

# 2018/19 ANNUAL REPORT



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

# CONTENTS

About Us	3
Welcome	4
Pupil Journey	6
Case Studies	8
Our Year in Numbers	10
Directors	12
Financial Statements	14
2018/19 Supporters	16





# ABOUT US

## **Tower Hamlets Education Business**

**Partnership** is a leading education charity inspiring students to **Learn More, Do More and Become More.**



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 reaching those most in need.

# WELCOME



**HELEN SANSON**

**Director**

**Tower Hamlets Education  
Business Partnership**

This academic year has been another year of successes and achievements for Tower Hamlets Education Business Partnership and we are delighted to share some of these with you here.

'Partnership' is at the heart of everything we do and a prime example of this is the East Potential project we lead on with neighbouring EBPs in Hackney and Newham. Funded by J.P. Morgan we have worked with a diverse range of stakeholders to help prevent 100 at risk young people from

dropping out of school. Comprising a mixture of life coaching, workshops and personal development activities, it is an exemplar partnership programme.

Our new Partnership Model for businesses is now truly embedded – an important achievement to ensure a more sustainable funding base. We are very grateful to all the many companies who have stayed with us or joined us as new Partners supporting us with volunteers and funding throughout the year. The financial stability means we can plan for the future and develop our programmes to meet the needs of our young people.

In order to make volunteering with us even easier, we implemented the online volunteering platform as part of the new website we launched in October 2018. Company coordinators and individual volunteers can now look at all the school events,





see which dates require volunteers and book their spaces all at the click of a button. Feedback from the businesses has been extremely positive and it has improved efficiency at our end too.

Behind the scenes, we have worked hard this year on our reporting and evaluation systems. Each project now has their own 'Theory of Change' aligned to that of our whole organisation. This is an area of work that we intend to keep improving so we can demonstrate the outcomes and value of our work.

In 2021 our charity will be 30 years old and it will be a time for celebration and thanks. For now, we are in the early planning stages and looking to implement a new strategy that will see Tower Hamlets Education Business Partnership set itself on course for another 30 years of success. We hope you will remain with us as trusted partners as we embark on the next exciting phase. On behalf of all our staff and trustees please accept my sincere thanks. It is a great pleasure to work with you and have your support for our young people.

**MARK CAMPBELL**

**Chairman**

**Tower Hamlets Education  
Business Partnership**

This year we have seen a successful second year of the Partnership model giving us the stable financial footing that is so important for charities.

It has meant that as a Board we can look forward and make decisions on how best we can meet the needs of students and employers, and we have enjoyed several sessions exploring our future



growth. I am very grateful to Barclays and Sir Gerry Grimstone for providing expertise and advice on strategic direction, to Rothschild & Co for their pro bono support in key areas and to Morgan Stanley for hosting the Board away day where we helped shape the areas for future growth. We have also appointed two 'Alumni' trustees who can bring the youth voice to our Board of Directors. You can read Saïam's story on page 9.

After almost 30 years in operation it is natural to want to reflect and look back at our achievements. It is also imperative that we look closely at what more we could be doing. As part of the organisation's strategic review, we reached a strong consensus that there is more work to be done in Tower Hamlets and surrounding boroughs. One future focus will be on depth, to reach the most marginalised students. And we will focus more strongly on outcomes, to ensure that young people transition successfully into employment.

With a stable and talented staff team and experienced Board in place, we look forward to the challenges and opportunities ahead. We are very grateful for the continued strong support of the businesses and schools we work with and we are excited about partnering with you for many years to come.

# 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

"Three changes I am going to make are: to think about my options more, ask more questions when I need help, and work with others more."

**Aim2Attain  
student, Year 9**

## 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







### Post 16

Aim2Attain  
Business Mentoring  
Post-16 Skills  
Workshops  
Work Experience

### Alumni

Our Alumni Support Network offers Tower Hamlets EBP alumni a series of one off events and networking opportunities such as the Apprenticeship Fair. We also regularly recruit Alumni Ambassadors.

### Beyond the Borough

Employability Skills, Royal Greenwich and Kent  
Number Partners, Bournemouth

"Mentoring has really opened my eyes in terms of being aware of the opportunities available to me."

**Sixth Former working with a Barclays mentor.**

# CASE STUDIES



## TERRIE LEWIS

**Senior HR and Training Advisor  
ADM Investor Services International**

### **How did you first get involved with THEBP?**

When Fabian Somerville-Cotton, our Managing Director joined ADMISI he was instrumental in establishing a CSR Programme to allow all employees to engage in CSR activities. Our Company gives two working days 'volunteering time' each calendar year to participate in the CSR Programme. It was through Fabian's contact, Mike Tyler (ex-Director at THEBP) and my previous experience working with Ian Pope, that we first got involved with THEBP.

