



**Future
First**

Annual Review 2018 – 2019

Our vision is for a world where
a young person's start in life
does not limit their future



Role models broaden students’ horizons and raise their **aspirations**.

Future First is the UK education charity helping state schools and colleges reconnect with their former students. Involving former students and supporters as role models is a simple yet effective idea that really works.

Our mission is to see every state school and college supported by a thriving and engaged alumni community, which improves students' motivation, confidence and life chances.

Alumni can really make a difference. In collaboration with schools and colleges, alumni, employers and our supporters, we seek new ways to make change happen faster.

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Introduction

In 2019, it is still the case that young people from lower socio-economic backgrounds are less likely to think they will be successful in life. Our work with schools this past year has demonstrated that alumni can have a transformative effect on these students. Access to role models can increase their confidence and motivation, expanding students' horizons and showing them a world beyond their own.

In recent polling, 7 out of 10 young people said it would be helpful if they could meet former students from their school and talk to them about their jobs and life stories. Young people who have a number of personal interactions with alumni consistently report an increased ability to make more informed decisions about their future. Through supporting schools to build alumni networks, Future First has stimulated access to a sustainable community of relatable supporters who can help transform the life chances of current students.

Since our inception almost 10 years ago, Future First has supported over a third of state secondary schools and colleges in England and Wales, creating a shift in culture around alumni engagement in the state system. This year we worked with 525 schools and colleges and reached 104,022 young people. We have seen alumni involvement cited as evidence of good careers practice and, in Ofsted reports, as a feature of outstanding PSHE.

Whilst there has been much progress, we know that over half of all state schools still do not engage their former students, rising to nearly three quarters in schools serving the most disadvantaged communities. We have therefore focused our efforts this past year in supporting schools in areas serving the most deprived communities. We believe passionately that every student should expect to meet relatable role models during their time at school who help them make connections, create opportunities and inspire them to succeed.

Many of the schools we have worked with this year have used

their alumni to support a range of key activities, including helping them tackle the priorities in their school development plans. We know too that longer-term interactions with role models have the most impact. Through innovative projects, such as those we have piloted in partnership with employers and foundations, we have been able to demonstrate the impact of repeated interventions involving role models, and look forward to developing this area of our work next year.

2019-20 is set to be a busy year for Future First as we strive further to create a thriving and engaged alumni community in every school and college. We look forward to continuing our work in partnership with the Careers and Enterprise Company to harness the support of alumni communities in areas most at need. Establishing our work in primary schools in partnership with the KPMG Foundation is an important prospect. Delivering an innovative pilot project bringing back 'near peer' role models to mentor year 6 students should provide much needed support to students in danger of not making a successful transition from primary to secondary school.

Our new Chief Executive, Justin Smith, takes up his post at an exciting time as we look towards our ten-year birthday. Justin brings experience of enabling social mobility through educational achievement having previously been a headteacher and the CEO of a highly successful multi-academy trust.

Collaboration is one of Future First's core values and our work would not be possible without the active and very valuable support

of many others. We are grateful to our schools and colleges, to our funders and supporters, to our employer partners and to our staff and trustees. Most of all, we would like to express our thanks to the thousands of alumni volunteers who give up their time to support current students across the country.

We are proud of our successes this year but want more students in more schools to experience the powerful benefits alumni can bring. We hope this Annual Review will inspire and encourage you all to share that journey with us this coming year.



Christine Gilbert
Chair



Beth Goddard
Director of Programmes



Why we are needed

For too many young people in the UK today, future options are still determined by their start in life.

Students from lower socio-economic backgrounds are less likely to think they will be successful in the future, and with good reason. Evidence shows that our society has become more unequal in terms of opportunity for young people in recent years. Regional disparities in access to jobs, training and a stable future have increased.

At Future First, we know that hearing from alumni changes students' lives. Alumni are relatable role models who help build the confidence, motivation and life chances of young people sitting in their old seats. We support schools and colleges to build thriving communities of former students who can support young people to see a world beyond their own.

