

the
switch

Annual Report

2021-22

theswitch.org

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About us

Educational experiences that change everything

Founded over 30 years ago in the Tower Hamlets area of London, The Switch is a charity committed to helping children and young people break the endless cycle of poverty.

Through a wide range of volunteer-based programmes, The Switch provides a vital link between education and the world of work. Bringing communities together, we're helping businesses to give back and enabling schools to achieve more. The result: we're permanently changing the future outlook for thousands.

Childhood poverty should never be a barrier to success, in Tower Hamlets, or anywhere else. By working together, we can improve social mobility and bring about urgent change.

Welcome



Helen Sanson
Director,
The Switch

Welcome to our first Annual Report as The Switch. The rebrand and name change was part of our development strategy to coincide with our 30th year anniversary, which we have enjoyed celebrating this past year. Thank you to everyone who participated in one of our special events. As many of our supporters have been partnering with us for the 30 years, it was a very special year of celebration.

Alongside the rebrand we have been busy this year innovating our programme portfolio. Thank you to everyone who took part in the consultation phase. We are proud of the results, especially knowing that young people's views led our thinking. Themed under knowledge, skills and behaviours for the workplace, each intervention now incorporates 4 stages to improve the student experience – learn, practice, reflect and enhance, accompanied by new, exciting resources.

For primary pupils, we have kept our focus on literacy, numeracy, financial literacy, and enterprise. Writing Partners, brought in to replace Reading during the

Pandemic, has remained as part of our core offer due to the phenomenal success and popularity with schools and employers. For secondary pupils, we have crafted a journey giving each student a minimum of one intervention in every year, so by the time they leave school they will have a fantastic toolkit of employability skills and experiences of the workplace to help them navigate the competitive jobs market.

It was this important transition phase that we have been grappling with these last few years. How do we help young people in Tower Hamlets achieve their dream job, and how can we support them once they have left school? I am thrilled to launch our new Alumni programme as our response to this challenge. Working with 18–25-year-olds, we will support and signpost young people towards their career goals. With funding from the Foundation for Future London we will build an Alumni Portal acting as a career hub, resource repository and employer job board for young people. This will help us track and demonstrate the long-term impact of our work.

My final words go to the much loved and much missed Work Experience programme. Work experience is the best and most impactful way for a young person to learn about the workplace. The Pandemic stopped over 5,000 young people in Tower Hamlets having this vital life experience. From January 2023, we are bringing it back in a pilot programme, with a view to getting back to pre-pandemic full service from 2024. If you are an employer who can host a student for a week, please get in touch with us at The Switch. Ensuring young people have work experience to include on their CV is a major priority for us. Thankfully it is back on the Government agenda, and we hope with your support we can boost future employment chances for Tower Hamlets' youth.



Mark Campbell
Chairman,
The Switch

On behalf of the Board of Trustees, I would like to say a huge thank you to all of our stakeholders and supporters that made our 30th anniversary year so special. Looking back has given us all a great sense of pride and achievement in the work that we do. The Switch has been key in raising the aspirations of young people in the borough, giving them the belief that they can achieve fantastic futures. As we enter our 4th decade, I am delighted that so many of our earliest business partners and schools are still with us.

This year I was able to return to in-person volunteering as a Reading Partner. I was reminded again of the importance of the relationship between student and volunteer in driving up those aspirations and self-confidence. Post-Pandemic the working world looks quite different, and I would like to encourage all our employer partners to volunteer on our school-based events or host a pupil visit to your offices. It's through the human connection and the immersive experience that great changes occur.

The charity has had a tough couple of years financially, but we close off the recent financial year and the start of the new one in a more settled position. The return of Work Experience and our first increase in partner contributions in several years, will allow us to set a break-even budget for the new financial year. Inflationary pressures persist but with careful stewardship of expenditure and a strong performance in fundraising we are confident the turbulence caused by the pandemic is behind us.

I am thrilled that our Alumni Programme is up and running after several years in the making. Supporting young people as they make the leap into higher education and fulfilling careers are the pivotal parts of our vision that all young people can be empowered to discover their best futures.



Pupil journey

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



Primary



Writing Partners



Number Partners



Reading Partners



BEE (Business Enterprise Employability)



Abacus

Secondary

Programme & Activities		Year Group						
		7	8	9	10	11	12	13
Core Activities	Money Matters	X						
	Skills for Success		X					
	Options & Careers			X				
	Interview Practise					X		
	CVs Assessment Centres						X	
Enhanced Programmes	Alumni					X	X	X
	Mentoring				X		X	
	Future Skills		X				X	
Additional Experiences	Youth Voice	X	X	X	X	X	X	
	Work Experience				X			
	Virtual Work Experience						X	

Core Activities – Delivered to a whole year group
Enhanced Programmes – Delivered to a select few
Additional Experiences – Additional costs

Case studies

30 Years of Lloyd's: Volunteers from the Market

The partnership between The Switch and Lloyd's spans 30 years from the charity's beginnings, with Lloyd's volunteers being some of the first to go into Tower Hamlets schools and open their offices to our students. The partnership sees more than 50 companies and their staff volunteer on our whole spectrum of our programmes all year round, including; Reading Partners, Abacus and Mentoring. Year-on-year, Lloyd's volunteers sign up in their hundreds to read, count and mentor, so it's no surprise some of our most committed volunteers are from the market.

