



**Future  
First**

## **Annual Review 2017 – 2018**

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

# Future First in action

**We know that role models broaden students' horizons, raise their aspirations and help them to fulfil their potential. Using former students as role models is a simple yet effective idea that really works.**

We are the UK education charity that helps state schools connect with their former students, building and engaging vibrant alumni communities.

We aim to see every state school and college supported by a thriving and engaged alumni community, giving all young people access to relatable role models and meaningful social capital. This can help ensure their futures are not limited by their backgrounds. Former students can open up new worlds of opportunity for current students.

We have built a network of nearly a quarter of a million state school alumni – and it's growing every week. In collaboration with schools and colleges, alumni, employers and our supporters, we are improving the life chances of young people each and every day.

## WHY IT MATTERS

Only 1 in 8 children from a low income family will go on to be a high earner

Nearly 50% of young people on free school meals don't know anyone in a job they would like to do

A quarter of children from the poorest backgrounds think 'people like me' don't succeed

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# Introduction

**Unfortunately, social class still remains the strongest predictor of educational achievement in this country. This limits the opportunities of poorer children and represents a huge economic, cultural and societal loss for the UK.**



**Christine Gilbert**  
Chair



**Matt Lent**  
Chief Executive

This is why we are passionate about building alumni communities in and around state schools. We want every young person to have relatable role models and inspiring people in their lives. We want all children and young people, regardless of their start in life, to have the opportunities and meaningful social capital that will support them to succeed.

To tackle entrenched social mobility problems and ever-growing division, it is vital that we look beyond individual, short-term and standalone programmes. We need to create the systemic and structural changes to 'move the needle' on this complex and multi-faceted problem.

We believe that building and engaging alumni communities are powerful levers for change. We have witnessed the transformative effect former students have on the lives of young people at their old schools and colleges.

There are two elements that make our approach so powerful. Firstly, students meet someone they can relate to, someone who has a similar background to them, someone who has sat at the

very same desks and can share their experiences. The insights and stories of former students have a life-changing effect, with current students realising that success is possible for them.

And secondly, these networks are perpetually sustainable: a school will never run out of former students.

Increasingly, schools and colleges are seeing that these alumni networks and activities are hugely beneficial to the life of their institution, providing an unlimited resource for their staff, and creating valuable opportunities for their students. We are approaching a tipping point, with more schools than ever realising the huge benefits of maintaining productive relationships with their alumni.

Last year, we made significant progress towards our mission of a thriving and engaged alumni community in every school and college. We welcomed 142 new secondary schools to our broader network, delivered and supported 857 alumni events, plus a further 364 employer engagement activities. Our alumni volunteers reached 82,525 young people, and we saw 31,814 former state school students

join our network, bringing our total alumni network to just under 250,000.

Future First has always benefitted from a range of strong partnerships, especially with employers and foundations. These add depth, choice and quality to our offer to schools and young people. Last year was a particularly important and creative year for partnership and collaboration.

Funded by the Office for Students, we worked with six National Collaborative Outreach Programmes. We supported them with their 'Widening Participation' objectives, engaging more young people in progressing to higher education. Through these programmes, we are supporting 121 schools and colleges in Birmingham, East Anglia, the South West, South Yorkshire, Sussex and the West Midlands.

Our highly productive partnership with the Careers and Enterprise Company, has enabled us to target our work in areas of lowest social mobility. We are proud to be the only provider operating in all 12 of the Department for Education Opportunity Areas.

Another big development for Future First last year was our Primary School Pilot in eight Knowsley schools. Research shows that children's aspirations are shaped from an early age. Primary schools are now included in the DfE Careers Strategy, encouraging schools to foster positive attitudes about work from an early

age. We are confident that extending our alumni programme into primary schools will make a tangible difference to pupils' future pathways. It will help ensure they have the best possible start in life, with the knowledge and skills they will need to succeed in the future.

We are proud of our successes last year. None of it would have been possible without the schools and colleges themselves, our funders and supporters, our employer partners, our staff and trustees and of course, the alumni volunteers themselves. We are deeply grateful to all of them for their passion which is helping to create a national culture of alumni engagement.

