

Annual Report

2022-23

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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

We are delighted to present The Switch Annual Report for the year 2022-23, a year that marked a significant milestone in our journey of resilience and growth. As we reflect on the past twelve months, we find ourselves in a position of strength and stability, having successfully left behind the turbulence brought about by the global pandemic. It has been a year of consolidation, progress, and, most importantly a return to 'business as usual.'

Our commitment to providing work experience opportunities to young people was severely disrupted due to the pandemic. This year we saw the return of in-person work experience for 800 young individuals, offering them a chance to gain practical skills and insights into their chosen fields. We are grateful to all employer hosts for their support, and we look forward to increasing the number of opportunities next year.

Diversity and inclusion are at the core of our mission. We are delighted to report that we have provided mentoring support to 200 BAME (Black, Asian, and Minority Ethnic) students this year thanks to the grant from the London Borough of Tower Hamlets. This

mentoring programme has not only helped these students navigate their academic journeys but has also fostered a sense of belonging and inclusivity within the local labour market.

In the past year, our organisation introduced the newly innovated programme portfolio focusing on the knowledge, skills and behaviours needed for work. This was met with resounding success and positive feedback from participants. The innovative approach to delivering our mission has strengthened our position as a leader in the field of employability skills and careers education.

We are pleased to report that our financial performance for the past year has resulted in a surplus. This surplus will be reinvested in our programmes and initiatives, allowing us to continue our mission of empowering individuals to discover their best futures.

Throughout this report, we will detail the key accomplishments, financial performance, and the strategies that have enabled us to not only recover from the pandemic's effects but also position ourselves for sustainable growth. Our successes in the last 12 months represent the collective effort of the entire Switch family, and we extend our heartfelt gratitude to our partners, funders, schools and volunteers for their unwavering support and trust in our vision.

We look forward to another year of growth, impact, and service to our community.



Mark Campbell

Chairman,
The Switch

Dear Partners and Supporters,

I am delighted to share some exciting news that our organisation's name is now officially registered as "The Switch Charity Ltd." This is the final step in our rebranding which has been a positive and uplifting change for the charity.

In these challenging times, our mission has never been more crucial. The world around us is evolving rapidly, and the aspirations of our youth are changing as well. Now, more than ever, it is our responsibility to inspire and guide them toward aspirational careers and help them realise their full potential.

As we look back on the past year, it is clear that school budgets are under immense pressure. Yet, we remain steadfast in our pursuit to support schools and children across our communities. We have been tirelessly fundraising and innovating to ensure that our programmes can reach even more schools and children in need.

Despite the challenges we faced during the pandemic, I am pleased to share that we achieved a small surplus this year. This achievement is down to the hard work, dedication, and resilience of our team and supporters.

We understand the importance of stewarding these funds responsibly, and we are committed to reinvesting them into our schools and programmes, ensuring that we can make an even greater impact in the coming year.

Our online presence has continued to grow, and we are proud to report that we now have over 1,000 followers on LinkedIn. This remarkable community is a testament to the shared belief in our purpose and the power of our collective efforts. We are grateful for your engagement and support.

None of this would have been possible without the unwavering support of our funders, partners, and volunteers. As we continue our journey, I am excited about the possibilities that lie ahead. We are determined to have a lasting impact on the lives of young people. We invite you to join us in this endeavour, as we aim to inspire, empower, and uplift our youth, creating a brighter and more promising future for all.

Thank you for being an integral part of The Switch's journey. Your support, dedication, and generosity continue to be our greatest strength.

Mark Campbell
Chairman, The Switch Charity Ltd.



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	
	Alumni					X	X	X
Enhanced Programmes	Mentoring				X		X	
	Future Skills		X				X	
	Youth Voice	X	X	X	X	X	X	
Additional Experiences	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

Returning to in-person work experience: Reporting back on our pilot

In 2022-23, we piloted a return to one of our most important programmes: one week in-person work experience. We placed over 800 students in local businesses to give them an unparalleled insight into how the world of work REALLY works.

We want to thank the hundreds of employers who have supported us with this challenge. Since the programme's hiatus during the pandemic, working habits have changed

extensively and in-person opportunities are hard to come by. However the programme remains an essential way for our students to develop skills and knowledge first hand. Below you will see some of the experiences and thoughts from our students and employers.

If you would like to host work experience, please contact our team on:

Phone: 02081923585

Email: work.experience@theswitch.org



16 students from St. Paul's Way Trust School were hosted by Bentall Green Oak and some of their partners in the construction and engineering industries for the week.

Students took part in a challenge to redesign the space of Holland House, in the City, based on real-life new client needs. They also did site visits with MACE and presented their learning back to staff at the end.

St Paul's Way Trust School students experience a MACE site

"I really liked this week. I got social and presentation skills from work experience so thank you for having me work with you."

Student

"I learned to be more confident in myself when speaking to others. I feel I have taken something important with me which is to be able to work as a team and help everyone."

Student

Students at our IPSOS placements were talent-spotted during their placements, opening doors to a brilliant future.

Below you can read about how successfully one of our students did, from Vivian Lo, Head of Future talent at IPSOS.

“Nickie had already stood out to me from before the week had started – her e-mail to me was professional and inviting. I really found it hard to believe that Nickie is in Year 10! In fact, Nickie’s email was one of the examples we shared of how to write professionally during the work experience week.”



Costello Medical hosted groups of STEM students from Mulberry Stepney Green School and St Paul's Way Trust School this year. Their area of work within the life sciences industry is one that is not well publicised to students, so staff aimed to open students' eyes to opportunities for careers in science beyond the traditional "Doctor" pathway after they leave education. The image on the left shows our students in action understanding the drug development process.