46% of the schools we worked with last year serve the most disadvantaged communities, ensuring those most in need benefit from the support of alumni volunteers. We are working to ensure that every school and college is supported by a network of willing alumni, and that every young person has access to the information, advice, insights and connections needed to give them confidence about the future.

What does a thriving alumni network do?



Provides access to relatable role models



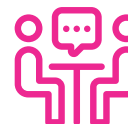
Boosts careers strategy by helping to meet the Gatsby Benchmarks



Enriches delivery of the core curriculum



Helps raise aspirations and expectations for the future



Provides one-to-one mentoring and advice



Builds character traits such as confidence and resilience



Provides insights into career paths and work



Creates a community of volunteers ranging from governors to inspirational speakers

The steps to a successful alumni community

1

Get started

Future First's secure, online platform helps schools and colleges sign up and keep in touch with all leavers from their last day. Schools can easily keep alumni up-to-date, communicate effectively with them and search to find alumni to meet specific needs.

2

Build the network

We help state schools and colleges to find and sign up past students and friends using a wide range of sources including social media, universities, employer partnerships, and the local press. To date we have signed up over 250,000 alumni from state schools and colleges.

3

Engage

We have a wealth of practical resources to help schools and colleges keep their network engaged and playing an active role in school or college life.

4

Activate

Our team supports schools and colleges to invite alumni to provide inspiring talks and mentoring, help with fundraising or become alumni governors - there are many ways an engaged network can add real value to the school community.

5

Maintain

Using our annual tracking survey and online platform, we help schools and colleges to track former students' journeys. Our portal allows schools and colleges to maintain communication with volunteers and keep them engaged in activities to support their young people, whilst minimising the workload for busy staff.

What we offer

Sustainable alumni networks help students make a stronger connection between what they are learning in school and the world of work, raising aspirations and broadening horizons.

Our offer includes:



Staff support

Alumni Programme Officer
Our Alumni Programme Officers provide expert, hands-on support to help kick start, build and manage communities of alumni.

Posters
Our team creates inspirational alumni posters for schools and colleges, showcasing the diverse paths former students have taken to inspire current students.

Press
Support from our Press Officer helps spread the word about alumni communities through local news.



Technology

Digital Toolkit
We offer a toolkit of ideas, lesson plans, tips and templates, collated over 10 years of experience working with state schools and colleges.

Alumni portal
Our secure online portal helps schools and colleges keep alumni up-to-date, manage data, communicate effectively and search to find alumni to meet specific needs.



Expertise

Staff training
We offer CPD sessions for staff featuring advice and support to help embed alumni programmes and create sustainable communities.

Employer opportunities
Schools and colleges can access unique opportunities hosted by our employer partners, giving students the chance to get really immersed in the world of work.

Alumni workshops
We offer a variety of alumni events for all students. They build confidence by giving students meaningful encounters with relatable role models.

Our Strategic Goals



Extending our reach

This year we worked with 525 schools and colleges to build alumni communities. We extended our reach to support primary schools, providing access to relatable role models for younger students as well as those in secondary schools and colleges. Overall, we supported over 100,000 young people to interact with alumni and other supporters.

Removing barriers to HE access with NCOP

This year Future First continued our work with the Office for Students' funded National Collaborative Outreach Programme (NCOP) in eight regions from Cumbria to the South West.

Through our partnerships, we have worked with 217 schools and

colleges to build sustainable alumni communities, signing up former students from a diverse range of career pathways. 792 graduate alumni actively volunteered in varied events and workshops to encourage the current generation to become more confident and better equipped to go on to university.

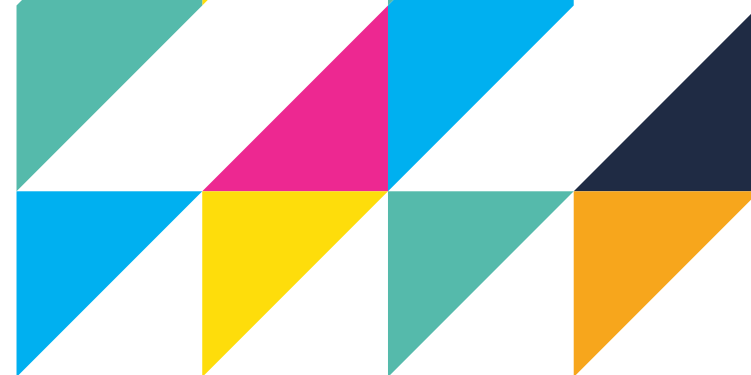


Extending our reach to younger pupils

2018-19 saw a continuation of our work in primary schools. Working in London and the South East, we supported schools to build communities of alumni and other local role models.