We remain ambitious for change and we will work tirelessly until alumni communities are embedded in the life of every school and young person in the country. The schools and young people we work with inspire us to improve and achieve more. We hope this Annual Review will inspire and motivate you to work with us until every young person has access to positive role models and the many benefits alumni can bring.

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**Christine Gilbert**  
Chair

**Matt Lent**  
Chief Executive

# About us

## What we offer

**Our offer is simple: we help schools and colleges to establish and develop alumni networks. These help students make a stronger connection between what they are learning in school and the world of work, raising aspirations and broadening horizons.**

## Core programme

We make it easy for schools and colleges to reconnect with their former students and encourage them to come back to school to share their insights into the world of work, apprenticeships or university. Whatever the priorities, we work collaboratively to build and engage their network, creating bespoke programmes that meet school and college needs and interests.

## Alumni Programme Officer

Each school or college gets its own Alumni Programme Officer who provides expert, hands-on support to help kick start and grow the alumni network. We reach out to alumni through local press and social media and help schools plan how and when to use past students to gain maximum impact for minimum effort.

## Our toolkit and portal

We offer a toolkit of ideas, lesson plans, tips and templates, all honed from our experience and listening to school's feedback. Our unique online portal enables communication with the school's former students at the click of a button.

## Workshops

We offer a wide variety of workshops for schools to choose from depending on students' specific needs. Future First tailor makes programmes to each school's requirements – and we plan everything, including volunteer management, content design, facilitation and evaluation.

## Employer opportunities

Our members have access to unique opportunities hosted by our employer partners and designed by us, giving students the chance to get really immersed in the world of work.

# The steps to a successful alumni community

1

## Get started today

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

2

## Build your network

**98% of alumni volunteers really enjoy working with their old schools**

We help 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. Our successful social media campaigns encourage alumni to sign up as volunteers and give back. To date we have signed up nearly 250,000 alumni from state schools and colleges.

3

## Engage

**99% of our alumni volunteers would be happy to take part in more events**

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

**100% of school staff said that hearing from people in jobs raised student's motivation about school work**

Invite your alumni back to school to provide inspiring talks and mentoring, help with fundraising or becoming an alumni governor - there are many ways an engaged network can add real value to the school community.

5

## Maintain

**Because working with Future First makes it so easy to do!**

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



A man in a grey suit and red tie is speaking to a group of people. He is wearing a lanyard with a badge. The background is blurred, showing other people and a whiteboard. There are colorful geometric shapes in the top left and bottom right corners.

## Alumni diversity is a great strength

At the end of the academic year 2017-18, we had nearly 250,000 alumni signed up to their school community. From accountants and architects, designers and doctors, entrepreneurs and electricians, to nurses and networkers, plumbers and podiatrists, scientists and solar experts, they represent a wide range of opportunities many pupils didn't even know existed. 41% of our alumni volunteers are women. 44% are aged 16-25 with a spread across other age ranges. We have coverage across the country, and in all of the DfE's Opportunity Areas.



# Alumni networks in action

A thriving alumni community can support the whole school and current students.

## FOR THE SCHOOL



**Boost careers strategy by meeting Gatsby benchmarks**



**Create a community of successful volunteers**



**Support the school, including as governors and fundraisers**



**Enrich delivery of the school curriculum**



**Help the school in raising aspirations and expectations of success**

## FOR THE STUDENTS



**Relatable role models**



**Opportunities to meet employers and employees**



**Insights into career paths and work**



**One-to-one mentoring and advice**



**Inspirational speakers**



**Encounters with further and higher education students**

# The difference alumni make



## As Role Models

Students relate to alumni because they have grown up in the same place, attended the same school, sat at the same desks, and trodden a similar path. Alumni help expand students' horizons by sharing their personal stories, including the mistakes they have made, and by presenting new worlds of choice and opportunity.

“ ”

School was a very positive place for me. I'm really proud of what I've achieved: I've even trained an athlete who won an Olympic silver medal and I'm lecturing at a university. I never even thought that I'd be going to university, never mind lecturing at one.

