had improved their knowledge of career opportunities

91% of students who did the Head to Head programme said they now knew more about what questions to expect in an interview and how to explain their skills

98% of volunteers on our employability skills workshops would recommend the events to a colleague









FINANCIAL STATEMENTS

Statement of Financial Activities for the period ended 31st August 2018.

These summarised accounts are taken from the THEBP's full and unqualified accounts. They were approved by Goldwins Chartered Accountants and have been filed with the Charity Commission and Companies House.

The Trustees have agreed to unrestricted reserves of up to 12 months' expenditure, providing an essential buffer as the THEBP moves to a more uncertain funding environment.

Tower Hamlets Education Business Partnership Limited Statement of Financial Activities (including the Income and Expenditure Account) for the period ended 31st August 2018

	Period ended 31 August 2018 (12 month accounting period)	Period ended 31 March 2017 (17 month accounting period)
INCOME FROM		
Donations	£15,892	£98,931
Charitable activities	£947,028	£1,152,407
Investment income	£8,299	£8,638
TOTAL INCOME	£971,219	£1,259,976
EXPENDITURE ON		
Raising funds	£-	-
Charitable activities	£970,424	£1,650,895
TOTAL EXPENDITURE	£970,424	£1,650,895
Net income / (expenditure) for the period	£795	(£390,919)
Transfers between funds	-	-
Net movement in funds	£795	(£390,919)
Total funds brought forward	£1,084,193	£1,475,112
Total funds carried forward	£1,084,988	£1,084,193

Tower Hamlets Education Business Partnership Limited Balance Sheet as at 31st August 2018

TOTAL FUNDS	£1,084,988	£1,084,193
Total unrestricted funds	£817,734	£795,286
General funds	£717,734	£695,286
Designated funds	£100,000	£100,000
Unrestricted funds:		
Restricted funds	£267,254	£288,907
FUNDS		
TOTAL NET CURRENT ASSETS	£1,084,988	£1,084,193
NET CURRENT ASSETS	£1,062,502	£1,055,947
Amounts falling due within one year	(£531,906)	(£496,139)
CREDITORS		
Cash at bank and in hand	£1,358,268	£1,324,264
Debtors	£236,140	£227,822
Fixed assets	£22,486	£28,246
CURRENT ASSETS	2018	2017

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

The accounts were approved by the board of directors on 21st November 2018.

Mark Campbell

Director and Chairman

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WORK EXPERIENCE

Work Experience Provider: Acuris

Sonja Hillenbrand, Head of CSR

"Acuris uses our expertise to enable social mobility and ensure access to careers in our sector is open to everybody. I initially took part in Head to Head, where I witnessed the students' great abilities, but felt we could support them further by building confidence and soft skills via Work Experience.

Working with our student Shihab was very rewarding; you can quickly see how much difference you are making. Shihab was very shy at the beginning, but by the end of the week his confidence was transformed! His body language, eye contact and communication skills improved considerably.

Tower Hamlets EBP are very supportive during the process, and I would highly recommend their Work Experience programme. It is undoubtedly an enriching experience for your team as well as the young person; plus demonstrates a real commitment to creating diversity in the workplace. We really enjoyed it and my team are very eager to do this again as soon as possible!"

