



Promise Foundation

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AGM – Monday 16th July, 2018

Chair's Report (Mike Hulme - Chair of the Trustees Group)

This has been yet another successful year for the foundation with a great number of new initiatives consolidating the already successful practice. Our public benefit surrounds a service to targeted young people based predominantly around the 13 to 18 age range in schools, and those from backgrounds of high deprivation or significant need. Based on a peer mentoring model, the foundation utilises adults from the direct community surrounding the host school to support each mentee helping to improve aspiration, academic approach and confidence, therefore improving social mobility.

For the first time, the trustees felt confident to commission the appointment of a full-time host school co-ordinator (Hannah Benn-Gordon) during 2017/18 which successfully met our desire to enhance co-ordination through improved operational working and to demonstrate further confidence in the foundation's ability to deliver a quality service. Hannah has made a hugely successful start in her post, enabling consistency of approach and an enhanced quality of mentor/mentee management and co-ordination. This position replaced the highly successful part-time posts which had met the need since the foundation's conception. The recruitment procedure provided a competitive and transparent process with shortlisted candidates selected for competitive interview based upon a clear and agreed set of criteria.

Hannah's impact has been significant and I would like to acknowledge her positive input to the continuum of successful mentoring with a quantifiable impact across each targeted individual.

Our further notable achievement during the year has been to increase and supplement our trustee base. Through analysing and evaluating our existing trustee skills we were able to recruit two further individuals enhancing the trustee board and increasing the number to ten. It is felt that this now adequately reflects the needs of the charity and will serve to provide a comprehensive, diverse, experienced and suitably skilled board. A full list of the trustees appears in Appendix One attached to this report.

Mentoring – the foundation has successfully recruited twenty four mentees during this academic year through liaison with the host school. Each has been targeted using a referral protocol and via discussion with the pastoral support teams in the host school. The young people have been linked with suitable mentors from our pool with regular weekly meetings arranged for discussion and agreed improvement tracking. An evaluative break-down of the support is as follows:

Academic achievement

All students made progress in at least one subject

78% of students made progress in three or more of their subjects

17% made progress in 2 subjects

Work ethic

Teachers reported that 56% of students made an improvement in work ethic in three or more subjects and 28% in two or more subjects.

Homework

Attitudes towards homework also improved significantly, with 33% of mentees showing progress in more than three areas of work and a further 33% showing improvement in two areas of homework.

Impact on how well students do in school

63% of students highly agreed with the statement 'Mentoring has helped me to do better in school' and a further 37% agreed somewhat.

Targets

94% of mentees said that they received regular advice in regards to meeting their set targets.

A further 80% of mentees said that their mentors provided regular feedback and constructive criticism in order to help them achieve their targets.

Self-esteem

67% of students highly agreed with the statement 'Attending mentoring sessions has had a positive impact on my self-esteem'.

A further 33% said it had moderately impacted their self-esteem.

Confidence

53% of students said that attending weekly mentoring sessions had made them feel much more confident

47% said they felt somewhat more confident as a result of mentoring.

Impact on how students view their future/how they feel about life after school

88% of students saying that they now felt more positive about how they view their future

Pupils were asked if having a mentor had helped them think more clearly about what they wanted to do when they left school and 66% of pupils said that it had

The mentoring pool has been strengthened this year resulting in a thorough pairing process. The necessary management and organisation of this work has been ably co-ordinated by Hannah (Host School Co-ordinator) with a tracking and evaluation of impact process implemented. Such an analysis has enabled the necessary data to support new fund raising bids and to maintain the evaluative processes for existing and continuing funding streams.

Fundraising – This is an important part of the Host Co-ordinator's role, Hannah has adopted a continued and sustained fundraising programme. Previously this task had been that of a part-time position and, whilst very successful, the combining of this into a single full-time job description has enabled better continuity and more efficient operational management.

Hannah has continued to pursue many areas of funding providing further success in supporting our income stream. She has also been able to consolidate existing funding providers and extend their contributions via a commitment to the charity. This improves the ability to plan ahead and prepare for future developments and expansion via financial forecasting. Further funding application during this year have been:

Woodward Charitable Trust and Leathersellers' Company Charitable Fund for £1,000 each

Yapp Charitable Trust - £9,000 over 3 years

Donald Forrester - £5,000

19th May 1961 - £10,000

Garfield Weston - £30,000 over 3 years

The Dudley and Geoffrey Cox Charitable Trust - £5,000

Foyle Foundation - £10,000

Young Brent Foundation - £1,000

Reports for Children in Need and Black Rock have been completed and sent off

The Trustees suggested the exploration of a donation by text service which might help raise funds during events and other fund raising activities. Our first trial period was less than successful with a minimal take-up, therefore a review of this process is to be undertaken.