I think it's good for pupils to hear from past students so they can see that someone from the same school has gone on to be successful. It's important for them to hear from students who have worked hard and not given up, despite the setbacks and challenges that they have faced.

**Paul Greaves,**

*Sports Development and Coaching Lecturer, and former student of Meadowhead School, Sheffield.*



## As Mentors

Mentoring offers students a powerful new relationship to help overcome barriers and challenge perceptions. Whether on-line or in- person, alumni can offer information, advice and guidance.

“ ”

This is my second year of mentoring and I am still finding it very rewarding. I didn't know any dentists at the time of applying for dentistry and there were very few work experience programmes specifically relating to dentistry back then.

I heard about the alumni mentoring programme through a friend who is now a doctor. When she asked me if I might be interested in signing up to become a mentor, I said yes straight away and didn't give it a second thought! I expected to encourage and motivate students, but I have got so much more out of this programme.

**Toyin Aiyegbusi**

*Dentist, former student of La Retraite Catholic Girls' School, London.*



## Supporting the curriculum

Bringing alumni into the classroom can motivate students and help them to make a connection between what they are learning today and their future careers. There are lots of ways in which alumni can co-teach the core curriculum related to their careers.

“ ”

The students were interested in what I had to say and asked lots of questions about a career that was new to them. I answered all the practical questions about my job but students were also interested to know I went to their school, that I was from the place where they live and what my experience had been like. If someone else came who wasn't a former student I don't think they would have connected and listened as well. The workshops were really good and I can see how valuable they are for all the students.

**Jyssica Murphy**

*Health and Safety Advisor, and former student at All Saints Catholic High School, Knowsley.*



## As volunteers and fundraisers

Former students have so much to offer, from running after school clubs, to coaching the netball team, supporting the school play, or re-designing outdoor space. Alumni have also donated and raised thousands of pounds for their former schools.

“ ”

I'm keen to help out more. I think there is an opportunity to inspire these kids and tell them about opportunities available to them and how to get there. These students impressed me and it would be great to try and help them.

**James Maskell**, *Former student of The Littlehampton Academy, Littlehampton.*



## Providing work experience

By providing shadowing opportunities and placements, alumni provide an invaluable insight into their workplace and the skills students need to achieve success.

“ ”

The tangible benefits of our network are exciting. Students have visited a commercial property business and have been offered work experience in a barristers' chambers. They have had their eyes opened to career paths as a direct result of meeting alumni.

**Andrew Mitchell**, *Aim High Manager at Kingsbury High School, Brent*



## As Governors

With their combination of local knowledge, experience and skills, former students make a powerful contribution as governors.

“ ”

From being involved with Future First, I really understood how involved the school is in shaping our children's lives and thinking; this is what prompted me to take up the Governor vacancy. I knew I wanted to do more and be more involved in ensuring my school and my children's school continues to do well and the children thrive.

**Brad Ledson**

*Former Student Saint Peter and Paul Catholic Primary School, Liverpool.*



## Supporting the Careers Strategy

As relatable role models, alumni are ideal volunteers to support an engaging careers strategy; helping to link curriculum learning to careers, providing meaningful encounters with employers and employees, creating access to workplace experiences and positive encounters with further and higher education.

“ ”

We recently started hosting short alumni talks during our 20-minute tutor/assembly time. We have had a really positive response from the students. Seeing their enthusiasm for particular careers develop, as well as gaining experience and further insight into different career pathways, is really great. The talks have certainly shown the students a variety of careers and got them thinking about their own pathways.

**Angela McQuiston**

*Head of Careers, Oaklands Catholic School and Sixth Form College, Waterloo, near Portsmouth*



## A story of success

Tending Technology College is an 11-18 academy in North-East Essex with 1844 students and 300 in the Sixth Form.

As a College we are proud of our students' achievements and there is no better way to motivate and inspire them than by sharing the successes and experiences of alumni. Future First provided a great tool to enable us to do this.

