



# Yes Futures Impact Report 2022

## Foreword

As Yes Futures approaches its 10-year anniversary I am proud to reflect upon its journey from something which once existed as just an idea in my head, into a fully-fledged charity driven forward by so many more individuals and truly existing in its own right.

In 2022 we empowered 617 young people to believe in themselves, our highest number to date. It feels a tremendous achievement to be back to growth, following the disruption to the charity sector and our school community as a result of the Covid-19 pandemic. Our volunteer Coach community continues to expand in number and talent, and in 2022, we welcomed over 150 Coaches to our programmes. We launched a series of free mental health resources for schools, which reached over 1,500 teachers. And we were named one of the Top 100 UK Social Enterprises in NatWest's SE100. These are just the tip of the iceberg of the many achievements of which I feel very proud.

2022 also saw the beginning of numerous exciting new partnerships which have enabled us to deepen our impact. Our work with the London Borough of Hounslow enabled us to explore the power of connecting young people with Coaches from their local authority. In doing so we saw how the Yes Futures model can contribute to building strengthened communities where young people can thrive. We are excited to be continuing our work with the London Borough of Hounslow in 2023.

The impact data we have collected over the last year has shown us that our programmes achieve positive outcomes for all young people, regardless of background. 92% of students who qualified for pupil premium funding on our programmes showed a measurable improvement in at least one of the four 'Yes Futures Talents' (the critical skills which form the foundation of our programme design). For students with a recognised SEND status this was 91%, demonstrating the truly inclusive nature of our programmes.

The year ahead will see us embed an improved and more scalable programme model, gain further financial stability and develop deeper partnerships, all of which will drive forward more impact for more young people who need our support.

Thanks to the wonderful guidance of our Board and the energy and engagement of our volunteers and partners, I am confident that we have another year of success ahead in 2023.

**Sarah Sewell, Chief Executive**



## About Yes Futures

Yes Futures is a multi-award winning charity, established in 2012. We empower young people to make ambitious choices and realise their potential through developing their confidence, resilience and skills, leading to success both in and out of the classroom.

Our successful **Finding Futures** (for students aged 9-11 in primary schools) and **Rising Futures** (for students aged 11-16 in secondary schools) programmes have made a proven difference to the lives of nearly 3,000 young people and we are steadily growing to more schools each year.

These programmes are unique, high-impact and equip young people with the confidence and skills needed for further education, training and employment. We provide this targeted support to the most disadvantaged students in our partner schools. These students are selected by their teachers and are predominantly students on Free School Meals, Looked after Children, those with Special Educational Needs and those for whom English is an additional Language. Most of the students we work with are eligible for Pupil Premium government funding which is provided to schools to spend on interventions for these students.

In 2022, our programmes used the following steps to build self-belief in young people, over a period of 12 months:



**Personalised Coaching:** Dedicated Yes Futures Coaches supported students, coaching them either individually or in small groups to develop confidence, resilience, communication and self-awareness, through a structured personal development framework.



**Play Your Part:** Students were immersed in community action for a day. Through volunteering the students realised the benefits of giving back to their communities, fostering strengthened relationships with those around them.



**World of Work:** Young people visited an inspirational workplace and networked with professionals. This raised students' aspirations for their future, improved their knowledge of working life and developed key employability skills.



**Into the Wild:** Our three-day outdoor education experience provided a more challenging environment which pushed students to face their fears and build relationships with other students, becoming more confident in their own abilities.



## Thank You to all our Supporters in 2022

All that we have achieved this year would not have been possible without the support of our volunteers, funders and partner organisations.

### Workplace partners

A key aspect of our programmes is our World of Work Days, which involve taking students out of school to visit an inspirational workplace. 2022 saw a record number of World of Work days across a range of employment sectors including, law, media and advertising, financial investment and wealth management. These days provide invaluable motivation to the young people on our programmes and will remain with them as formative experiences as they progress into adulthood and into careers of their own. A huge thank you to all of our World of Work partners.



### Coaches

2022 has been a fantastic year for welcoming new and repeat Coaches onto our programmes. This year we've trained and facilitated over 150 Coaches, more than ever before. Our Coaches are central to the impact of our programmes, and we are grateful to our coaching partners including ICF, Animas and the Moe Foundation for supporting us to recruit some of the best Coaches out there to work with the young people on our programmes. We have taken account of the excellent feedback that we receive from Coaches at the end of each cycle of programmes and have taken the decision to streamline our training, making it more accessible for more Coaches.



