



# Annual Report

2024-25

# Contents

- 3 About us
- 4 Welcome
- 6 Pupil journey
- 8 Case studies
- 10 Our year in numbers
- 12 Directors
- 14 Financial statements
- 16 2024/25 Supporters

# 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



**Mark Campbell**  
Chairman,  
The Switch

I start this letter with huge acknowledgement and thanks to our former CEO, Helen Sanson, who left The Switch in February 2025. Helen had led the charity for over a decade and was instrumental in modernising our programmes and how we operate. She oversaw a comprehensive standardisation of our offering to schools, a digital leap by offering virtual programmes from 2020 onwards, and a renewed focus on safeguarding for everyone taking part in our programmes. Helen expertly navigated the charity through many unexpected scenarios, from the pandemic to funding cuts, always prioritising our young people's needs and keeping Switch staff happy and motivated. We wish her the best in her prestigious new role leading The Insurance Charity.

In June 2025 I was delighted to be able to announce the appointment of Megan Hunter as CEO, following a rigorous recruitment process that our Board undertook in order to ensure that the best possible candidate was appointed to lead The Switch into the future. As many of you will know, Megan had been Deputy CEO for several years and led on our funding, but originally joined as project manager back in 2008 and has directly managed or overseen

nearly every project during her time with the charity. She brings to this role a wealth of knowledge about our borough, our young people, and our charity's programmes and systems. I know that she is keen for The Switch to keep evolving and that we will see her lead many innovations over the upcoming years.

As always, I am struck by the generosity of all of our business partners in terms of their volunteering commitment and donations towards our work. One effort which really captures how much our business community contributes is the recent Pilotlight Strategy Challenge that we undertook with a small team of volunteers from Morgan Stanley. We tasked them to provide a strategy on how we could super-charge our nascent Alumni Programme. Six weeks later, we had a rechristened Young Talent programme and 75 page step-by-step guide on how to grow our programme until 2030. We now have a blueprint we are following to increase the breadth and depth of our services to our 18-25 year olds to ensure that they are accessing roles commensurate with their skills. We are looking forward to seeing our young people go full circle by becoming employees at our business partners and eventually being our volunteers of the future.



**Megan Hunter**  
CEO,  
The Switch

Thank you to the whole Switch community for putting your faith in me to lead our charity. It really is a dream come true to lead such talented colleagues, and to collaborate with such a wide network of supporters; from our trustees, to our tireless school staff, to our generous CSR teams and all the individual volunteers who sacrifice their own time to help our young people.

As change is the only constant in life, this year we have been working on merging our two primary school financial literacy programmes into one, simplifying our offer and taking the best elements from both. BEE and Abacus schemes will now both be known as Abacus, and the series of four sessions will be facilitator-led from the front of the classroom, with volunteers working with small groups of children. This will standardise the content delivery and ensure that volunteers can participate as easily as possible.

Moving on to our other primary school programmes, we are reviewing these currently as part of our ongoing commitment to ensure our programmes are fit for future purpose. We really appreciate the input from our CSR leads and our school staff in our focus groups, and the support from our trustee Anita Bhardwaj in running them. We will be announcing any recommended changes to our primary programmes by Easter 2026 in good time to implement before the new academic year.

Finally I wanted to highlight the ongoing heroic efforts of our school coordinators and careers leads who keep our programmes running, day in and day out, at over 40 of our local schools. Despite severe staffing and funding issues across education, we are delighted that you still champion our programmes and support essential careers and employability skills for a well-rounded education. Thank you for enabling our local young people to discover their best future during their school journey.



# 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 and financial literacy)



### Abacus (financial literacy programme)



### Curriculum and Careers workshops

## Secondary

Programme & Activities		Year Group						
		7	8	9	10	11	12	13
Core Activities	Money Matters	X						
	Skills for Success		X					
	Options & Careers			X				
	Recruitment Ready				X			
	Interview Practice					X		
	CVs & Applications						X	
	Young Talent					X	X	X
Enhanced Programmes	Mentoring				X		X	
	Future Skills		X				X	
	SEND workshops	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 – Delivered at additional cost

# Bespoke projects, big impact

This year we are delighted to showcase two bespoke initiatives from partners, showing the breadth of our support for different groups of young people.

## Phoenix School and Clifford Chance

10 students from Phoenix School, a specialist school for autistic young people, participated in a career development day hosted by Clifford Chance LLP. The event included office tours, mock interviews, and workshops on first impressions and communication. 15 volunteers helped students build confidence, refine their interview techniques, and gain insight into the world of work.



### 100% students felt more confident as a result:

"I definitely found it useful - helping to practise answering questions and to give examples and come up with good questions to ask."

Mason, Phoenix School

"It helped me with my confidence."