Future First's Core package enabled us to establish a careers programme that works for all our students. It allowed us to develop and refine our provision to best fit their needs. Future First's

expertise helped our staff feel empowered to take ownership of our alumni programme.

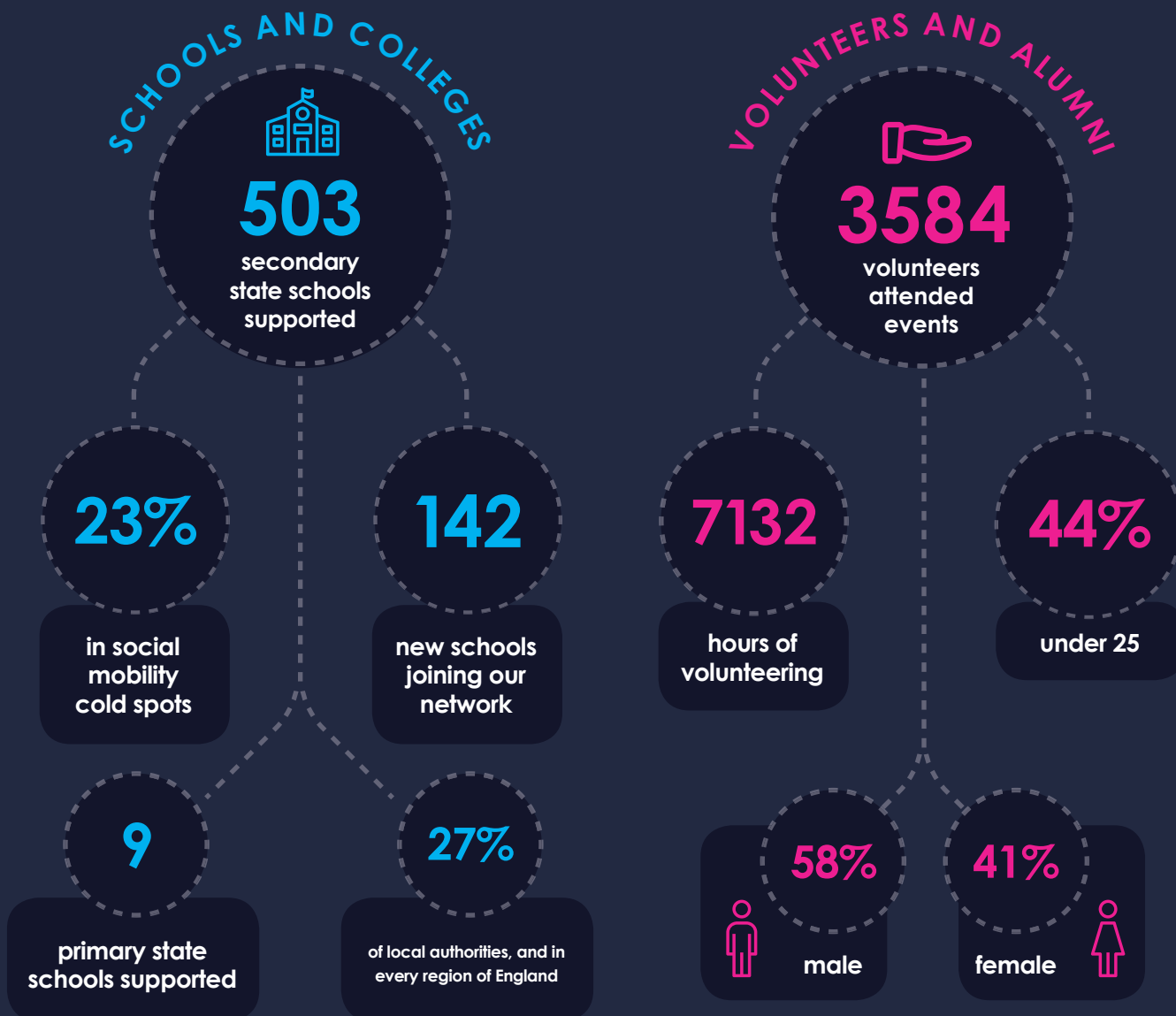
We promote the use of alumni for a wide range of events, and it is fair to say that the students gain a lot from speaking to ex-students. We believe in promoting the successes of our ex-students to our current students to help motivate them towards their goals. Our busiest event, the 'Year 10 Mock Interview Day', allows us to invite in many alumni from a wide range of sectors to talk about their career path since leaving TTC. The students thoroughly enjoy the

experience and also get to develop their own 'soft skills'.