Funds – reserves/debts/income/expenditure - I am pleased to report an increasingly robust and stable funding period during this year with regular and one-off contributions covering the our operational costs. Indeed, for the first time we will realise a small surplus of funds and there is the full intension to utilise this towards our aim for expansion into other schools.

For 2017/18 the foundation has maintained a combination of individual contributions and those from charitable organisation and there is confidence that funding now remains at a sustainable figure to plan for a three year forecast. This will serve to strengthen the foundation’s long-term position and enable justification for any surplus funding carry-forward.

A balance sheet for the academic year outlining income and expenditure; a forecasting model and our auditor’s report are attached as Appendix Two and Three of this report.

Operational organisation -

- **Strategic plan** – The Trustees were able to construct a strategic plan for the 2017/18 academic year thus enabling a coherent over view of our objectives and desired outcomes. The strategic plan has enabled roles and responsibilities to be better understood whilst providing important evaluative scoping for the work of the Host School Co-ordinator. I am pleased to report that the vast majority of objectives have been achieved and, through the RAG rating process, our annual impact outturn has been realised. This has given a benchmarking process for the forthcoming academic year with an opportunity to expand and introduce new outcomes for the charity.
- **The role of the Trustees and working groups** – Work has been undertaken to strengthen the position of our trustees group. The role of the trustee has been established through discussion in meetings with an operating code drawn together enabling firmer understanding of trustee responsibility. It is important to note that this is not a code of conduct for trustees but an aide-memoire surrounding responsibility for running a charitable organisation based on a public funding model. We have drafted a ‘working group’ structure proposing operational relationships for individual trustees in small groups who will take responsibility for four key areas of our operational working. These are; finance and funding applications; community and families; events/publicity/PR; and mentoring/logistics. It is anticipated that this model will be operational during the 2018/19 academic year and strengthen the overall trustee involvement in our annual strategic plan.
- **The Skills Club** – Established during the previous academic year, The Skills Club continues to develop and is a popular programme with our mentees. The core elements surrounds guest speakers offering advice and an insight into the world of work and employability skills for our young people. The presentations are often to groups of mentees and has prompted discussion and debate, enhancing confidence and public speaking skills. Key themes have been utilised during mentoring sessions and have proved a useful guide to ensure the mentoring discussion content has further breadth with individuals. Two notable Skills Club sessions included:

- Doc Brown – a hugely popular session with a large turnout. He told the students about his road to success and then opened the room up for questions. The students asked really insightful questions and it was very successful session.
- Zoe Bennett – did a session on ‘through adversity breeds success’. She included group exercises which focused on confidence and self-belief.
- **GDPR** – The advent of GDPR during May of this year resulted in the foundation considering all aspects of data handling and management. As a very small organisation we were not obliged to appoint a Data Protection Officer, but to ensure compliance, we issued a revised Privacy Notice to our trustees, mentors, mentees, employee, and other volunteers. This was circulated before the 25th May deadline and covers areas such as:
 - The personal data we hold
 - Why we use this data
 - Our lawful basis for using this data
 - Collecting and storing of information
 - The sharing of data
 - The use of data for marketing purposes
 - How individuals can access information that we hold on them
 - Their rights regarding the data
 - Complaints and contact details

We understand that the Foundation meets its legal obligation on the matter.

- **Safeguarding** – the Foundation’s safeguarding policy and associated responsibilities remain paramount to our principles and we continue to apply the strictest reference to matters of recruitment; child protection; and disclosure and barring service checking. Level three safeguarding training for myself and Hannah was undertaken in 2017 which remains valid until 2020.

Looking forward – It is with confidence that the Promise Foundation moves into another academic year as we have successfully negotiated 2017/18. Once more, the need to organise and ratify our operational model has taken priority. The endorsement of policy and the application of a strategic approach has strengthened progress and the appointment of an excellent Host School Co-ordinator has supported the trustee’s objectives.

Our challenge for the next academic year will be to roll-out the programme into another school and to ensure that the aims and values of Promise Foundation are replicated in such developmental work. We will, of course, rely upon sustaining sufficient funds to support our core work with further funding streams enabling future planning. For all small charitable organisations, this remains a huge challenge in such austere times.

Mike Hulme

Chair of the Trustees (Promise Foundation)