**I cannot tell you how rewarding it feels to be part of the students' personal journeys, to see how far they have come, hear the positivity and sense of real pride in their voices when they describe the improvements they have made thanks to the goals they set themselves, to witness their growth and see how much taller they sit/stand and how they feel motivated and enthusiastic to continue to use the tools they have learned!**

**Virginie Frezel, Yes Futures Coach**



## Thank You to our Funders

We are especially grateful to our funders, both existing and new funders. Their generous support enabled us to expand our reach to disadvantaged young people during 2022, and to proactively plan for future expansion.

CMC Markets has continued to support us to develop our reach by funding growth of our student programmes in Greater London. Grants were also received from Charles French Charitable Trust and the Dulverton Trust towards delivery of our programmes in Kent and Essex. We received support from the Hedley Foundation towards our day trips for students. We were delighted to get grants from the Betsy Foundation, the Progress Foundation, the Gosling Foundation and the Hedley Foundation towards delivery of our programmes.

We were particularly glad to welcome more corporate supporters during 2022. Alongside CMC Markets, who have supported us for the third year in a row, we were delighted to receive financial support from Havas and the London Stock Exchange Group. These funds enable us to make a huge difference to the lives of young people.



## Our Impact

In 2022, 617 young people graduated from our programmes. This is the highest ever level of delivery for us and we are delighted that our work has returned to growth after the disruption of the Covid pandemic. The primary way we measure our impact is by monitoring the progress students make in four key skill areas, which we call the Yes Futures 'Talents': Confidence, Resilience, Communication and Self-Awareness.



**I have mainly developed in confidence and resilience. Rising Futures has meant so much to me and gave me a way to look at life with a new perspective and make goals to achieve more and be happy with my life.**

**Girl, Baylis Court School**

**92%** of students improved in at least one Talent area

**77%** of students feel more prepared for the future

**70%** of students have increased their confidence

**81%** of students feel they have skills which are valuable to other people.



**I feel like I can open up to people like my parents and my teachers more than I would have been before I joined Finding Futures**

**Girl, Loudwater Primary School**



**I know how to organise myself a lot more and realise that my future has an endless amount of options just waiting for me to explore and I know that I can achieve anything I put my mind to.**

**Boy, Herschel Grammar School**



**It was a great time, fun, interesting and really boosted my confidence while inspiring me.**

**Boy, St Paul's Academy**



**I would like to say thank you for everything. I will have a lot of my future to thank you for as I may be a completely different person if I hadn't done this and met all of the lovely coaches and people.**

**Girl, John F Kennedy Catholic School**





**92%**  
of boys

**&**

**91%**  
of girls

on our programmes showed a **measurable improvement** in their critical soft skills.

This outcome demonstrates the impact of the personalised and inclusive support that our programmes provide, in particular showing that the traditional gap between lower-performing boys and higher-performing girls in educational outcomes is not reflected in the critical-skill outcomes achieved through Yes Futures' programmes.

**92%**

of young people in receipt of **Pupil Premium funding** (and therefore classed as disadvantaged) showed a measurable improvement in their critical skills.

These young people accounted for 70% of the young people on our programmes in 2022 and when compared to the remaining 30% of young people on the programme, considerably exceeded the outcomes achieved by their non-Pupil Premium peers (73% of this group showed a measurable increase). 78% of Pupil-Premium participants agreed that the programme had made them feel better prepared for the future, whilst 82% reported that the programme had demonstrated to them that they had skills that would be valuable to other people.

**91%**

of young people with a registered **special education need or disability** showed an improvement in their critical soft skills.



## Schools, Teachers and Parents

Yes Futures is privileged to work alongside so many dedicated and inspirational teachers and education professionals. Of those who responded to our surveys about the programme in 2022:

# 100%

agreed the programme made a positive difference to their students

agreed the programme helped students become more prepared for the future

agreed the programme helped students become more motivated to achieve

We are delighted with these extremely positive results.

“ Thank you for such an engaging and well organised programme. It has really had a positive impact on our pupils in terms of developing their self-awareness, resilience and confidence.