We're proud to have around 500 alumni signed up to our network. We organise key communications throughout the academic year to keep former students up to date on what's going on and advertise events. We now have a well-established calendar of events and the digital toolkit makes it so much quicker and easier for us to run them.

**Jake Tharp,**  
**Information, Advice and**  
**Guidance Leader, Tending**  
**Technology College**

# Our reach in 2017 – 18





## YOUNG PEOPLE



**28%**

on Free School Meals  
(national av. 13%)



**56%**

male



**43%**

female

young people were  
involved in school led  
alumni activities

**67,874**

**14,651**

young people attended  
workshops and events  
led by Future First

## EVENTS



**1201**  
number of  
events

**368**

number of  
schools

**23%**

schools that  
ran 5 or more  
alumni activities

**857**

alumni  
engagement  
events

**344**

employer  
engagement  
events

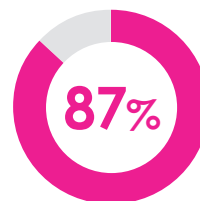
# Our impact in 2017 – 18

## VOLUNTEERS

We can't do what we do without our amazing volunteers. They are the foundation of our work, and regularly tell us how much they get out of their Future First experience with their former schools.



Alumni likely to take part in a FF event again



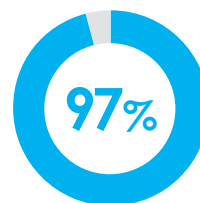
Volunteers we work with tell us that our activities are more rewarding than other volunteering opportunities

## SCHOOLS AND COLLEGES

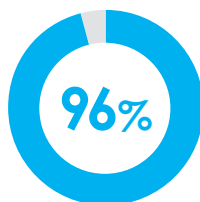
School and college staff consistently identify our work as being of great benefit to their students and of higher quality than other providers.



Schools feel meeting alumni was useful for their students



School staff felt their event was good or very good



School staff feel what alumni offered was relevant to the students

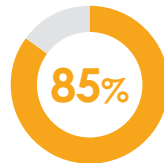


School staff recommend FF events to others

## YOUNG PEOPLE

Young people consistently tell us that when we work with them in school or college, these interventions have a strong positive effect on them.

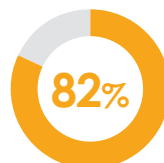
Young people feel **people like me can be successful** after having met and meaningfully engaged with alumni role models



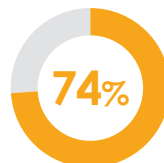
Young people report an **increase in their confidence** after having met and meaningfully engaged with alumni role models



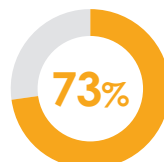
Young people report **increased levels of engagement in their school work** after having met and meaningfully engaged with alumni role models



Young people report **increased levels of knowledge in available educational pathways or careers**



Young people report an **increased ability to make more informed decisions** about their future



### STUDENTS TELL US:

"I listened to what they had done and I knew that could be me".



### HEADTEACHERS TELL US:

"Seeing relatable role models helps students understand the world of work and make better choices about their career pathways".



### TEACHERS TELL US:

"Students were really buzzing after the workshop; they were more motivated and recognised the value of their school work to their future careers".



### EMPLOYERS TELL US:

"Our employees enjoy taking part in mentoring and providing work experience because they can see the difference they are making to young people's lives".

