

SOCIAL MOBILITY  
BUSINESS PARTNERSHIP

sm  
bp

IMPACT  
REPORT  
2019





Working with Year 12 state school students from low income backgrounds, the charity works to broaden access to business, with a focus on showcasing how commercial teams work seamlessly with their legal and finance colleagues to deliver business strategy.

It is the first and only programme in the UK that enables students to see all three key elements of business in this way. In doing so, it also unites the key legal and accountancy regulators in England, Wales, Scotland and Northern Ireland in support of the Scheme.

Students attend a Work Insight and Skills week, spending a day at four different businesses and a fifth day at a professional sports club where students learn about the psychology of resilience and goal achievement models, supported by our delivery partner Cleartrack Performance.

In total there are 19 clusters spread across the UK, supporting students from Belfast, Birmingham, Bradford, Brighton, Bristol, Blackpool, Dorset, Glasgow, Leeds, London, Manchester, Oldham, Norwich and Reading. In 2020, in line with an ongoing commitment to UK wide growth, the Scheme aims to extend its programme to include students from Cardiff and South Yorkshire, and increase places in Belfast from 30 to 60.

SMBP employs two full time members and one part time member of staff and is grateful to the 600 plus volunteers within the participating businesses, who deliver content on SMBP days or take responsibility for central functions under the direction of the SMBP team.

A huge thank you to our funders without whom SMBP would not be possible.

# ABOUT SMBP

Barry Matthews  
Founder

Jessica Organ  
Programme Director

Rose Firth  
Head of Operations

Jade Emmett  
Senior Operations Executive

## Supported by our regulatory partners





# SMBP MAP


## STUDENT PARTICIPANTS

Student participants are drawn from a wide geographical spread and were recruited from and around the 14 towns and cities listed below:



Belfast	27
Birmingham	28
Blackpool	26
Bradford	14
Brighton	23
Bristol	20
Dorset (pilot)	9
Glasgow	21
Leeds	24
Greater London & neighbouring counties	190
Oldham	15
Manchester	16
Reading	19
Norwich	18

**450**  
GRAND TOTAL



Students were invited to complete a post scheme survey, measuring the impact the scheme has had on them across a number of competencies.

We also asked them about their overall experience of the SMBP Work Insight & Skills week. They confirmed the following:

- 97% of participants agreed that they came away with relevant experience that can be included on their CV and talked about in an interview
- 91% agreed that the experience will strengthen their personal statement for university
- 91% told us that they have learnt about practical things they can do to ensure that they reach individual career goals
- 90% stated they understood how a business operates due to the knowledge that was gained from the scheme
- 80% said they would “Definitely” recommend the SMBP programme to other students

*Refer to annex for full survey results.*

# SMBP 2019: POST-SCHEME STUDENT FEEDBACK

91%

TOLD US THAT THEY  
HAVE LEARNT ABOUT  
PRACTICAL THINGS  
THEY CAN DO TO  
ENSURE THAT THEY  
REACH INDIVIDUAL  
CAREER GOALS

## In 2019, SMBP launched a cluster in Belfast. 27 students registered to attend the Programme.

The cluster was run by Belfast City Council with key support on the student sourcing side from Business in the Community Northern Ireland (BITCNI). Once it came to the interviews the hosting partners went above and beyond giving their time to help identify students to attend the programme.

The Belfast Induction Day was delivered by the Law Society of Northern Ireland and the ACCA. Students spent their Work Insight & Skills days at Ulster TV (UTV), PwC, BT, Ulster Rugby Club and Herbert Smith Freehills. The week was such a success the partners are already planning to double their figures in Belfast for 2020.

I thoroughly enjoyed the week I spent on the SMBP scheme in Belfast! I believe that the time I spent doing the enjoyable, interactive and relevant activities at some of the U.Ks biggest companies cannot be undervalued, and will serve as a great asset on both my CV and university personal statement. The benefits of the SMBP will continue to serve me in the future also as not only will I be able to make use of their invaluable coaching platform, but I also now have a great, new network of business professionals as well as a group of new friends.

Ciaran McKeown - SMBP student

# CASE STUDY

## SMBP BELFAST

From the moment I attended the initial information session on the SMBP I knew I had to bring this to Belfast, and was delighted to be the Cluster Head of a fantastic group of employers and organisations that were committed to the development and delivery of a fantastic programme.

Inclusive growth is central to ensuring that everyone in Belfast can benefit from and contribute to the economic growth of our city, and the SMBP is one extremely effective way of overcoming barriers by encouraging, enabling, empowering and supporting young people to take part in a structured week of work insights with leading employers where there are clear learning outcomes.

The programme was a great success with 27 young people taking part in the first year, and I am looking forward to seeing this programme growing and supporting more and more young people in Belfast and beyond.

Jonathan Twinem, Cluster Head - Belfast City Council

It's fantastic to hear SMBP is coming back in 2020 with plans to double the number of young people involved. Such a fabulous opportunity for them and so much positive energy from partners and stakeholders to come back bigger and better next year.

