

**BELIEVING IN THE POWER
OF YOUNG PEOPLE**

**City Year UK
Annual Report
2017–18**



WE BELIEVE IN THE POWER OF YOUNG PEOPLE

City Year UK is a youth social action charity which challenges 18 to 25-year-olds to tackle educational inequality through a year of full-time social action. As mentors, tutors and role models in schools, they support pupils growing up in some of the most disadvantaged communities in the UK.

The City Year experience empowers this exceptional and diverse group of young people to realise their aspirations and grow as leaders, both through their impact on children's lives and through training, coaching and career development opportunities.

City Year UK's **vision** is for ...

Proud and active communities where all young people achieve their ambitions and full-time social action is celebrated.

City Year UK's **mission** is to ...

- Mentor pupils from disadvantaged communities who are facing barriers to learning, to transform their educational outcomes and social mobility.
- Equip and develop diverse 18–25 year olds, to improve their employability so they become active leaders.
- Secure the establishment of a national youth full-time social action programme, so that more young people can help tackle society's biggest challenges and make a successful transition from education to employment.

“

My service at City Year has been very challenging yet very rewarding. Through challenges faced it has enabled me to develop my confidence, resilience, self-awareness and leadership skills. I know these skills will definitely come in use for my future career.

”

**Alice Aju, volunteer mentor,
West Midlands**

4.5 MILLION CHILDREN ARE GROWING UP IN POVERTY IN THE UK TODAY

– trapped not just by a lack of money, but also a lack of support, a lack of opportunity, a lack of self belief. That poverty has long-lasting effects. By GCSE, pupils receiving free school meals are **18.4 months behind their wealthier peers** in terms of educational development.¹ They also struggle without opportunities for social and emotional development, support from reliable role models and knowledge of different career paths. Our society is failing them – and this is where City Year aims to make a difference.

We are particularly proud of our volunteer mentors like Alice, who have supported **77%** of pupils to progress in English and **71%** to progress in maths. At the same time, we are delighted to achieve a unique double benefit, developing the skills of those mentors themselves. Last year, more than **90%** of volunteer mentors progressed into higher education or employment within three months of completing the programme.

Sadly there are too few pupils getting this support at the moment. Whilst we are appreciative of our **126 volunteers**, and the difference they made for **1,111** of the most vulnerable young people last year, we want to do much more than that. Our task – as the new chair and new chief executive – is to work out how we can grow the impact of City Year and to build the coalition of support that will enable us to really change the education system nationally. We can't do that alone and want to thank all of our amazing supporters for their help last year and invite you to join us in the year ahead.

Yours in service,

Kevin Munday
Chief Executive

Jonathan Beebe
Chair, Board of Trustees

¹ Education Policy Institute, 'Education in England Annual Report 2018', July 2018, p.9

WHAT WE DO

At City Year UK, we believe that every child has the potential to succeed

City Year's volunteers are integral to the school day. They work closely with school leaders and teachers to provide targeted classroom support and contribute to a positive school culture, climate and community.

Each mentor supports 8–10 pupils who are struggling with their attendance, behaviour or curriculum attainment. They:

- Build meaningful, trusted relationships with pupils, to tackle frustration, anger and low self-esteem
- Inspire pupils who don't see the point of school and show them what they can achieve
- Create an environment where children look forward to school and enjoy their learning
- Help pupils develop the skills they need to face emotional and social challenges

“

I use City Year as my eyes and ears – in the halls, on the playground, in the classroom. Which children do they notice? Why? Who are the hidden children, the ones that our teachers miss? And they always find them, they always know. This is why City Year is amazing.

”

Former Headteacher, partner school

A DAY IN THE LIFE

LEADERSHIP DEVELOPMENT: IN SCHOOL



8am Breakfast clubs: pupils energised and ready for school



9am In the classroom: inspiring a love of learning



10am Breaktime: someone to talk to



11.30am 1:1 support: helping those who need it most



12.30pm Lunchtime: role models encouraging positive behaviour



3.30pm After-school clubs: building confidence through new activities

LEADERSHIP DEVELOPMENT: OUT OF SCHOOL



Mentors are prepared for their role in school through workshops, corporate engagement and networking opportunities.



Weekly Leadership Development Days develop employability skills such as public speaking, problem-solving and team work.

To learn more about how your school can join the programme, please contact our School Partnership Manager schools@cityyear.org.uk or 020 7014 2680.