# Initiatives in 2017 – 18

## PRIMARY

**Research shows that children's career aspirations and self-belief are shaped from an early age. This is why in 2017-18 we extended our alumni programme from state secondary schools and colleges into primary schools for the first time. Introducing students to relatable role models and the world of work earlier makes a tangible difference to their future pathways.**

From January 2018, we piloted our work in eight primary schools in Knowsley, Merseyside. We delivered a series of workshops for more than 400 Year 5 pupils aimed at challenging career stereotypes, increasing their confidence, motivation, and knowledge of career pathways as well as their understanding of their local community and British values. The workshops concluded with a visit to a local employer for selected pupils

that enabled them to see the world of work first hand. ASDA Superstore, Huyton and Veolia Recycling Centre, Gillmoss kindly hosted these visits. Nearly 100 people signed up to their school networks, with 35 people volunteering their time at one of the 62 workshops taking place. Many returned to take part on multiple occasions.

**We know that it had an impact:**

- **100%** of school staff in our pilot agreed that hearing about jobs and pathways from people in the local community was **useful** or **very useful** to their pupils.
- **83%** of pupils said that meeting alumni made them realise '**someone like me**' can be successful.
- **82%** committed to **working harder**.
- **86%** of pupils said that meeting alumni and other role models helped them to **feel more confident** challenging stereotypes.

We are excited to be rolling out the programme across the country for 2018/19 to make sure even more young people benefit from relatable role models in the classroom.

## WHY IT MATTERS

**"Some of our children do not have many role models within their household to really inspire them about the world of work. Talking to a range of volunteers has allowed them to find out about different pathways they had not heard of before and given them new experiences to aspire to."**

**Year 5 Teacher,  
Prescot Primary School**

“ ”

I've already been working harder because I have more confidence and I want a job now when I'm older. Maybe like the ones I learnt about.

Year 5 Pupil,  
*Plantation Primary School*





# Initiatives in 2017 – 18

## WIDENING PARTICIPATION

**Future First is working with the Office for Students' funded National Collaborative Outreach Programmes (NCOPs) to build and engage thriving alumni communities for schools and colleges in six diverse areas from Sussex to South Yorkshire.**

The aim of the NCOPs is to increase participation in higher education in areas where engagement is lower than average. Future First is supporting schools and colleges in these areas, enabling current students to meet alumni, and view them as role models of what is possible through higher education.

Through these partnerships, we are supporting 121 schools and colleges in East Anglia, Sussex, Devon and Cornwall, Shropshire, Staffordshire and the West Midlands, and will shortly be beginning our work within Sheffield, Derby and Nottinghamshire.

So far, we've reconnected over 13,000 former students with their old school or college, and in 2017-18 we supported 185 activities for 5115 students. We're looking forward to working in collaboration with NCOPs across the country in 2018-19 to boost young people's confidence and motivation through our Core programme and facilitated workshops.

## WORKING IN THE OPPORTUNITY AREAS

**The Gatsby Benchmarks define the best careers provision in schools and colleges and the government's careers strategy is built around them. Future First can support schools in implementing their careers strategy in a number of ways, in particular by using alumni to provide multiple engagements with the world of work. Since 2016, we've run two projects with the Careers and Enterprise Company (CEC) supporting schools to provide this for their students.**

This year, we worked with 27 schools and colleges in the first six Opportunity Areas - Scarborough, Blackpool, Oldham, Norwich, Derby and West Somerset - identified by the government as needing extra support with careers advice. We supported each school with recruiting and engaging alumni, to provide relatable role models in the classroom and ran aspirational workshops to bring the world of work alive for students. We have held over 45 events and recruited over 2,400 alumni.

We are expanding our CEC supported work in the six further Opportunity Areas: Bradford, Doncaster, Ipswich, Hastings, Stoke on Trent, Fenland and East Cambridgeshire. This will help an additional 10,600 students benefit from relatable role models and trusted mentors.

# Our work with employers

**Our partnerships with employers provide a great complement to our alumni networks, linking staff from leading UK employers to state schools and young people.**

Our growing list of employer partners provides invaluable opportunities for students to talk to professionals, explore different career opportunities, and experience different workplaces. Our employer events provide inspirational opportunities for young people to develop their employability skills and create networks in the world of work, while also offering meaningful volunteering opportunities for staff. In addition, these collaborations provide employers with a diverse talent pipeline for apprenticeships, internships, school leaver positions and entry-level jobs.