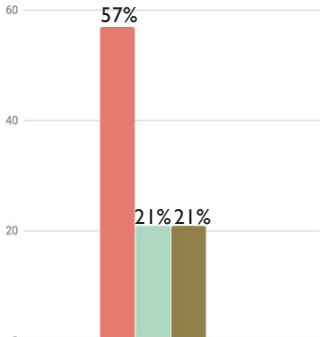
Claire Gordon, Student Sourcing Partner - BITCNI

# CASE STUDY

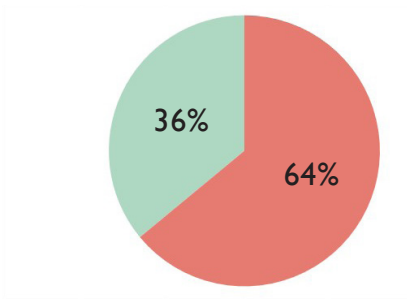
## SMBP BELFAST

Students from Belfast were asked to consider what impact the Scheme has had on their work related skills.

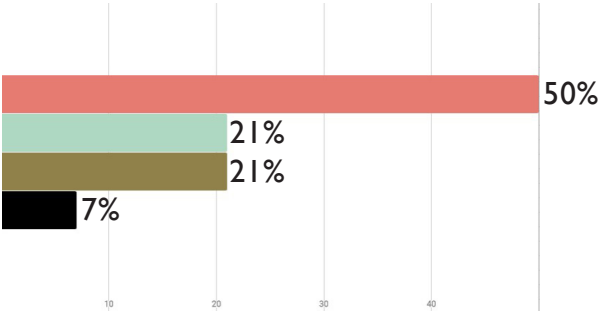
### LEADERSHIP



### TEAMWORKING



### PRESENTATION



# 100%

OF THE STUDENTS WHO COMPLETED THE POST SCHEME SURVEY SAID THEY RATED THE SCHEME 'VERY GOOD'

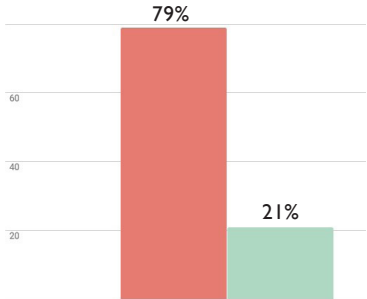


# CASE STUDY

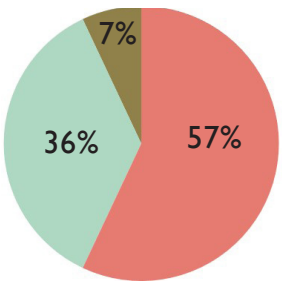
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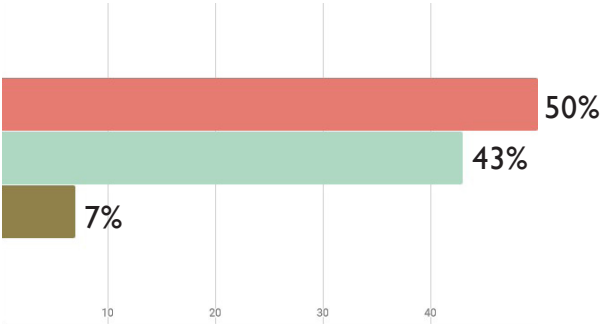
### BUILDING RELATIONSHIPS



### INFLUENCING AND NEGOTIATING



### RESILIENCE AND GOAL PLANNING



# OUR ALUMNI TEAM

We'd like to introduce you to some very important SMBP Alumni, all of who have been awarded training contracts at SMBP partner law firms. We welcome Muhammad, Symrun and Shama to our volunteer Student Experience team, which forms part of the SMBP Senior Leadership Team. They are working to improve the experience of students attending the SMBP programme. Each member of the team has responsibility for each SMBP student before, during and after the Work Insight and Skills Week.

## SYMRUN GAKHAL HEAD OF STUDENT SOURCING



SMBP was an invaluable experience in my journey to securing a training contract with Freshfields Bruckhaus Deringer in 2018. As well as having fantastic names such as ITV and Aston Martin on my CV, the skills gained along the way prepared me for assessment centres and beyond!



Looking back on what I learnt with SMBP in 2016, I can see how much I have grown and developed professionally. The programme taught me the importance of networking and provided me with the safe space to do so, taught me not to be afraid to speak, and to learn from others' experiences.

After graduating with First Class Honours in Law from the University of Birmingham in 2019, I am heading to China to work with an intellectual property firm as part of the British Council's Intern China Project, before starting my accelerated LPC in 2020.

## SHAMA AKTAR HEAD OF STUDENT EXPERIENCE



SMBP was a fantastic opportunity that gave me a thorough insight in how the law is integrated with business. The scheme allowed me to gain and develop transferable skills that have continuously helped me stand out in my interviews, and I recently secured a training contract with Arnold & Porter.