Activities involving volunteers from the world of work helped open up pupils' horizons and improve understanding of the future while learning about themselves in the process.

Career-related activities in primary school have the potential to break down job stereotypes and prejudices that are often formed early in life, and we are pleased to have secured funding to scale this work in 2019-20.



"When we heard about Future First we were really excited about the potential to reach out to our wider community of former pupils and supporters. We want to share our values and successes with our alumni and to draw on their experiences and skills to help motivate and engage our current pupils to be aspirational about their futures."

Lindsey Shaw, Headteacher,
Belmont School, Harrow

"What I enjoyed most was being able to talk to the children - letting them ask questions and be open and honest about their ideas for the future. It was relaxed and great to be able to give guidance, encouragement and motivation about school and life afterwards."

Callum Murray, Former pupil,
St Anne's Catholic
Primary School, Knowsley

"Talking to the volunteers has given me more confidence that I can do what I want in the future."

Year 5 pupil,
St Michael's Catholic
Primary School, Kirkby

Reaching areas of disadvantage with the Careers and Enterprise Company

In 2018-19, Future First continued to work in partnership with the Careers and Enterprise Company (CEC), creating alumni networks for schools and colleges in areas of the country most at need of support. Our partnership supports teachers in these areas of disadvantage and government identified Opportunity Areas to meet the gold standard in careers education. We help them achieve the Gatsby Benchmarks by bringing alumni from a range of jobs into school to meet and talk with students in a range of activities.

This year in our CEC partnership we worked with 126 schools and colleges across the country, reconnecting them with over 12,000 former students. In total we enabled 58,242 employer and employee encounters involving 23,000 students. We were delighted to be shortlisted as Careers Provider of the Year in the Careers and Enterprise Company's Careers Excellence Awards and look forward to continuing our partnership into 2019-20.

Nick Oakhill, Careers Manager at Soham Village College, explains the benefits of alumni in school:

'Using alumni has definitely helped with some of the issues that our school faces.

Due to our rural location, a lot of our students cannot see the opportunities that are out there. This is not just limited to post 16 options but also thinking about future employment. We are conscious as a school that there are issues of social mobility in the area and we want to make students realise that there is a bigger world out there. Alumni are one part of our career programme that raises awareness and aspirations.

Our school is currently funded by the Careers and Enterprise Company to use Future First services. We liked the idea that the programme would not just be short term but something that, once we had in place, could benefit the school in years to come.

This year we invited alumni back during National Careers Week. I think one of the main advantages of inviting alumni to return as speakers is that they are not just a stranger returning from a particular profession but that they are a former student discussing life after Soham. They are relatable to our students which has a greater impact as they can see themselves in the alumni. The fact that our students can see someone overcoming a barrier that they might be experiencing, and that they have gone on to achieve success is great.'

Developing innovative interventions

We know that longer term, sustained interactions with role models have the most impact. Innovative projects we have piloted in partnership with employers and foundations demonstrate the impact of repeated interventions involving role models.

Building employability skills with



This year we concluded our three-year Employability Skills project in partnership with Rothschild & Co.