DOUBLE BENEFIT

OUR PUPILS

Great teachers are key – we know they are the most critical factor in driving pupil achievement. But the schools we support have high numbers of pupils with additional needs. Our mentors provide much needed extra support, enabling teachers to focus on teaching.

Of the 1,111 focus list pupils our volunteers worked with last year:

- **51%** were eligible for free school meals
- **50%** were from households earning under £18,000 year
- **51%** had English as an additional language or special education needs

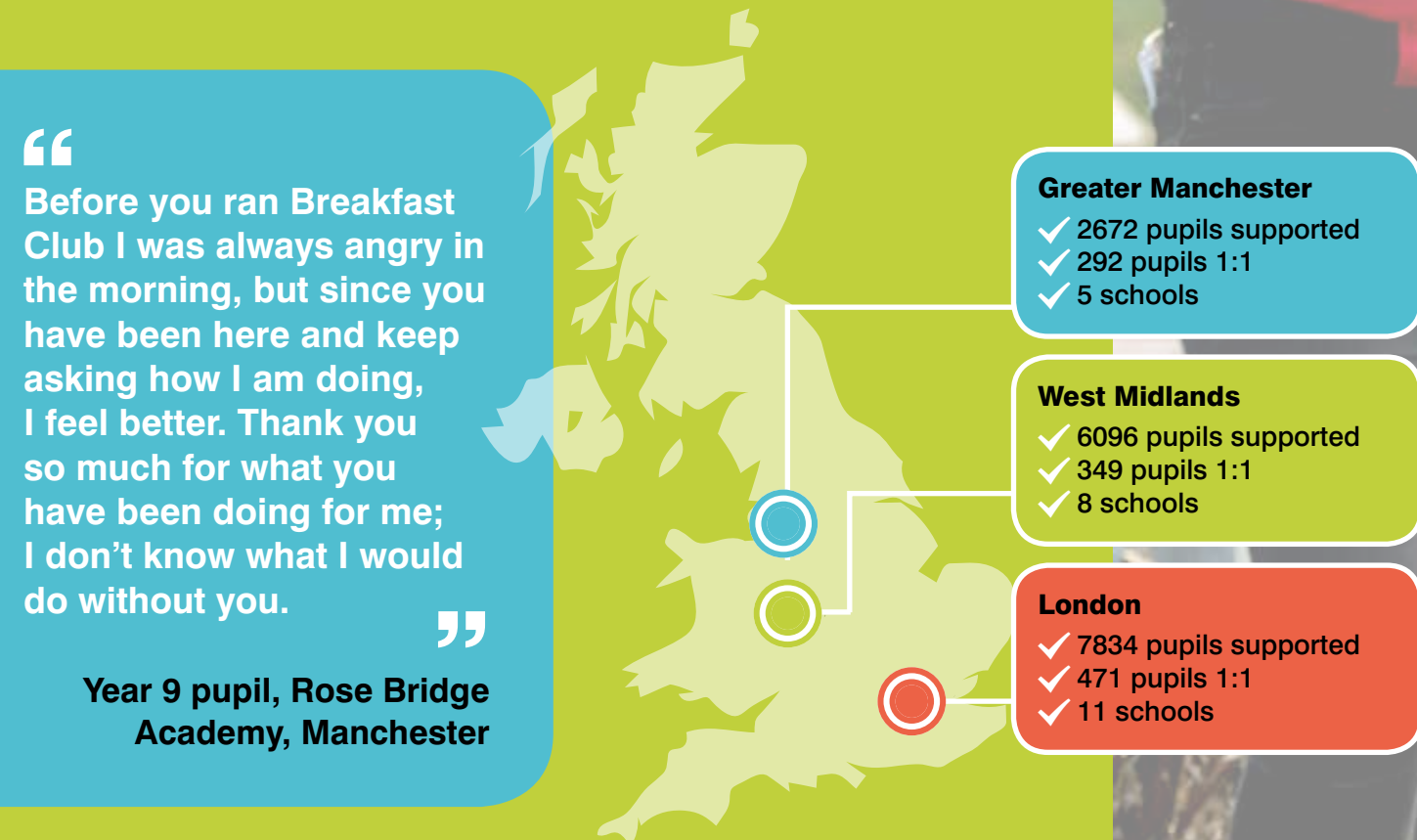
THE IMPACT

In 2017–2018, our 126 volunteer mentors collectively provided more than **206,640 hours of service across 24 schools**.

