

2019/20 ANNUAL REPORT



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

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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

At the start of this year, we set off on a journey to deliver a new three-year strategy. Our focus was improving our impact measurement and broadening our relationships in Tower Hamlets. We had plans to hire new staff to achieve these goals and we were excited by the changes we planned to make. And then came Covid19.

For a face to face delivery service, the initial lockdown and closure of schools could not have been more devastating. The challenges were

many, not least of which financial, and we were forced into a period of rapid adaptation and crisis management. Fortunately, the staff team is a resilient, talented and determined group of people supported by a committed and experienced board of trustees.

Our organisational response to the pandemic was to direct our support to schools to help them engage their pupils in learning. Like many organisations our ability to adapt our technology and work in the 'virtual space' was critical in ensuring we could at least operate the business and stay connected to our partners. But this was not the case for all organisations or individuals. Covid highlighted a major issue for Tower Hamlets – that families living in poverty do not have access to technology or the internet. The knock-on effects of 'tech poverty' on the outcomes of



young people are considerable. Growing up in a disadvantaged area already pegs you behind your peers in affluent areas. Missing almost six months of formal education and unable to access online live teaching will have had a significant negative impact on a young person. Despite Government schemes to distribute laptops to deprived areas, many of our young people missed out. We were therefore delighted to help Allen & Overy distribute 300 Chromebooks to Tower Hamlets' pupils. We will continue to support schools in their quest to address tech inequalities. Please get in touch to help.

We also put out a rallying cry to our partner companies and the Lloyd's insurance market to help raise funds for reading books, puzzles and home tech for primary school pupils. Raising almost £20,000 we were able to distribute resources to children whose families were extremely grateful to have been supported in this way.

The generosity of partners during the pandemic has highlighted the commitment that businesses have to Tower Hamlets. I am grateful to you all for your dedication, support and investment into the community. The charity has weathered the worst of the storm and I am very proud of how this most unprecedented year has turned out.

MARK CAMPBELL

Chairman

Tower Hamlets Education Business Partnership

2019-20 has been a year of two halves. We started autumn in a very positive situation, with



strong school and business engagement and strong financial reserves. Since March we have been knocked sideways by the length of the pandemic and the long-term impact this will have on the way we deliver activities and how we are funded as a charity. We are lucky to have had some unexpected, very significant and much appreciated donations from Lloyd's Community Programme, and ADMISI, which will somewhat buffer the deficits we are forecasting. However, the loss of income predicted from not being able to run our work experience programme to circa 2,000 students is a large financial blow. In addition, we have been locked out of various emergency funds for charities, as we are not on the frontline of the fight against Covid and its immediate impact, but rather seeking long-term solutions for deep societal issues. Therefore now, more than ever, we are asking the business community for its continued support of Tower Hamlets EBP to improve the futures of our local young people.

The pandemic has highlighted the need for us to move with the times and become more agile, and therefore one positive result is recognising that we need a blended approach to facilitate volunteering both in-person and virtually. We are delighted to announce that we are hiring a new Head of Innovation, and a Digital Transformation Manager, to ensure our programmes are fit for purpose both in content and delivery style, for the upcoming years. These appointments, combined with the rebranding process we are currently undergoing, will be the catalysts for a refreshed charity going forwards. We very much look forward to celebrating the impact we have had to date, and to set out our future plans for the next decade in our 30th anniversary celebrations next September.

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

"[The best thing] is reading good books... when there is a word I don't know the meaning of, and we discuss it."

Reading Partner student supported by CLS volunteer

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

"One thing I learned today was how important your network is, and the type of conversations to have when networking"

Aim2Attain student supported by Barclays volunteers

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



CASE STUDIES



I have overcome my fears

Yusuf
Woolmore Primary School

In winter 2019, nine-year-old Yusuf was failing reading tests. He says he found reading 'challenging...I needed a lot of help'. Yusuf's teacher at Woolmore Primary School, Laura Amissah, says he would read aloud if required, 'but not confidently and with poor comprehension skills'. Like many of the children we work with, Yusuf didn't enjoy reading so he didn't read at home for fun and therefore didn't get as much practice as his peers. When asked if his parents would listen to him read, he explains 'my mum's busy; my dad's busy'.

In spring 2019, CLS joined Tower Hamlets Education Business Partnership. Ten of their staff volunteered as Reading Partners at Woolmore Primary School, and Yusuf was selected to receive weekly one-to-one reading support from a volunteer called Jade. Jade says 'When I first met Yusuf he didn't make much eye contact, he didn't ask questions... After a few sessions his confidence grew massively and he became a very loud reader, you could hear him from the other side of the library using accents for different characters and generally being very expressive.'

In spring 2020, after a year of Reading Partners, his teacher Laura had seen a great impact on his communication skills. She says Reading Partners 'improves oracy in a setting where many of the children's parents do not speak English. Yusuf speaks more eloquently and confidently now'. Yusuf reflects on his experience of speaking to adults: 'A year ago it was scary because I always thought that I got in trouble. Now I have overcome my fears talking to Jade: she's kind and she's helpful.' Now Yusuf says reading is 'easy' ... 'Before I met Jade [reading] was really tricky. I was on a lower level than I should be. But now I'm reading with Jade I'm on a higher level now.'