### **What projects have ADMISI staff most enjoyed taking part in, and how did THEBP successfully support this volunteering?**

The two projects that ADMISI staff has most enjoyed taking part in are the:

- Getting Ahead Programme, a one-day interactive skills workshop
- Mentoring Scheme at Bow Secondary School

The Mentoring Scheme has been a huge success and we have new mentors join the Scheme every year, forming around 10 mentoring pairs each year. The mentees are showing more of an interest than ever before in being mentored, which is really

encouraging. I believe that at THEBP, Anita Kessie who coordinates the programme has given time and effort to go to the schools in Tower Hamlets to promote this Scheme.

### **How has ADMISI managed to financially support THEBP so successfully in recent years?**

Over the past few years we have made a Company donation for volunteering projects at THEBP, as well as fundraising internally for two other charities which have been chosen by ADMISI employees.

We are very excited to be making a donation of £50,000 for a number of projects which will be run in 2019-20 by THEBP.





## **SAIAM AHMED**

**Research Associate at UCL and Trustee  
Tower Hamlets EBP**

### **What THEBP programmes did you take part in during school?**

I remember taking part in the Business Mentoring scheme with a Deloitte mentor at their offices when I was a student at Morpeth Secondary School. I also joined the THEBP Alumni Network on leaving school.

### **How did the skills you learnt help you pursue your current career path?**

The mentoring sessions were very interactive and demonstrated to me the importance of preparing for interviews through thorough research of the host organisation and practical tips on showcasing certain skills. It was also very helpful to be exposed to the 'world of work' and how people got there! I appreciated the level of commercial awareness needed amongst young people in attaining a fruitful and successful career.

The sessions were helpful in highlighting how I should think about pursuing post-16 education if I wanted to have a professional career. Fast-forward twelve years, I have been a Research Fellow and Statistician at UCL for a few years and now about to embark on a doctoral degree!

**You are now serving on the Board of Trustees at THEBP. Tell us what it's like and how you're able to positively influence future generations.**

It was a bit daunting at first to sit on a board with highly experienced individuals, but I was able to contribute to discussions through delving into my personal experiences of living in Tower Hamlets and having been alumni of THEBP programmes proved to be an advantage. During my time as an undergraduate at Queen Mary University, I served as a mentor to students at Tower Hamlets College and coached them in their ability to choose and achieve suitable careers. Being a governor at a Tower Hamlets school placed me in a good position of having a thorough understanding of the borough and the challenges young people face, especially in accessing good careers. The learnings from these experiences has helped me influence some of the decisions the board is tasked with making.

I continue to have a close affinity to this area of London and serving on this board has been an honour for me as it has provided me the opportunity to steer THEBP and have an impact towards the development of young people.

# OUR YEAR IN NUMBERS

**91%** of our teachers said that Reading Partners has given pupils an opportunity which is not readily available at home.

**100%** of teachers stated that pupils on the Abacus scheme had a much better understanding of financial products and concepts; **100%** of volunteers would recommend the project to their colleagues.

**96%** of students on our Aim2Attain scheme rated it as 'very good' or 'excellent'.

**86%** of our volunteer business mentors stated they had improved their own coaching and mentoring techniques via our programme.

**99%** of the students on our employability programme Getting Ahead stated that their volunteers were supportive and helpful.

**98%** of students taking part in our Head2Head mock interview programme said that they are now more prepared for future interviews and know how to make a good impression.

**90%** of our students on work experience placements said they now better understand what skills employers are looking for in an employee, and how workplaces are organised.





12,151  
student  
interventions

An illustration showing two hands. The hand on the left, wearing an orange sleeve, holds a yellow pencil and is writing on a white rectangular piece of paper. The hand on the right, wearing a blue sleeve, points towards the paper. The background consists of light blue and white diagonal stripes.



5,294  
volunteer  
opportunities

An illustration showing two hands reaching out towards each other. The hand on the left is wearing a blue sleeve, and the hand on the right is also wearing a blue sleeve. The background is white.



86 schools  
supported

An illustration showing two hands shaking. The hand on the left is wearing an orange sleeve with two white stripes, and the hand on the right is also wearing an orange sleeve with two white stripes. The background consists of light blue and white diagonal stripes.