In 2017 - 18 our employer partners have gone from strength to strength. This year we ran sessions for over 700 students who engaged with employers at their workplace or a location outside of school. Young people experienced days at Taylor Wessing, Ashurst, MediaCom, The Key, Greenergy, Arc Pensions Law, Wellcome Trust and Rothschild & Co, where they met employees and discovered new things about areas of work they might not have previously considered for their futures.





## Employability Skills proudly supported by Rothschild & Co.

**Future First is pioneering a three-year Employability Skills project for students in need, from Years 9 to 11, supported by Rothschild & Co. The project seeks to improve the skills of 80 young people at risk of missing out on education or training.**

The second year saw four schools in Cornwall, Bristol, South Tyneside and Cambridgeshire take part.

Pupils benefit from the support of former students with similar experiences to them, throughout a crucial stage in their education. Alumni work with each group in a series of bespoke workshops to raise aspirations and help them overcome barriers to achieving their potential.

Alumni coach students through activities that build self-awareness, confidence and drive, and increase their understanding of the options open to them in the future. Alumni have a powerful influence on the

aspirations and confidence of young people. 87% of students say that they felt more informed about their future career choice after attending the workshops.

Amiera, a student from Cornwall, told us:

**"Before I did the workshops, I thought work experience would be a bit of fun. Working with Future First helped me to see how the placement is really important. It helped me to be more serious about what I want to do."**

Matthew James, Creative Director at TotalDistraction Ltd in Plymouth, left school in 2011. He returned to volunteer three times at his former school. He was able to help young people receive a careers education which didn't exist when he was at school:

**"I never had any sort of careers guidance or advice. Helping out with these sessions gives these students the opportunities I did not have. Future First workshops are all about helping the students see the bigger picture and (as intimidating as it may seem) help them realize that there is life after education."**



## Working with IGD

**We are proud to have supported the research and training charity IGD to deliver 350 workshops, reaching 8,000 young people as part of IGD's successful 'Feeding Britain's Future' schools programme this year.**

90% of students attending a workshop 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.

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.

We look forward to continuing to support IGD to deliver workshops which provide inspiring role models and meaningful interactions for young people over the next academic year.



## A story of success

# TaylorWessing

### Dan Harris

Diversity, Inclusion & Corporate Social Responsibility Manager, Taylor Wessing

Taylor Wessing is committed to being socially responsible by enriching the communities in which we operate. And as a people-focused business, we are passionate about helping less fortunate young people in our community. Our long-standing partnership with Future First targets young people in state education, enabling them to reach their full potential. We do this by providing opportunities for colleagues and clients to share their skills and their experiences with students throughout the year.

We have supported Future First since its early years and have been delighted to see it expand across the UK to reach more and more young people. Our partnership is an example of how embedding a relationship makes a

big difference to our local community, our people and our clients.

The partnership has seen some great benefits including engaging more of the Taylor Wessing team in impactful volunteering, delivering on our social mobility goals. We're inspiring young people to explore careers in the law and other corporate pathways they may not have done. And it gives our people opportunities to develop their own skills and build confidence, such as in interviewing, coaching and mentoring, which they can then use day to day.

I think the best bit of the partnership is seeing students realise that they can achieve great things. The varied backgrounds of our volunteers helps to show that there is no 'right' background and that anyone can pursue their ambition with some guidance and encouragement. Our personable role models,

sharing their first-hand experiences, help to show that establishing a career is both accessible and achievable for all students.

It's particularly exciting seeing students return to the firm for our Tomorrow's Talent work placement and vacation schemes, having first met us via a Future First event.

The partnership is continuing to grow. We are rolling out an exciting new mentoring programme in 2019, building on our successful Careers Insight Days. This will help deepen relationships and impact for a number of students who have attended a Careers Insight Day at Taylor Wessing. Our people will have more time to pass on their experiences, their skills and their encouragement to students aged 14-18 over the course of 3 mentoring sessions, as they work on their career and educational goals.