Student Case Study: Bishop Challoner Sixth Form

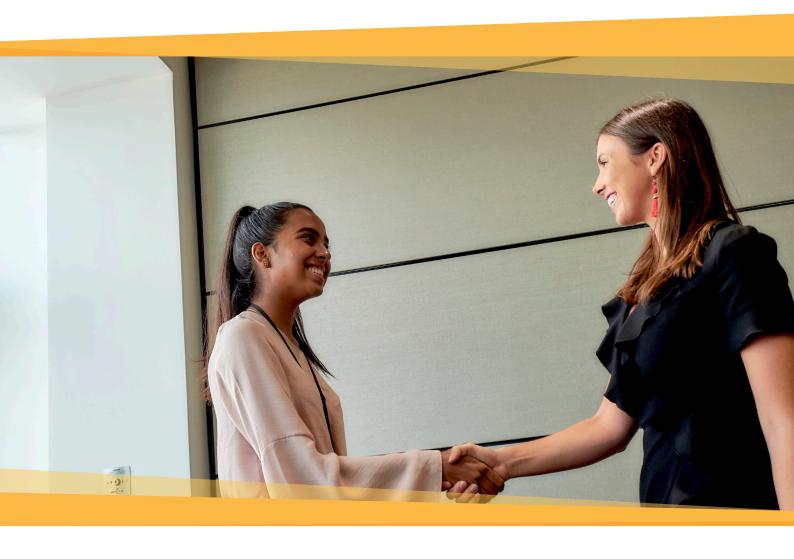
Leon Aliu, Year 12 student

"Before Work Experience, I was nervous about joining a big company and was unsure about what I'd be doing. My first impression was that everybody was very friendly! I was surprised by the size of the organisation and the range of departments, as well as the variety of personalities and nationalities – I heard conversations happening in so many languages!

The most interesting tasks were pitching and going to meetings – I now understand what actually happens in a meeting! I developed my presentation skills by putting together a pitch and talking to customers. After my week with Acuris, I am keen to study Economics at Warwick and then work in finance."

William Bitibiri. Year 12 student

"I was nervous before Work Experience, but my manager put me at ease when I chatted to him before starting. I was very impressed by the building and surprised at how casually people dressed for work – not everybody wears suits! I used the advice from THEBP's preparation workshop to talk to colleagues regularly throughout the week. My week at Acuris has taught me what daily life at work is like and how people interact with each other. I am now considering a career in Marketing."



DIRECTORS

Mark Campbell (Chair) Clifford Chance

Saiam Ahmed University College London

Sarah Barnes Queen Mary University of London

Jon Bendall Morgan Stanley

Jennie Bird Harry Gosling School

Richard Foley Sir John Cass Foundation

Gerry McDonald New City College

Christine McInnes London Borough of Tower Hamlets

David Pack City of London

Michelle Quest KPMG

Jemima Reilly Morpeth School

Esra Turk Barclays
Iveren Yongo Travelers

2017-18 SUPPORTERS



Lloyd's Community Programme







ALLEN & OVERY



Aberdeen Asset Management AIG Foundation

Aldgate & Allhallows Foundation

Ashurst Baker

Mckenzie

Blackrock

Bloomberg
BNP Paribas

BP

Capco

Charles Stanley

Close Brothers

Company of Actuaries Charitable Trust Fund

Commerzbank

Faraday

Fitch Ratings

Global Aerospace Underwriting

Managers

HMRC

Holman Fenwick

Willan

ICBC ING

Interxion

INTO Giving

Julius Baer

Just

Kirkland & Ellis

Kroll

MorningStar

Memery Crystal

Morrison Foerster

Paul Hastings

PKF Littlejohn

RMS

Royal Borough of

Greenwich

Sackers

Shook, Hardy & Bacon

Shearman and

Sterling

Sir William Bore-

man's Foundation

Skadden, Arps, Slate, Meagher & Flom

Talbot Underwriting

The Co-op Local Community Fund

The John Roan Foundation

Travers Smith

TH Real Estate

Thomson Reuters

TLT

Towergate

Trowers & Hamlins

United Trust Bank

Wogen

Worldpay



C L I F F O R D C H A N C E



fiserv.



J.P.Morgan





Morgan Stanley

















"I feel like I helped inspire the next generation and I wish someone had given me the same advice at their age."

Aim2Attain Volunteer

Tower Hamlets
Education Business Partnership
First Floor, Norvin House
45-55 Commercial Street
London E1 6BD

Tel: 020 7655 0300 Email: info@thebp.co.uk www.thebp.org.uk

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