Zakir, Phoenix School

"The students from Phoenix School were a joy to host. One young man wanted to work in catering so a chef from our kitchen came to speak to him. Another wanted to work in Security so our Head of Security spent time explaining his role and how the student might think about following a similar career. Enabling autistic young people to have the opportunity to visit an office like ours, have a practice interview and meet people from outside their usual circle of contacts is so rewarding. And easy to do!"

Cathy Jones, Head of Community Outreach at Clifford Chance LLP



## The Journey Programme

The Journey Programme is an initiative in partnership with J.P. Morgan created after George Floyd's death in 2020 to support students at Bishop Challoner Catholic School and its feeder primaries, schools with predominantly black, high-pupil premium students. The annual mentoring is the programme's flagship feature, supported by over 50 J.P. Morgan mentors, including Executive and Managing Directors. The programme's vision is to raise the students' attainment, career readiness and aspirations so the students feel confident and able to pursue careers at J.P. Morgan or similar companies.

### The Journey Programme Overview:

- 4-year partnership between J.P. Morgan and The Switch (2021-2025)
- 6,550 interactions with students across primary and secondary schools
- 857 volunteers and 52 mentors from J.P. Morgan
- 4,112 hours of volunteer time invested



### The Journey Programme Outcomes:

- 100% progress observed in Year 6 St Agnes students paired with J.P. Morgan Number Partner volunteers and the whole year group achieved a Maths SATs pass rate of 86% (vs 74% national average).
- 92% university admission rate for Bishop Challoner students in 2024 (highest in four years).
- Bishop Challoner students pursued more ambitious paths across diverse career sectors, with 55 securing places at Russell Group universities such as King's College London, UCL, and Oxford.

"Not only did the mentoring boost my confidence, it also helped me consider and prepare for a potential career in finance."

Ameera, Bishop Challoner Year 12 Student

"It is the widest reaching careers programme we run in school by some distance."

Tim Gladstone, Bishop Challoner Careers & Enrichment Lead

# Our year in numbers

In 2024-25 we continued our really broad support of young people across their time at school, and our figures show that most programmes grew slightly from the previous academic year. Most notably there has been strong engagement from companies to host work experience, and shows how many volunteers have been committed to overcoming any challenges of hosting a young person at their workplace. We continue to innovate and look at new ways to work with and support our wider community, and so we have piloted two community giving projects this year to great success.

 **2,230**

students took part in mock interview practice in-person or online

 **248**

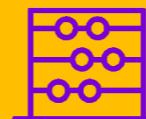
employers supporting over 1200 students on work experience placements

 **600+**

volunteers on our primary financial literacy programmes

 **6,750+**

individual letters written on Writing Partners



**2**

financial literacy programmes now merged into one: Abacus.



**1**

Alumni programme now re-christened and re-energised as Young Talent.



**Over  
4,000  
volunteer  
opportunities**



**Over  
12,000  
student  
opportunities**



**2**

**community giving projects helping with families' basic needs**



**1**

**new CEO and strengthened leadership team**

# Directors

Trustees that served within the year

**Mark Campbell (Chair)**

**Gerry McDonald**

**Berna Mazici**

**Saiam Ahmed**

**Mohammed Hassan**

**Fatima Johura**

**Jade Hopeton**

**Dr Tina Sode**

**Anita Bhardwaj**

**Jayant Kumar**

**Rachel Dodds**

**Ricardo Lobo**

**Suet-Li Wong**

appointed 28th November 2024

Clifford Chance

New City College (Group Principal & CEO)

Parent Representative

UCL Institute of Clinical Trials & Methodology

EY

St Paul's Way Trust School

Bigland Green Primary School

London Borough of Tower Hamlets

Morgan Stanley

Barclays

KPMG

Willis Towers Watson

Citigroup

resigned 11th November 2024

appointed 28th November 2024

appointed 28th November 2024



For me, joining The Switch as a Parent Trustee is about being part of something bigger than myself. I've always believed that when families, schools, and local organisations come together, we can open doors that change the course of a young person's life. Growing up in Tower Hamlets, I know how powerful it is when someone believes in you and helps you see possibilities beyond your circumstances.

What excites me most about The Switch is its commitment to giving young people those moments of discovery—when confidence

is built, aspirations take shape, and futures start to feel within reach. I hope to contribute a parent's voice that reflects the hopes and realities of our community, and to help shape opportunities that prepare young people not only for work, but for life.

Being part of The Switch feels like coming full circle—giving back to the community, while helping to nurture the next generation of Tower Hamlets' talent and potential.

**Berna Mazici, Parent Representative on The Switch trustee board**

## 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 CEO 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 CEO 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.

## Wanted!

**Calling volunteers for primary school financial literacy!**



Details:

- One off sessions – volunteer on one session, or up to a series of four.
- Based at a nearby primary school in Tower Hamlets
- 1.5 hours long, during the school day.
- Very little prep needed, and no DBS.