“ ”

The Future First partnership provides Taylor Wessing employees and clients with opportunities to come together: to support social mobility projects; to work directly with students; and to develop professional skills in the process. The partnership therefore strengthens the Taylor Wessing community at the same time as encouraging diversity.

**Angus Miln**

Partner, Taylor Wessing

It is the long-term nature of the partnership, combined with the collaborative approach of both Future First and Taylor Wessing, that sets this partnership apart. It has allowed us to design our own programme of social mobility initiatives which we are proud to support.

**Angus Milne**

Associate, Taylor Wessing





# Finances

Future First's income in 2017-18 stood at £1,210,908 million.

75% of our income is generated through delivering services to schools and employers. The remaining income comes from our funders who support the development of innovative

projects and contribute to the central costs of running the organisation.

For every pound spent, 94p goes on delivery; the rest is spent on fundraising, administration and good governance.

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Income from alumni programmes	£621,713
Income from employer programmes	£285,365
Income from grants and donations	£214,778
Income from other sources	£89,052
<b>Total income</b>	<b>£1,210,908</b>

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Expenditure on provision of educational and careers support	£1,065,556
Expenditure on fundraising and governance	£71,780
<b>Total expenditure</b>	<b>£1,137,336</b>

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Surplus	£73,572
Reserves	£675,805







# Looking ahead

**We worked with more and more schools and colleges in 2017-18, many in the poorest areas of the country, to help them increase the impact of their alumni. Our community of alumni volunteers continued to grow, provide inspiration and practical support to current students providing insight into new worlds of opportunity. We are eager for more young people to experience these benefits and will continue to focus our efforts in 2018-19 on:**

## EXTENDING OUR REACH

We will continue to support schools and colleges to build thriving alumni communities. We will be operating in all 12 DfE Opportunity Areas, as well as extending our work across a further 39 places of identified need, from Cornwall to Newcastle.

We expect to see our secondary school membership numbers reach more than 500, a testament to how many schools across the sector are now recognising the benefits of alumni communities. We want more schools to know how they can engage alumni to meet the Gatsby benchmarks and enrich their careers education programmes.

Following a successful pilot, we will be extending our work into primary schools. Research indicates that children develop stereotypical views from an early age and believe that alumni networks can widen their horizons and strengthen their self-belief.

## DEVELOPING INNOVATIVE INTERVENTIONS

We will be continuing to work in partnership with schools and partners to find innovative ways of tackling long-standing problems. Given the tightness

of school budgets, we shall be seeking support from funders and employers who support our mission to help fund intensive, commissioned interventions.

We will be delivering a pioneering mentoring initiative with Taylor Wessing including training and engaging their staff as mentors and role models to support students from our member schools to transition into apprenticeships within the legal profession.

## BUILDING AN ALUMNI MOVEMENT

Our commitment to building a national alumni movement means we are always seeking ways of promoting former student engagement to all schools. As well as encouraging communication about the benefits of alumni networks through stories or research, we will collaborate with other organisations to increase awareness and understanding of their power.

We will also develop models for measuring the impact of our work on both students and schools. We have a good track record of assessing the immediate impact of our programmes but want to go deeper and establish a more rigorous evaluation of

outcomes. This will help create more opportunities to evidence and celebrate the work of alumni networks.

## ENSURING ORGANISATIONAL EFFECTIVENESS

The changing educational landscape means it is more important than ever to keep our current programmes, workshops and resources under review and be agile and responsive. We know budgets are tight so streamlining processes will ensure that we are not only operating efficiently but also at the cutting edge of change.

A main priority next year will be more development of our online functionality. We will ensure that our members' portal and online systems continue to be responsive to the needs of our member schools, making it as easy as possible for them to engage their alumni community.

Developing our already expert staff remains important as they are at the heart of what we do. Schools tell us how much they value the Future First staff who support them. Investing in the continuous development of our staff will increase their effectiveness and the value they add to schools.



# 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:

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Conservative MP for Norwich North

**Dr Sarabajaya Kumar,**

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**“Alumni are living proof  
that someone like me  
can succeed”.**

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