- **55%** of pupils showed an improvement in their overall attendance
- **77%** showed progress in English
- **71%** showed progress in Maths

“Before you ran Breakfast Club I was always angry in the morning, but since you have been here and keep asking how I am doing, I feel better. Thank you so much for what you have been doing for me; I don't know what I would do without you.”

Year 9 pupil, Rose Bridge Academy, Manchester



OUR YOUNG PEOPLE

What makes our volunteer mentors extraordinary is their ambition to improve the lives of children, a willingness to stand up as a role model, the desire to keep learning themselves and the determination and resilience to see the year through.

As role models, City Year UK's volunteer mentors become someone pupils look up to. The specialist training and coaching offered by City Year UK empowers young people, enabling them to develop the skills and attributes required for their future career and life.

OUR VOLUNTEER MENTORS:

- Learn how to be **strong leaders**
- Develop **employability** skills
- Grow their **networks and learn** from leaders within top organisations
- Benefit with support from a **bridge builder** – typically a business professional tied to City Year's corporate partners

THE IMPACT

- **Over 90%** of volunteers moved into higher education, employment or training within three months of graduating from City Year UK
- **98%** agree that they made an impact on the lives of pupils
- **95%** feel their time at City Year exposed them to new experiences
- **86%** now believe they have gained a better understanding of people from different backgrounds

“

It is essential that children from a very young age should have positive role models in their life to guide them into adulthood. City Year has inspired me to work with young children in schools and make a positive impact in society. I know that this experience will help me grow as a person, and to acquire and develop new skills that are needed to work in the education sector.

”

Ivan Alejandro Ramirez, volunteer mentor, London

PIONEERING THE FUTURE: YOUTH FULL-TIME SOCIAL ACTION IN THE UK

**WE LIVE IN A
COUNTRY WHERE
EVERYONE SHOULD BE
ABLE TO PLAY THEIR
PART IN HELPING TO
CREATE CHANGE.**

City Year UK is leading the Full-Time Social Action Coalition¹ in calling for the Government to develop a national programme similar to initiatives in the USA (AmeriCorps), France (Service Civique) and Germany (FSJ).

This will give our country the chance to bring its young people together to tackle some of society's biggest challenges whilst supporting volunteers with the additional rights they deserve for giving back to their community.

In 2018, the government commissioned the independent 'Youth Full-Time Social Action Review', chaired by Steve Holliday.

Among a number of recommendations, the review called for the Government to start a pilot to see if such a programme would be successful in the UK.

City Year UK brought together 18 organisations to urge the Prime Minister to take up this recommendation. We received national media coverage, but the Government has now ruled this out.

Armed with the recommendations of the Holliday Review, City Year UK and the Full Time Social Action Coalition will continue to fight for a Government-backed national programme.

“

Full-Time Social Action plays a central role in achieving wider government priorities; in particular, achieving greater social mobility and social inclusion for young people.

”

Holliday Review, August 2018



Steve Holliday, Chair of the FTSA Review
talks to City Year UK volunteers

¹ The Full-Time Social Action Coalition is comprised of 11 organisations including City Year UK, Scout Association, Generation Change, Volunteer Matters and Depaul.

OUR DONORS

We would like to sincerely thank our supporters who have been critical in enabling our volunteer mentors to support pupils in schools, tackling inequalities whilst developing future leaders.



nationalgrid



TOWERBROOK



ORGANISATIONS WHO HAVE GIVEN UNDER £50K

Akin Gump Strauss Hauer & Feld LLP
Allan & Nesta Ferguson Charitable Trust
Alliance for Strong Families and Communities
Arrow Global
Baron Davenport's Charity
Eighty Eight Foundation
Goldman Sachs Gives
Heidrick & Struggles
Henry James Sayer Charity
Lillie Johnson Charitable Trust
Manchester Guardian Charitable Trust
PIMCO Foundation Europe
St James's Place Foundation
Tesco Bags of Help

The 29th May 1961 Charitable Trust
The Anton Jurgens Charitable Trust
The Joseph Strong Frazer Trust
The LEGO Group
The Ratcliff Foundation
The Rowlands Trust
The Usborne Foundation
Yorkshire & Clydesdale Bank Foundation

“Our work with City Year UK enables us to connect with one of the capital's most precious resources – its young people.”