Contact: [Volunteer@theswitch.org](mailto:Volunteer@theswitch.org) for more info and to sign up!

## Wanted! Office insight days!



**Our schools LOVE office visits to expose students to real-life working environments and understand pathways into your industry.**

Our partner companies report brilliant satisfaction from office visits and can engage high volunteer numbers by being onsite. We can help with suggested activities and logistics, and visits can be from 2 hours to a short day.

Please get in touch with our team to understand how you can host a visit for one of our schools.

Contact: [Freya.Eldrid@theswitch.org](mailto:Freya.Eldrid@theswitch.org)

# Financials

## Statement of Financial Activities for the period ended 31st August 2025.

These summarised accounts are taken from 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 2025

Income from	Period ended 31 August 2025 (12 month accounting period)	Period ended 31 August 2024 (12 month accounting period)
Donations	£38,602	£19,134
Charitable activities	£893,595	£1,097,692
Investment income	£47,997	£35,569
<b>Total income</b>	<b>£980,194</b>	<b>£1,152,395</b>
 <b>Expenditure on</b>		
Raising funds	£-	£-
Charitable activities	£979,479	£1,048,623
<b>Total expenditure</b>	<b>£979,479</b>	<b>£1,048,623</b>
 Net income / (expenditure) for the period	£715	£103,772
Transfers between funds	£-	£-
Net movement in funds	£715	£103,772
<b>Total funds brought forward</b>	<b>£1,140,087</b>	<b>£1,036,315</b>
<b>Total funds carried forward</b>	<b>£1,140,082</b>	<b>£1,140,087</b>

#### Balance Sheet as at 31st August 2025

Current Assets	2025	2024
Fixed assets	£78,225	£23,052
Debtors	£333,970	£178,740
Cash at bank and in hand	£1,161,774	£1,301,320
Creditors		
Amounts falling due within one year	(£433,167)	(£363,025)
<b>NET current assets</b>	<b>£1,062,577</b>	<b>£1,117,035</b>
<b>Total NET current assets</b>	<b>£1,140,802</b>	<b>£1,140,087</b>

Funds			
Restricted funds		£425,354	£424,474
Unrestricted funds:			
Designated funds		-	-
General funds		£715,448	£715,613
<b>Total unrestricted funds</b>		<b>£715,448</b>	<b>£</b>
<b>Total funds carried forward</b>		<b>£1,140,802</b>	<b>£ 1,140,087</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 **4th December 2025**.

*Mark Campbell*

**Mark Campbell**  
Chairman,  
The Switch

# 2024-25 Supporters

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



Lloyd's of London Foundation



WESTFIELD EAST BANK  
CREATIVE  
FUTURES FUND

CLYDE&Co

Clifford  
Chance



ARBUTHNOT LATHAM  
Bankers since 1833



Queen Mary  
University of London



TOWER HAMLETS



A&O SHEARMAN



J.P.Morgan



Morgan Stanley



Supported by  
Co-op Members



Acrisure  
ACT (Ardonagh Community Trust)  
AECOM  
AIG Foundation  
Aldgate & Allhallows Foundation  
Aldgate Connect Community Fund  
Argenta  
Aventum  
Beazley  
Bird & Bird  
Blackrock  
Bloomberg  
BNP Paribas  
Buzzacott  
Capital.com  
Canary Wharf Group  
CFC  
Chubb  
Company of Actuaries Charitable Trust  
Costello Medical  
Davenant Foundation  
East End Community Foundation  
EdenTree  
Faraday  
Hamilton  
Hedley Foundation  
ING  
Intuit  
Ingleton Wood  
Jack Petchey Foundation  
KBC Bank  
Maplecroft Verisk  
Medallia  
Microsoft Development Centre Community Fund  
MMC  
Moody's  
Morrison and Foerster  
MS Amlin  
Munich Re  
National Lottery Awards for All  
NBC Universal  
New Relic  
Page Group  
Paul Hastings  
Pembroke  
Pool Re  
Reddie & Grose  
Rothschild & Co  
Save the Children  
SMBC  
SNG  
Talbot Underwriting  
Tesco  
Thomas Miller  
TMK  
TPX Impact  
The Co-op Local Community Fund  
Titan Data Solutions  
TLT  
Travers Smith  
UBS  
We Are Adaptive  
Wogen  
Worldpay



**The Switch  
First Floor, Norvin House  
45-55 Commercial Street  
London E1 6BD**

**Tel: 020 7655 0300  
Email: [info@theswitch.org](mailto:info@theswitch.org)  
[theswitch.org](http://theswitch.org)**

**Registered Charity No: 1040962**

-  [TheSwitchOrg](#)
-  [The Switch](#)
-  [theswitchcharity](#)
-  [theswitchcharity](#)