514  
employers  
engaged

An illustration showing two hands holding a light blue rectangular box. The hand on the left is wearing a blue sleeve, and the hand on the right is wearing an orange sleeve. The background is white.

# DIRECTORS



**Mark Campbell (Chair)**

Clifford Chance

**Saam 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





“Our student in Year 3 is reading more fluently and aloud to his class. His confidence has grown so much that he was able to speak during an assembly in front of staff, parents and the children. He is starting to use punctuation to help him with expression.”

**Samantha Geach**

Christ Church CoE Primary School  
Year 2 Teacher

# FINANCIAL STATEMENTS

Statement of Financial Activities for the period ended 31st August 2019.

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 2019

	Period ended 31 August 2019 (12 month accounting period)	Period ended 31 August 2018 (12 month accounting period)
<b>INCOME FROM</b>		
Donations	£26,215	£15,892
Charitable activities	£1,077,482	£947,028
Investment income	£10,329	£8,299
<b>TOTAL INCOME</b>	<b>£1,114,026</b>	<b>£971,219</b>
<b>EXPENDITURE ON</b>		
Raising funds	£ -	-
Charitable activities	£1,032,101	£970,424
<b>TOTAL EXPENDITURE</b>	<b>£1,032,101</b>	<b>£970,424</b>
Net income / (expenditure) for the period	£81,925	£795
Transfers between funds	-	-
Net movement in funds	£81,925	£795
Total funds brought forward	£1,084,988	£1,084,193
<b>Total funds carried forward</b>	<b>£1,166,913</b>	<b>£1,084,988</b>



## Tower Hamlets Education Business Partnership Limited

### Balance Sheet as at 31st August 2019

CURRENT ASSETS	2019	2018
Fixed assets	£25,838	£22,486
Debtors	£209,366	£236,140
Cash at bank and in hand	£1,442,476	£1,358,268
<b>CREDITORS</b>		
Amounts falling due within one year	(£510,767)	(£531,906)
<b>NET CURRENT ASSETS</b>	<b>£1,141,075</b>	<b>£1,062,502</b>
<b>TOTAL NET CURRENT ASSETS</b>	<b>£1,166,913</b>	<b>£1,084,988</b>
<b>FUNDS</b>		
Restricted funds		£267,254
Unrestricted funds:	£477,114	
Designated funds	£100,000	£100,000
General funds	£589,799	£717,734
Total unrestricted funds	£689,799	£817,734
<b>TOTAL FUNDS</b>	<b>£1,166,913</b>	<b>£1,084,988</b>

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 29th November 2019.



Mark Campbell  
Director and Chairman



# 2018-19 SUPPORTERS



**Lloyd's  
Community  
Programme**



**ADM Investor Services  
International Limited**



**ALLEN & OVERY**



**BANK OF ENGLAND**

Aberdeen Asset  
Management  
AIG Foundation  
Aldgate & Allhallows  
Foundation  
Ashurst  
Baker Mckenzie  
Blackrock  
Bloomberg  
BNP Paribas  
BP  
Buzzacott  
Canary Wharf Group  
Capco  
Charles Stanley  
Chevron

Close Brothers  
CLS Group  
Company of Actuaries  
Charitable Trust Fund  
Faraday  
Fitch Ratings  
Global Aerospace  
Underwriting  
Managers  
HMRC  
Holman Fenwick  
Willan  
ICBC  
ING  
Interxion  
INTO Giving  
Julius Baer

Just  
Naibitt King  
NBCUniversal  
Paul Hastings  
PKF Littlejohn  
Point72  
Refinitiv  
RMS  
Royal Borough of  
Greenwich  
Sackers  
Schroder  
Charity Trust  
Shook, Hardy & Bacon  
Sir William  
Boreman's  
Foundation

Talbot Underwriting  
The Co-op Local  
Community Fund  
The John Roan  
Foundation  
Travers Smith  
TH Real Estate  
Thomson Reuters  
Towergate  
Trowers & Hamlins  
UBS  
Wogen  
Worldpay



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

CLYDE&CO

**fiserv.**



J.P.Morgan



Morgan Stanley

**NOMURA**





“The Transitions Project made me more confident about being in front of others. It’s made me less anxious about coming to school. I feel happy, proud in myself and confident. Sometimes I still feel a little worried, but I’ll go to my friends. The Transitions Project has helped me a lot.”

**A student on The Transitions Project,  
sponsored by Morgan Stanley**

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**Registered Charity No: 1040962**

 **@TowerHamletsEBP**

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