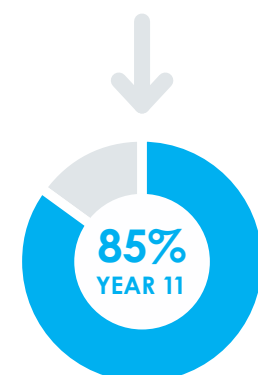
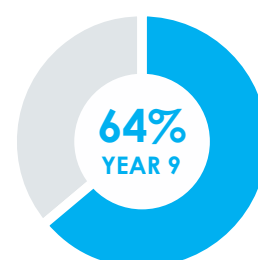
Taking place between 2016 and 2019, the project consisted of a series of nine workshops and two mock interview sessions over three years. These were designed to support 13-16 year old students at risk of not being in education, employment or further training in the future. Working in five schools across Cornwall, Bristol, South Tyneside, Cambridgeshire and Sussex, 110 students benefited from the support

of alumni in a series of bespoke workshops designed to increase aspirations, confidence and employability skills.

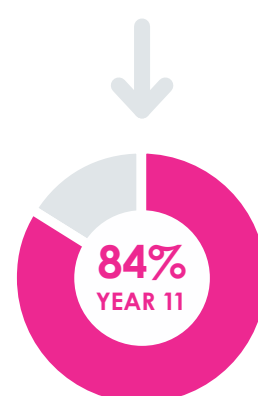
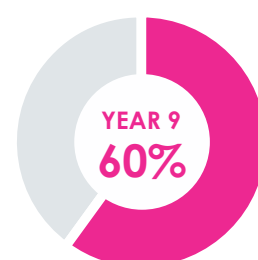
Students also had the opportunity to visit local employers and participate in mock interview sessions with companies including Balfour Beatty, Computech IT, Iconik Photography and the Cornwall Chamber of Commerce.

Over three years, students' confidence in future job prospects, their awareness of jobs and motivation to prepare for the future increased.

Were confident they would be able to get their job of choice in the future



Were motivated to prepare for the future



Back to School Programme

In 2018-19, we introduced a new Back to School programme which saw KPMG volunteers return to their former state school or college.

Following school-based workshops exploring volunteers' pathways to working at KPMG, more than 40 students across six schools in London attended an insight day hosted at their offices. The day enabled students to experience a professional working environment for the first time, whilst developing transferable and professional skills.

Students met a wide range of employees and asked questions about what they did during and after school to get to where they are now. They also enjoyed an office tour and glimpsed some of the different types of tasks that the 7,300 employees do daily. Other highlights included a networking lunch and mock interview session during which students had the opportunity to demonstrate their interview technique and receive feedback. We look forward to running a similar event in the Manchester KPMG office in 2019-20.

"I thought it would be interesting and different from my usual day to day activities. I'd definitely volunteer again, the students were really engaged and willing to learn as much as they could throughout the day."

Employee volunteer, KPMG

"I did a similar insight day when I was still a student and it definitely helped me when I was deciding what to do in the future so I wanted to do the same for others. I wanted to make sure that students were provided with correct and clear information during a time in their lives when a lot of important decisions are made."

Employee volunteer, KPMG

"KPMG is such a huge company and I thought it would be a great opportunity to talk to different people who work here and get a better understanding of my potential future career path."

Year 13 student, Copthall School, Barnet



Through talking to people at KPMG I've realised that I want to go into finance in the future.



Building an alumni movement

Making a difference

Mary Wren, Director of Sixth Form - Jo Richardson Community School

We are based in a deprived area with a high percentage of students on free school meals and many students with parents who have never been to university. Our main priorities for working with former students are providing relatable role models and raising the aspirations of our students. The only graduates lots of them have ever encountered are the teachers at school and their doctors. It is essential for them to meet more people who have had different career paths and journeys into higher education to see that there are options available to them in the future.

We decided to work with Future First because at the time, our sixth form was very new and we saw the value in being able to stay in touch with our former students.

Our Alumni Officer at Future First supported us to start Future Fridays. We run an informal lunchtime meeting where former students talk about what they do and how they got there to inspire and inform our students. What I love about these sessions is that they are specialised and it has helped students with specific interests. The students ask questions and focus on their goals and have been exposed to various ways to get to the same place which has been really helpful for them.

We are very proud to have won the Future First sponsored

Pearson's Teaching Award for School of the Year – Making a Difference. We had a Sixth Form Open Evening and some of the students who came from other schools said that one of the reasons they came is because they saw that students here had put us forward for the award, which is really positive. The award has definitely raised our profile in the community and we've had lots of good wishes from different organisations. The whole process was very positive and to know that one of our sixth form students was the reason we were nominated is amazing.