Lloyd's Community Programme, Travel Bursaries

Every year, the Lloyd's Community Programme donates over £13,500 to roughly 20 local primary schools in the form of a travel bursary, with around 750 students benefiting. The fund aims to build skills such as independence and resilience, which are fostered by activities and travel outside of our students' normal environment.

Despite the pandemic this year, various schools had already made trips to residential outdoor centres earlier in 2019/20 and fully taken advantage of the funding.

Thomas Buxton Primary School teacher, Amelia Chau, explains the long-term social and emotional benefits to students:

"In class since the trip, teachers have noticed better collaboration between children and a more resilient approach to problem solving and working through challenges presented to them. Children who started Year 6 as quiet and unable to socialise well with other children have now developed confidence to play with others and form friendships with other children across the year group. Teachers used the residential trip as a stimulus for recount writing and each child wrote their own recount of the trip which was then shared with the Year 5 children to promote the trip".

Students reported an increase in confidence and an appetite to face their fears, such as this **11 year old from Thomas Buxton Primary School**:

"I really didn't think that I would do half of the activities on the timetable as I've always been so scared of heights. I was really proud that I managed to go on the giant swing with a friend and gradually built up confidence and went higher each time."

Sarah Chamberlain, Responsible Business Manager at Lloyd's Community Programme explains why the LCP continues to support these extra-curricular experiences:

"It's always really great to hear the individual stories from the teachers and pupils about how the trips can improve confidence and other academic skills. What is great for LCP is that those single stories build up into a whole cohort of young people who are better equipped not only for school but also for when they leave education. It's also great to know that THEBP were flexible enough to allow for these bursaries to be put to a different purpose in 2020/21 when young people have not been able to go on trips in the same way, and to use the funds to support those students who have been disproportionately disadvantaged by the events of 2020."

OUR YEAR IN NUMBERS

Many of our programmes had completed their cycles or been delivered as one-off events by the time Covid-19 shut our schools in March, so we are happy to share feedback from these successful activities:

93% of students on Enterprise events learnt more about volunteers' jobs and employers.

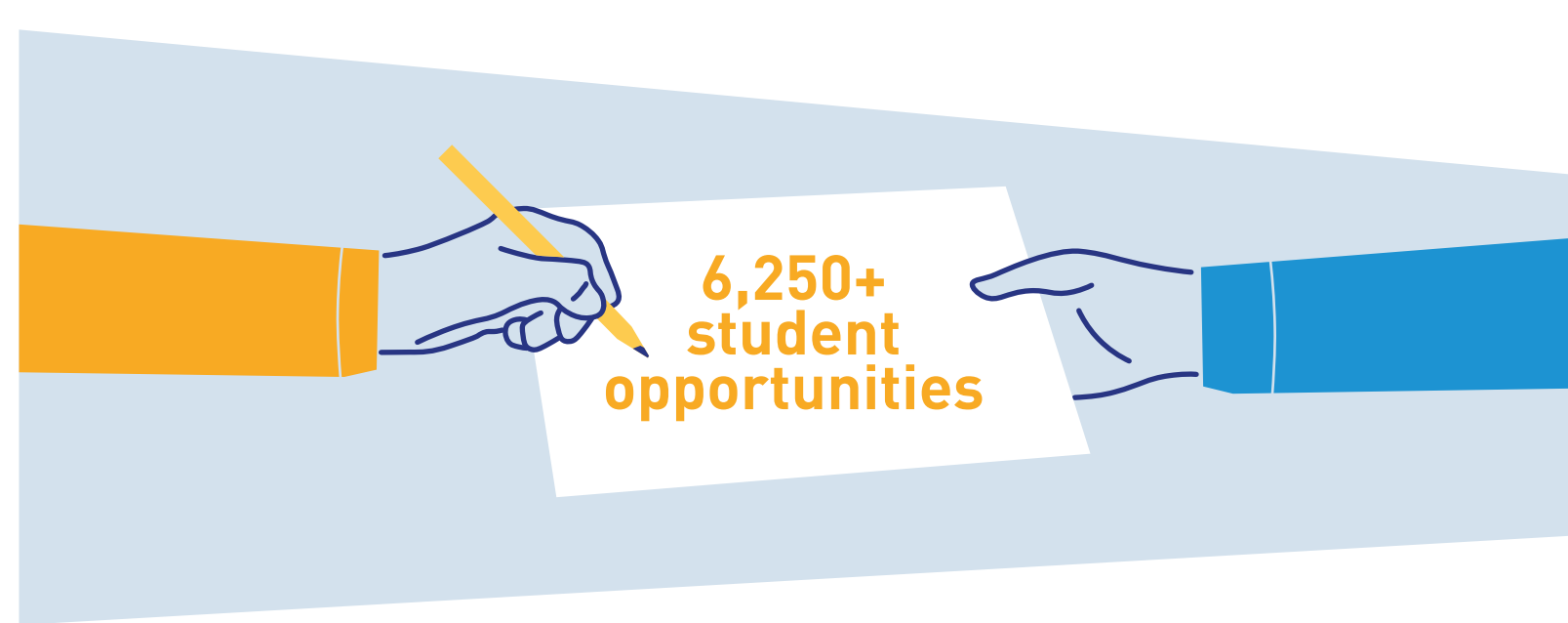
91% of volunteers on Enterprise events said that taking part in the event improved their ability to motivate others.