Mr Butler, Assistant Head, Passmores Academy

Engaging with the parents of the young people on our programmes throughout their Yes Futures journey is central to the success of our programmes and we are proud of the feedback we have received from parents.

“ Lucas is so proud of himself. It has given him confidence that he can do things like other children.

Parent/Carer, Goldsworth Primary School Student

“ Georgia-Ranee is more resilient when doing homework, especially maths. She is more reflective and constructive, taking advice.

Parent/Carer, Goldsworth Primary School Student







## Resources for Teachers

### Creating Space

In March 2022 we ran our Creating Space programme in Partnership with Animas. 30 teachers each received six 50-minute one-to-one coaching sessions with a dedicated Animas Coach. In doing so, teachers were supported to bring the best version of themselves to their classrooms.

“ As a Primary Educator and leader amidst the aftermath of the pandemic, Creating Space couldn't have come at a better time. It was great to see Animas and Yes Futures collaborate and recognise that educators needed to prioritise their wellbeing. While working hard with the students, their families, colleagues and the school community, it was nice to have a one-to-one Coach who provided a space for reflection and discussion.

Claudia Mills, Creating Space Participant

### Mental health resources campaign

In February 2022 we launched a campaign, providing free mental health resources to teachers. Over 2,500 teachers have downloaded our free resources and 1,500 teachers have downloaded our mental health resources. We collected feedback on these resources from our newsletter community.

**72%** of respondents shared the resources with their school community

**94%** of respondents said they'd like to receive something similar in the future

**86%** of respondents would recommend the resources to a colleague

Teachers said they'd shared the resources during circle time, on staffroom wellbeing boards and in their weekly teaching and learning briefings. We also surveyed teachers on the biggest contributors to wellbeing challenges: **53% of teachers mentioned workload, 22% Covid, 11% student behaviour and 3% Ofsted.**





## Partnership Case Study: London Borough of Hounslow

Between September 2022 and February 2023 Yes Futures and the London Borough of Hounslow (LBH) collaborated to deliver the Rising Futures Programme to 40 students across two schools in Hounslow. Together LBH and Yes Futures delivered 160 hours of intensive coaching and support; facilitated two World of Work trips to Hounslow House; arranged two Play Your Part days at Bedford Lakes Country Park and led two outdoor education residential weekends.

When asked about their experience of volunteering and coaching on the programme:

**100%**   
Said they had developed as a result of volunteering for the Rising Futures Programme

**100%**   
Said that the coach role matched their expectations

**100%**   
Saw a positive change in the students as they progressed through the programme

The results of the partnership between the London Borough of Hounslow and Yes Futures demonstrate the significant, positive impact of connecting young people from Hounslow, in need of support and guidance, with inspirational representatives of the council. The Rising Futures programme delivered positive and fulfilling experiences for young people and Hounslow employees alike and in doing so established strong and meaningful connections between the community and local authority; contributing to the borough's priority ambition of delivering a 'Thriving Hounslow'.



## Where Next?

Ultimately we aim to create a cultural shift: where non-academic skills such as communication and self-awareness are developed with the same focus as academic skills, enabling all students to be successful both at school and beyond.

Over the next few years we are aiming for steady growth of our delivery across London and the South East. We know that our programmes have a high impact on disadvantaged young people, so we will also be considering the best way to expand our delivery to reach more schools and a wider geographical area.

Continuous improvement is always important at Yes Futures and 2023 will be no different. During 2023 we plan to finalise and implement some improvements to our programmes, to help deepen our impact and also make our programme model more scalable. We plan to launch the redesigned programmes in our March 2023 cohorts, and expect these to reach over 690 young people across the March and September cohorts.

We have been delighted to hear reports from schools about the positive impact that our programmes have had on improving attendance and behaviour among students on our programmes. We're looking forward to building our evaluation and measurement further in 2023, to better capture the range of positive impacts of our programmes.

Over the coming years we also plan to deepen our corporate partnerships. We are delighted to work with several companies in a range of ways, such as hosting World of Work trips, supporting their staff to volunteer as Coaches on our programmes, or supporting our work financially. We look forward to expanding the number of companies we work with, and deepening our existing relationships.



**For more  
information**

**[www.yesfutures.org](http://www.yesfutures.org)  
[tina@yesfutures.org](mailto:tina@yesfutures.org)  
07908 687779**

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