Our hopes for the network in the future are big. We want our students to be able to see someone that has travelled around the world for their job. As our network grows, this will have an impact

on our current students as they will start to see siblings, friends and people from their community who have gone on and achieved after school and that they can do it too.

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Volunteer Case Study

Hashim Din volunteered at Fir Vale School as part of the HeppSY+ NCOP based in South Yorkshire.

After school, I went to Longley Park Sixth Form College and I studied Economics, Business Studies and Accounting & Finance – not necessarily wanting to go into these sectors but I thought they were interesting and that they would put me in good stead for my career in the future.

When I graduated, I started working in recruitment and it led me to my current role working as a Widening Participation and Outreach Coordinator at Sheffield Hallam University. It's a fulfilling job because I get to give back and see the impact of my work by sharing my experiences and telling young people about the opportunities available to them after school.

I signed up to support my old school because the staff at Fir Vale do a fantastic job and there are still staff there from when I attended and that shows their dedication.

I volunteered at two workshops discussing my path to university. It can be overwhelming going back to your old school when you're no longer a student and you wonder how much has changed. It is great to see how the staff are trying to make a difference and make sure everyone has the opportunity to achieve their dreams. This gives me a sense of pride; that was my school. It's great to give something back to the current students because there wasn't anything like this when I went there.

“

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Our work with employers

Future First are proud to work in partnership with a diverse range of employers who share our commitment to ensuring no young person's background limits their future.

Our employer events provide inspirational opportunities for young people to develop their employability skills and create networks, while also offering meaningful volunteering opportunities for staff.

In 2018-19, our employer partnerships have gone from strength to strength. We ran sessions for over 900 students who engaged with employers at their work place or a location outside school, making new connections and developing practical insights into the world of work.

TaylorWessing

The Aspiration to Application Programme in partnership with Taylor Wessing supported Year 12 students from across London, boosting job readiness and employability. A series of events at Taylor Wessing offices increased students' knowledge and confidence of the working world.

80 students fulfilling social mobility criteria joined Taylor Wessing people for insight days designed to inform them about what to expect from a career in the legal profession and the skills needed to succeed in it. 20 students from the insight days progressed to take part in a mentoring programme with Taylor Wessing.

As a result of the three month mentoring programme students reported increased aspirations and a greater sense of belonging in a professional working environment. Students also reported increased ability and confidence in making important life decisions in the future.

Participating students were invited to apply for Taylor Wessing's 'Tomorrow's Talent' programme, a two-week work shadowing scheme over the summer holidays. Out of 12 available places, eight were filled by graduates from the mentoring programme with Future First.

“

Our partnership gives young people in state education unique career-building experiences. We do this by encouraging colleagues and clients to share their skills with students. Future First have made this process so easy and enjoyable for everyone, along with helping us to improve social mobility right across the UK.

Danielle French,
Responsible Business Advisor,
Taylor Wessing

”



At the start of 2019, Future First entered into a new employer partnership with The Flava People in Manchester. The Flava People started out as a family butchers over 40 years ago and are still an authentic family business today.

Year 10 and 11 students from state schools near The Flava People's Sharston factory

attended a half-day food and careers insight session at their site. Activities were shaped to provide students with an understanding of how the business functions, following the journey of a sauce product from its beginning in the product development lab to its use in a cooking demonstration. Connecting this journey were interactions between students and The Flava People employees volunteering on the project, many of whom attended similar schools in the local area.

Employee volunteers from The Flava People all reported an increased sense of job satisfaction after participating in the insight day.



72%

of students 'strongly agreed' that the event with The Flava People increased their chance of getting a job in the future.

80%

of students reported they were now going to work 'much harder' at school as a result of taking part in the insight day with The Flava People.

“““

The volunteers' advice helped me understand my future after school finishes. I have realised I can talk to people confidently and I will be ok. It makes sense to me now, but also if I work hard in my GCSEs, I can get the job I really want.