97% of volunteers on our Getting Ahead programme would recommend it to a colleague.

99% of students on our Getting Ahead programme learnt what is expected in the workplace and how to make a good first impression.

94% of students on our Head to Head mock interview programme are now confident in writing a CV.

96% of volunteers on our BEE programme reported improving an office-based skill, such as presenting or better communication.



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

Tina Sode

London Borough of Tower Hamlets

Esra Turk

Barclays

Iveren Yongo

Travelers

“I really am awakened and challenged on my perspective with how advanced, mature and astute the students are. This is a helpful experience in terms of exposure on how schools are developing and encouraging students to grow out of their comfort zone.”

Volunteer

Head to Head mock interview practise event, November 2019

FINANCIAL STATEMENTS

Statement of Financial Activities for the period ended 31st August 2020.

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 2020

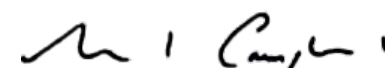
| | Period ended 31 August 2020 (12 month accounting period) | Period ended 31 August 2019 (12 month accounting period) |
|---|---|---|
| INCOME FROM | | |
| Donations | £47,718 | £26,215 |
| Charitable activities | £925,032 | £1,077,482 |
| Investment income | £8,994 | £10,329 |
| TOTAL INCOME | £981,744 | £1,114,026 |
| EXPENDITURE ON | | |
| Raising funds | £ - | - |
| Charitable activities | £971,177 | £1,032,101 |
| TOTAL EXPENDITURE | £971,177 | £1,032,101 |
| Net income / (expenditure) for the period | £10,567 | £81,925 |
| Transfers between funds | - | - |
| Net movement in funds | £10,567 | £81,925 |
| Total funds brought forward | £1,116,913 | £1,084,988 |
| Total funds carried forward | £1,177,480 | £1,166,913 |

Tower Hamlets Education Business Partnership Limited Balance Sheet as at 31st August 2020

| | | |
|-------------------------------------|-------------------|-------------------|
| CURRENT ASSETS | 2020 | 2019 |
| Fixed assets | £40,179 | £25,838 |
| Debtors | £80,938 | £209,366 |
| Cash at bank and in hand | £1,259,620 | £1,442,476 |
| CREDITORS | | |
| Amounts falling due within one year | (£203,257) | (£510,767) |
| NET CURRENT ASSETS | £1,137,301 | £1,141,075 |
| TOTAL NET CURRENT ASSETS | £1,177,480 | £1,166,913 |
| FUNDS | | |
| Restricted funds | £592,998 | £477,114 |
| Unrestricted funds: | - | - |
| Designated funds | £100,000 | £100,000 |
| General funds | £484,482 | £589,799 |
| Total unrestricted funds | £584,482 | £689,799 |
| TOTAL FUNDS | £1,177,480 | £1,166,913 |

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 20th November 2020.



Mark Campbell
Director and Chairman



2019-20 SUPPORTERS



Lloyd's
Community
Programme



CLIFFORD
CHANCE

CLYDE&CO



ADM Investor Services
International Limited



fiserv.



J.P.Morgan



ALLEN & OVERY



BANK OF ENGLAND



Morgan Stanley

Aberdeen Asset
Management
AIG Foundation
Aldgate & Allhallows
Foundation
Ashurst
Baker Mckenzie
BIE
Blackrock
Bloomberg
BNP Paribas
BP
Buzzacott
Canary Wharf Group
Charles Stanley
CLSC
Company of Actuaries
Charitable Trust Fund

COLT
DAC Beachcroft
Edge Insurance
Brokers
Faraday
Fitch Ratings
Global Aerospace
Underwriting
Managers
HMRC
Holman Fenwick
Willan
ICBC
ING
Interxion
INTO Giving
KBC Bank
Kennedys

NBCUniversal
Palantir
Peter Cruddas
PKF Littlejohn
Point72
Reddie & Grose
Refinitiv
RMS
Royal Borough of
Greenwich
Royal Society of
Chemistry
Sackers
Schroder
Charity Trust
Shearman
and Sterling
Shook, Hardy & Bacon

Talbot Underwriting
The Co-op Local
Community Fund
The People's
Postcode Trust
Travers Smith
TH Real Estate
Thomson Reuters
UBS
We Are Adaptive
Whitechapel Building
Wogen
Worldpay

NOMURA






Smithy Street School students exploring nature with the help of the Lloyd's Community Programme travel bursary funds

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 @TowerHamletsEBP

 Tower Hamlets EBP