The Switch also hosted students itself to give an insight into the world of charity work and office life. Our students flexed their creative skills on design programmes and we loved this Eid card.



Our year in numbers

This has been the first year since the pandemic that we have been able to deliver programmes in-person across the whole academic year, and we have been delighted with the uptake. We have shifted volunteering in primary schools from overwhelmingly being virtual Writing Partners, back to a better balance with increased in-person Reading and Number schemes. Our secondary school in-person schemes are also thriving, with a new mentoring scheme for BAME young people off the ground, and hundreds of volunteers taking part in a mix of school-based events.



7,550+

Secondary School students took part in one of our live programmes.



500+

student CVs were individually critiqued by volunteers.



400+

volunteers returned to in-person Reading and Number partner schemes



850+

primary school children received financial literacy programmes



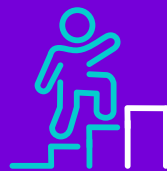
194

BAME students received an individual mentor for the year



3,400+

volunteer opportunities



10,500+

student opportunities



1

legally renamed charity as of May 2023!



1

launched Alumni portal, enabling access to our 18 to 25 year old alumni to careers-related opportunities

Directors

Trustees that served within the year

Mark Campbell
(Chair)

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

Clifford Chance

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



"I became a Trustee at The Switch as I felt it was important to use the skills I'd learnt in the corporate world to support the charity in the work they do for young people. Coming from a financial background in particular has meant supporting The Switch ensuring the charity is sustainable and we can continue to provide the fantastic programmes to students in the borough whilst covering our costs in these challenging times. But equally I've loved getting out into schools and participating in the programmes and I'm excited to do more of that going forward."

Rachel Dodds, Director, Audit, KPMG

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.

Calling all young people aged 17–25!



**Sign up today and
kick start your career**



Meet employers



Build your network



Access support



Scan me!

Calling all employers who need diverse, young, local talent!

**Contact our Alumni team
to advertise opportunities
to hundreds of young people
from Tower Hamlets on
our programme.**

We are always looking to expand our portfolio and find exclusive opportunities for our students!

Collaborate with us on recruitment, networking and insight events, and tap into to a wide pool of young people.

To get involved or for more information, please contact:

Abi Whitehouse

Alumni Project Manager

T: 02076550311

E: abigail.whitehouse@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.

The Switch Charity Limited

Statement of Financial Activities (including the Income and Expenditure Account) for the period ended 31st August 2022

Income from	Period ended 31 August 2023 (12 month accounting period)	Period ended 31 August 2022 (12 month accounting period)
Donations	£23,918	£29,052
Charitable activities	£1,046,123	£993,832
Investment income	£19,146	£5,801
Total income	£1,089,187	£1,028,685
Expenditure on		
Raising funds	£-	£-
Charitable activities	£1,037,782	£1,088,572
Total expenditure	£1,037,782	£1,088,572
Net income / (expenditure) for the period	£51,405	(£59,887)
Transfers between funds	£-	£-
Net movement in funds	£51,405	(£59,887)
Total funds brought forward	£984,910	£1,044,797
Total funds carried forward	£1,036,315	£984,910


Tower Hamlets Education Business Partnership Limited

Balance Sheet as at 31st August 2022

Current Assets	2023	2022
Fixed assets	£28,242	£34,180
Debtors	£368,270	£217,130
Cash at bank and in hand	£1,316,995	£1,042,271
Creditors		
Amounts falling due within one year	(£677,192)	£308,671
NET current assets	£1,008,073	£950,730
Total NET current assets	£1,036,315	£984,910
Funds		
Restricted funds	£403,992	£416,713
Unrestricted funds:	-	-
Designated funds		£-
General funds	£632,323	£568,917
Total unrestricted funds	£632,323	£568,917
Total funds carried forward	£1,036,315	£984,910

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 30th November 2023.

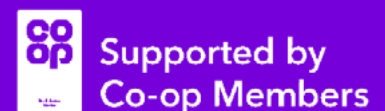


Mark Campbell

Chairman,
The Switch

2022-23 Supporters

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



Action for Bow
AECOM
AIG Foundation
Aldgate & Allhallows Foundation
Aldgate Connect Community Fund
Amundi
Arbuthnot Latham
Ascot Group
Baker Mckenzie
Baringa
Beazley
Bird & Bird
Blackrock
Bloomberg
Blue Spark
BNP Paribas
Boston Consulting Group
Buzzacott
Cambridge Healthcare Research
Canary Wharf Group
Castleforge
Chevron
Company of Actuaries Charitable Trust
Costello Medical
Credit Suisse
East End Community Foundation
EdenTree
Edge Insurance Brokers

Fitch Ratings
Ford Britain
Global Aerospace
Underwriting Managers
ING
Ingleton Wood
KBC Bank
London Docks Community Fund
Medallia
Morrison and Foerster
National Lottery Awards for All
Paul Hastings
Reddie & Grose
RMS
Rothschild & Co
Shearman & Sterling
Silicon Valley Bank
SMBC
Talbot Underwriting
Tesco
The Co-op Local
Community Fund
Travers Smith
UBS
We Are Adaptive
Wogen
Workiva
Worldpay



The Switch

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Registered Charity No: 1040962



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[The Switch](https://www.linkedin.com/company/the-switch/)



[theswitchcharity](https://www.instagram.com/theswitchcharity)