Year 11 student,
Burnage Academy for Boys

Our students came back to school brimming with enthusiasm after all of the activities they took part in. I really do think they have had their eyes opened to many diverse careers and possibilities for the future.

Pippa Conley,
Faculty Leader for Design & Technology,
Sale Grammar School

Arc Pensions Law

Year 12 students interested in a career in law took part in week long work experience placements in the Leeds and London offices of our partner ARC Pensions Law. Eight students have participated in the placements since their inception, with over 50 students participating in phone interviews with Future First to secure placements. All participating students reported increased confidence in their ability to secure employment in the future.

“““

I received advice on how to apply to universities, especially those suitable for a career in law, which I am now doing in my UCAS application.

Year 12 student,
The Sydney Russell School

We really enjoy working with Future First to provide an opportunity for young people from disadvantaged backgrounds to get to see how our business operates. It is amazing what difference it can make, not just to their understanding of the working life of professionals, but also in their confidence in their own abilities and understanding of the opportunities that are there for them.

Rosalind Connor,
Partner, Arc Pensions Law



We supported the research and training charity IGD to deliver 295 workshops, reaching 8000 young people as part of its successful 'Feeding Britain's Future' schools programme.

90% of students attending workshops said they felt 'more' or 'much more' prepared for the world of work as a result. IGD's Feeding Britain's Future programme brings to life the variety of roles available in the food and grocery industry and creates the opportunity for young people to develop their skills and learn from the experiences of a wide range of employees. 2018-19 saw the introduction of new STEM workshops for Year 12 science and maths students.

IGD's Feeding Britain's Future Programme also provides free employability lesson materials for teachers to use with secondary school students to help them link the curriculum to real careers in the industry.



Reach and Impact

Our work is more important than **ever.**

Our research with YouGov shows that as children grow older, they become increasingly worried about the job they will get and are less likely to think that people like them will be successful in life. At age 6, only 16% of young people said they were worried about what job they would get in the future, but by age 11, 46% are worried. This increases to 65% by age 15.

We know that meeting role models is powerful; increasing motivation and confidence and broadening horizons. Young people want to meet former students too. 71% of those we asked said it would be helpful if they could meet students that went to their school and talk to them about their education pathways and career journeys.

At the end of the academic year 2018-19, over 250,000 alumni had signed up to support their school community. From accountants and architects, entrepreneurs and electricians, to nurses and networkers, they represent a wide range of opportunities many students don't even know exist.

Through our work establishing alumni communities, events and workshops involving alumni and employers, we are striving to reach more and more young people every year.

Reach

74,399

young people were involved in school led alumni activities



525

schools and colleges supported

104,022

Last year we reached 104,022 young people



44% of volunteers were male

46%

of schools with the highest numbers of students in receipt of free school meals

5409

hours of volunteering



56% of volunteers were female

186

new schools joining our network



111

Worked in 111 local authorities and every region of England



17,288

young people attended workshops and events led by Future First



76%

of volunteers were under the age of 35

Our impact in 2018–19

Young People

81% of young people agree that meeting former students shows that 'people like me' can be successful

74% of students say that meeting alumni made them feel more confident about being successful in the future

75% of students commit to working harder in school after hearing from alumni

“““

I learnt that if you work harder it will lead to good things in the future.

I learnt that there are so many different jobs you can work in, but you just have to believe in yourself.

Hearing from former students gives me confidence that I can achieve more than I know.

Teachers

99% would recommend our workshops to teachers in other schools

97% said that workshops are relevant to their students

75% said workshops are more useful than those provided by other external organisations

74% said alumni had improved their students' knowledge of post-school/college pathways

“““

Really enjoyed the content delivered and the strategies used to challenge students. I found it really applicable to what the students require.

Without a doubt, the students getting to interact and learn from the knowledge and experiences of our alumni was the most effective part of the session.

Volunteers

95% of alumni rated the session as excellent or good

96% of alumni would recommend a Future First session to friends

“““

The whole experience was very rewarding and I hope encouraging for the students

“““

Future First have coordinated and sustained the growth of our alumni network; they've enabled us to draw on an enormous fund of expertise and goodwill and created an impressive web of contacts where before we had nothing!"