Gareth Burden, Senior Project Manager,
National Grid

5 WAYS YOU CAN MAKE AN IMPACT

DONATE

We maximise your funds to support young people working in schools in disadvantaged areas of the UK. Your donations are about much more than money: you are making a lasting change in the lives of children and young people.

ADVOCATE

Invite your family, friends and colleagues to discover the power of the red jacket and help us build our community of commitment.

LEAD

Take your impact to the next level by joining the Red Jacket Society UK or The Seven Generations Development Board. Among our most influential supporters (giving over £5K per year), our members engage with City Year volunteers and spread the word about their work, galvanising support throughout the UK.

PARTNER

Become a corporate partner and include us in your corporate social responsibility strategy. Partnering with City Year UK showcases your values and can enhance your employee experiences and deepen customer relationships – all while supporting our double benefit of reaching children and young people to change their world.

SERVE

Join us on a school visit, a service day or one of our breakfast of champions! Nothing will inspire you more than meeting the young people who have been supported through your generosity.

FINANCIALS

RESULTS OF FINANCIAL REVIEW

To achieve greater operating efficiency and sustainability, through a combination of natural attrition and targeted redundancies, we reduced our staff headcount by a quarter. We also shifted the marketing and communications work to focus on our full time social action campaign and digital marketing to attract additional volunteers, schools and funders.

In the context of such change, the consolidated statement of financial activities shows net outgoing resources for the year ended 31 July 2018 of £585,925. This is the result of total incoming resources of £2,768,100 net of total resources expended of £3,354,025. The net outgoing resources for the year result in a decrease of unrestricted funds of £585,925. This has resulted in unrestricted funds of £311,810 and restricted funds of nil at the end of the year.

For the full audited financial statement, please visit <http://www.cityyear.org.uk/about-city-year-uk/annual-report>

INCOME AND ENDOWMENTS FROM	
Donations and legacies	
Grants and donations	1,551,470
Other trading activities	
Gala dinner	150
Commercial trading operations	8,037
Investments	2,243
Charitable activities	
School fees	1,206,200
TOTAL INCOME	2,768,100
EXPENDITURE ON	
Raising funds	
Cost of generating voluntary income	326,034
Commercial trading operations	2,474
Charitable activities	
Programme expenses	3,025,517
Affiliation fees	
2017 and 2016 affiliation fees waived	
TOTAL EXPENDITURE	3,354,025
Net income/(expenditure)	(585,925)
Net movement in funds	(585,925)
RECONCILIATION OF FUNDS	
Total funds brought forward	897,735
Total funds carried forward	£311,810

LEADERSHIP

CITY YEAR UK BOARD OF TRUSTEES

Jonathan Beebe – Chair
Firefly Capital, London, UK

Charlie Geffen
Gibson, Dunn & Crutcher, London, UK

Pauline Maddison
Kingston Council, London, UK

Patrick Flaherty
Credit Suisse, London, UK

AnnMaura Connolly
City Year Inc and Voices for National Service, Washington DC, USA

Caroline Clark
The Great Little Trading Company, London, UK

Aliza Blachman O’Keeffe
Joy Capital LLP, London, UK

Jim Balfanz
City Year Inc, Boston, USA

Joseph Knoll
TowerBrook Capital Partners, London, UK

Rodney Williams
National Grid, London, UK

THE SEVEN GENERATIONS DEVELOPMENT BOARD

Peter Wilson Co-Chair
Harbourvest Partners, London, UK

Ran Landmann Co-Chair
CVC Capital Partners, London, UK

We will be appointing members to our new development board during 2019.

SENIOR LEADERSHIP TEAM

Kevin Munday
Chief Executive

Arti Sharma
Deputy Chief Executive

Craig Burgess
Chief Operating Officer

Debra Burke
Director of Development

Simon Hepburn
Director of Programmes

THE POWER OF THE RED JACKET



For nearly 10 years, City Year UK volunteers have worn the red jacket with pride. In the communities we serve, the jacket is much more than a uniform. It is a symbol of idealism and the power of young people to help pupils and schools succeed.



“

The City Year team **SURPASSED MY EXPECTATIONS**. The pupils they worked with dramatically improved behaviour, progress, attendance and punctuality. They had an **IMPACT ON THE WHOLE SCHOOL**. They were walking talking role models of what success looks like. They gave our pupils **SELF BELIEF**, they showed them how to aspire. I know that our pupils will make better choices, have a better future and be better people because of City Year.

”

**Nicola Dowd, Headteacher,
Stretford High School, Trafford**

CITY YEAR



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