Volunteer Case Study: Farah Bukhari, MS Amlin

Farah, a Data Analyst from MS Amlin, is a long-term volunteer who has volunteered with The Switch frequently for over 3 years, including as a mentor and an Abacus volunteer.

Why did you sign up to volunteer with The Switch?

I feel like in my job where I measure success with numbers, I needed more social satisfaction from my job. When I saw this opportunity come up, I wanted to have that accountability in my job. You feel it a lot working in the Leadenhall Building, you see that disparity and I wanted to give back. It was a no brainer to volunteer. To me, this is part of the job. It's not an optional aspect, we get volunteer days that we should use. I think every employer should be doing something like this. I don't feel

like I'm going above and beyond or anything. It's really something that's nicely embedded into my work day, especially now that we've been working from home as well, it's been very easy to fit it into my schedule.

What impact has volunteering with The Switch had on you personally?

For me personally, I really value the idea of these young people receiving education and things that they might not get from their own families. For some, they may not understand much about financial literacy. Whereas in the world that we live in, that's also massively important to know. So, I think for me, it's the idea that we're sort of giving these kids a good foundation for, you know, setting them up for what they need in in the world. I went to a good school, but I also don't remember having any of these conversations until much later on in my education. So, I think it's really good that The Switch are targeting employability education from a really young age.



AIG Bake Off



Abacus volunteers at Lloyd's

Company Case Study: AIG

In our 30th Anniversary year AIG and their volunteers have supported our BEE financial literacy programme, took part our Kayak Challenge and raised money through an office bake sale.

In 2021-22, AIG volunteers supported the delivering of BEE at Osmani Primary School by joining the sessions online and in-person. Volunteers gave pupils a breakdown of their roles, details of their day-to-day and their favourite (and least favourite!) parts of their jobs. Volunteers even judged the enterprise task we set the pupils, choosing a winning group from each class and commending all other groups for their efforts and individuality.

Daniela Parati, Harry Cohen, Aimee Chalmers and James Middleton from AIG and Talbot took to the water and raised funds in name of our 30th Anniversary Campaign by taking part in a kayak challenge.

'My reason for fundraising for The Switch is that during these very challenging times we should never forget the importance of education and give young students the opportunity to see how they can shape their future and discover their potential.' - Daniela Parati

Volunteers from AIG go above and beyond to support The Switch, including raising additional funds by organizing a bake sale at their office.

Thank you to AIG for all their support and commitment to the young people of Tower Hamlets and employability education.



Kayak challenge

'My reason for fundraising for The Switch is that during these very challenging times we should never forget the importance of education and give young students the opportunity to see how they can shape their future and discover their potential.'

Daniela Parati

Our year in numbers

We worked closely with businesses and schools in autumn and winter 2021-22 to deliver our range of schemes virtually, ensuring that students still experienced a large range of employability and skills education in the face of Omicron. In spring and summer 2022, there was a gradual and very welcome return to in-person volunteering. It has been great to see the appetite for a hybrid volunteering pattern going forward which will ensure that our schemes are being delivered in the most effective format.

 **1520**  **1112**

secondary school students took part in our new Virtual Work Experience Programme.

"I improved my teamwork skills and confidence, as I was able to work well with my team mates and was able to clearly explain our ideas."

Student on Virtual Work Experience 2021-22

students took part in our Writing Partners scheme, supported by a similar number of volunteers.

"The children absolutely loved receiving the letters – the level of excitement in the classroom was off the scale. It was a delight to see. They and I are so pleased to be involved in this partnership"

School librarian

 **386** volunteers took part in our primary financial literacy schemes, Abacus and BEE, reaching circa 500 students.

 **2,000+**

students took part in our virtual mock Interview practice, Head to Head, with over 750+ volunteers supporting them.

 **71**

Reading and Number Partner volunteers returned to primary school volunteering to give their students that valuable in-person learning experience. This will rapidly increase from autumn 2022!



3,000+
volunteer opportunities



10,000+
student opportunities



1 rebrand completed!



8 fully refreshed programmes for secondary schools in 2022-23, based on input from our schools and volunteering companies

Directors

Trustees that served within the year

Mark Campbell
(Chair)

Clifford Chance

Saiam Ahmed
Sarah Barnes
Anita Bhardwaj
Jennie Bird
Rachel Dodds
Richard Foley
Jayant Kumar
Gerry McDonald
Jemima Reilly
Tina Sode
Iveren Yongo

University College London
Queen Mary University of London
Morgan Stanley
Harry Gosling School
KPMG
The Portal Trust
Barclays
New City College
Morpeth School
London Borough of Tower Hamlets
Travelers



"I have been a trustee of The Switch for almost a decade. In that time I have seen an organisation change, adapt and flourish. The core mission – to bring business and education together is unchanged but more than ever The Switch has shown how capable it is in responding to change and setting a high benchmark for purposeful collaboration. As The Switch celebrates its 30th anniversary, it has been a privilege, as a trustee, to help the organisation navigate its way through a rapidly changing environment."