Peter Shears,
Assistant Headteacher,
Cardinal Newman School

“““

The workshops helped me feel more positive about the future.

Year 9 student,
Meadowhead School
Academy Trust

Finances

Future First's income in 2018-19 stood at £1,498,045.

89% of our income is generated through delivering services to schools and employers. The remaining income comes from funders who support the development of innovative projects and contribute to the central costs of running the organisation.

For every pound spent, 95p goes on delivery; the rest is spent on fundraising, administration and good governance.

Income from alumni programmes	£737,026
Income from employer programmes	£260,183
Income from grants and donations	£492,055
Income from other sources	£8,781
Total income	£1,498,045
Expenditure on provision of educational and careers support	£1,383,475
Expenditure on fundraising and governance	£74,700
Total expenditure	£1,458,175
Surplus	£39,870
Reserves	£715,675

Looking ahead

We are proud to be celebrating our 10th anniversary in 2020. We will continue to focus our efforts on activities to ensure no young person's background determines their future options:

Extending our reach

Supporting more schools and colleges across the country to build thriving alumni communities will help us reach our vision. Offering tailored programmes to schools in areas of identified need will extend our reach to students most in need of support from relatable role models.

A review of our core programmes will ensure we bring maximum impact to students in schools and colleges we work with. Through strengthening our approach to evaluation and impact, we will be able to better evidence the benefits alumni can bring.

Our partnership with the KPMG Foundation will enable us to introduce our primary programme in more schools, ensuring that primary pupils are able to benefit from access to role models.

Developing innovative interventions

During 2019-20 we will continue to work in partnership with schools, employers and funders to find innovative approaches to tackle long standing problems.

We will establish effective mentoring relationships between individual alumni and students, expanding their horizons and offering the opportunity to make useful connections. Delivery of our pioneering scheme designed in partnership with the Commercial Education Trust will improve student knowledge of careers in international trade.

Our partnership with the Shine Trust will enable us to trial mentoring involving near peer role models to support successful transitions to secondary school. We are also excited to be working in partnership with the John Lyons Charity to develop an alumni programme for SEND schools in a pilot with Shaftesbury High School in Harrow.

Building an alumni movement

Alumni are at the heart of what we do. We remain committed to building a national alumni movement and will continue to promote former student engagement as a means of bringing lasting change. Over the coming year, we plan to devise more ways of recognising and celebrating

the value of alumni networks in state schools. Doing so will generate further debate about the importance of role models and increase awareness and understanding of the impact of alumni communities.

Ensuring organisational effectiveness

School budgets remain tight and so operational effectiveness is key to ensuring our services and products offer good value to schools. In the year ahead, we will review and improve our approach to fundraising and funder relationship management so we can support schools to offer access to role models in as many ways as possible.

We are committed to ensuring our technology is user friendly and reliable, and will use feedback from our members to inform developments to our platforms.

Future First staff are key in achieving our vision, and we receive consistent feedback from schools that they value the support of our team. Investing in training to ensure all staff reflect our vision, mission and values and embody the culture of Future First will help increase their effectiveness, and the overall value we offer to the schools, colleges and students.

Our supporters

We are proud to be supported by a diverse range of organisations.

Each supporter is unique. Some organisations provide vital funding or pro bono support, others provide staff volunteering or work with us to design powerful programmes.

But every single one helps to have a meaningful impact on young people, schools and their alumni across the country. Our thanks to:

Arc Pensions Law

Ashurst LLP

Careers and Enterprise Company

Garfield Weston Foundation

IGD – The Institute of Grocery Distribution

John Lyon’s Charity

KPMG

KPMG Foundation

Nick Strong

Pears Foundation

Rothschild & Co

Taylor Wessing

The Commercial Education Trust

The Dulverton Trust

The Esmée Fairbairn Foundation

The Key

The Monument Trust

The SHINE Trust

The Wates Foundation

Wates Family Enterprise Trust

UBS

Wellcome Trust

ZING

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