Gerry McDonald is our Chair of the Finance Committee and brings a wealth of experience to the board as a Trustee for The Switch since 2013.

Gerry McDonald, Group Principal & CEO New City College.

Risk policy statement

The trustees and executive management of the charity believe that sound risk management is integral to both good management and good governance practice. Risk management forms an integral part of the charity's decision-making and is incorporated within strategic and operational planning. Risk assessments are conducted on all new activities and projects to ensure they are in line with the charity's objectives and mission. Any risks or opportunities arising will be identified, analysed and reported at an appropriate level.

All staff are provided with adequate training on risk management and their role and responsibilities in implementing this. The charity will regularly review

and monitor the effectiveness of its risk management framework and update it as considered appropriate.

Reports will be made to the trustee board and Director each quarter of continuing and emerging high concern risks and those where priority action is needed to effect better control. Financial risk has additional scrutiny through the Finance & General Purpose Committee, a sub group of the trustees which meets 4 times per year to review the finances of the charity.

Day to day management of our risk policy is overseen by the Director and the Senior Management team. The board of trustees ensures that risk is managed well within the charity and is a central consideration in all business decisions.

Host a student for work experience



If you would like to host work experience, please contact the team below:

Phone: 02076550318

Email: induja.grottin@theswitch.org

Financials

Statement of Financial Activities for the period ended 31st August 2022.

These summarised accounts are taken from the The Switch'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 Switch continues to operate in an 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 2022

Income from	Period ended 31 August 2022 (12 month accounting period)	Period ended 31 August 2021 (12 month accounting period)
Donations	£29,052	£32,716
Charitable activities	£993,832	£870,813
Investment income	£5,801	£4,657
Total income	£1,028,685	£908,256
Expenditure on		
Raising funds	£-	£-
Charitable activities	£1,088,572	£1,040,939
Total expenditure	£1,088,572	£1,040,939
Net income / (expenditure) for the period	(£59,887)	(£132,683)
Transfers between funds	£-	£-
Net movement in funds	(£59,887)	(£132,683)
Total funds brought forward	£1,044,797	£1,177,480
Total funds carried forward	£984,910	£1,044,797

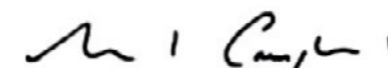
Tower Hamlets Education Business Partnership Limited

Balance Sheet as at 31st August 2022

Current Assets	2022	2021
Fixed assets	£34,180	£34,025
Debtors	£217,130	£76,659
Cash at bank and in hand	£1,042,271	£1,436,043
Creditors		
Amounts falling due within one year	£308,671	(£501,930)
NET current assets	£950,730	£1,010,722
Total NET current assets	£984,910	£1,044,797
Funds		
Restricted funds	£416,713	£418,870
Unrestricted funds:	-	-
Designated funds		£-
General funds	£568,917	£625,927
Total unrestricted funds	£568,917	£625,927
Total funds carried forward	£984,910	£1,044,797

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 24th November 2022.



Mark Campbell

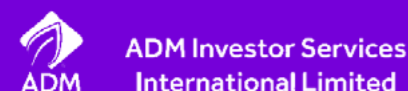
Chairman,
The Switch

2021-22 Supporters

We would like to thank all of our supporters for their help over the last year.



Lloyd's
Community
Programme



WESTFIELD | EAST BANK
CREATIVE
FUTURES FUND

ALLEN & OVERY



CLYDE & CO

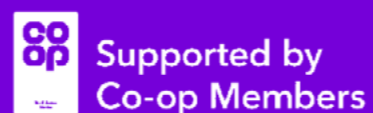


CLIFFORD
CHANCE

J.P.Morgan



Morgan Stanley



Action for Bow
AIG Foundation
Arnold Clark Community Fund
Baker Mckenzie
Beazley
Blackrock
Bloomberg
Blue Spark
BNP Paribas
Boston Consulting Group
Buzzacott
Canary Wharf Group
CLSC
Derwent London
East End Community Foundation
Edge Insurance Brokers
Faraday
Fitch Ratings
Ford Britain
Global Aerospace
Underwriting Managers
ICBC
ING
Ingleton Wood
ION
KBC Bank
London Docks Community Fund

Magrath Sheldrick Solicitors
Medallia
Merchant Taylors' Foundation
Morrison and Foerster
National Lottery Awards for All
Numberly
Point72
Reddie & Grose
Royal Society
of Chemistry
Talbot Underwriting
Tesco
The Blakemore Foundation
The Co-op Local
Community Fund
Travers Smith
Thomson Reuters
The Vintners' Foundation
UBS
We Are Adaptive
Whitechapel Building
Wogen
Wood PLC
Workiva
Worldpay
Youth Investment Fund

the switch

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Registered Charity No: 1040962

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Tower Hamlets Education Business Partnership trading as The Switch