Having the opportunity to visit and network with household names such as ITV, Microsoft, Yahoo and Viacom, it pushed me out of my comfort zone and heightened my interest for a career in commercial law. It was after this that I then won a £15k scholarship from Trowers & Hamlin and undertook a Vacation Scheme with Reed Smith. I also had the opportunity to speak about the impact of SMBP at the House of Commons, a moment I will never forget.

After graduating with First Class Honours in Law from City University, I am now undertaking the LPC at BPP.

## MUHAMMAD GANGAT HEAD OF ALUMNI



SMBP in 2016 was a priceless experience in my quest to understand the legal world. In 2018 I accepted a training contract with BCLP, graduated in 2019 in Law from SOAS University of London, and have started my Legal Practice Course at the University of Law.



The Scheme gave me an insight into the workings of a number of legal teams across the City, through activities that made me more confident, able and comfortable with legal lexis, all whilst enjoying myself with an amazing group of people. SMBP connected me with individuals and businesses I otherwise would never have dreamt of being in contact with. At the end of the scheme I vowed to keep in touch with the businesses, and in 2017 I contacted two to organise work experience for myself; Landsec and AIG.

My interview at BCLP involved me talking constantly about my experiences through SMBP; the personal growth and development, the passion and awareness for commercial law that I developed.





# 2019 PROGRAMME

## FROM OUR STUDENT SOURCING PARTNERS

All students had learnt a lot, really enjoyed the week and came back with a lot of really positive feedback about their experience. Although to begin with, a couple of the students were quite concerned about the train travel, after the SMBP week, they said that it had really helped them to gain more independence and experience of commuting.

A fantastic opportunity for our students and I look forward to improving recruitment techniques for next year, so a higher number of Oxford students can attend and benefit from the experience.

Charlotte Johnston - IntoUniversity, Reading Cluster

I want to thank everyone for the brilliant experience my students had – I can't thank you enough and the feedback from students and parents has been fantastic.

I was concerned that one bright student who lacks confidence would not fare well but it is quite the opposite, she has come back with greater confidence and she won a challenge during the week. All of the students are approaching the next stage of their studies and post school choices with new confidence so a huge thank you.

Victoria Addis, Student Sourcing Lead - Ipswich Academy

The skills the students learnt were instantly useful in career planning and are tools they can use over and over in the future. The students did us proud and were complemented by all of their many coaches who deliver these training sessions all over the world. The SMBP Summer school concluded with a meet and greet event where Business leaders from around the area gave up their time to talk to the students about their own career paths and career opportunities. The students used their acquired skills to network beautifully securing business cards and work experience placements. To see a group of students who are normally too shy to even answer the register in class acquire such confidence to talk with ease to a roomful of strangers made me exceptionally proud. Thank you to SMBP and Eliot Glover for this wonderful opportunity. The success of the students this year has meant that next year will definitely happen.

Melanie Miller, Deputy Head - Weymouth College

# 2019 PROGRAMME

## FROM OUR PARTICIPATING PARTNERS

“ We based our day around an interactive exercise with the students involving an emergency response including a live demo by the Airport Fire Service. The students enjoyed their time with us; they were all enthusiastic and engaged with the staff and activities in a positive manner. This was reflected in their feedback forms which were very complimentary about the day. Similarly, the staff enjoyed interacting with the students and have indicated that they would like to get involved again at future events. We would be more than happy to repeat the exercise with other groups of students and would probably follow the same programme again as it seemed to be popular. I would encourage other organisations to get involved and show case the opportunities that are out there for young people.

Phil Langley, Operations Director - Norwich Airport ”

“ We began working with the Social Mobility Business Partnership earlier this year, and were really impressed by their levels of professionalism, care and enthusiasm - all of which are so important in delivering effective partnerships between businesses and the future talent we want to support and encourage. Social Mobility is a key area of focus for our bank, and SMBP events and activities are helping us build confidence and aspiration for colleagues, as well as the students they work with. SMBP has also brought us together with other business and community members, so we can make a shared investment in education and employability. We cannot wait to do more!

Elaine Nudd, Head of Operational Risk & Incident Management - Santander ”

“ We are passionate about social mobility, so it is great to work with SMBP who provide students with the opportunity to experience different working environments and develop skills. We appreciate the flexibility of being able to deliver our own session content, so we can build students' employability skills and also let them know about the opportunities for them to join PwC. It is great knowing that the cohort of students we work with will also have exposure to other employers across the week, so they are made aware of lots of different opportunities available to them.

Aisling Dundon, Senior Associate - PwC ”

“ ...our team LOVED having the students yesterday. They were so impressed by how intelligent, articulate, confident and driven they were. They worked really hard as well - we were exhausted so can't imagine how they felt!

Jessica Rivett, Creative Development Director  
- Dow Jones ”



# 2019 PROGRAMME

## FROM OUR PARTICIPATING PARTNERS

“  
This is our second year working with the SMBP. It's been such a pleasure to provide the students with opportunities to explore the various career pathways, within the Civil Service. We are already looking forward to next year's Event.  
”

Tracy Ward, Capability Officer - Ministry of Justice

“  
Google had the great privilege of co-hosting the SMBP's 2019 Scheme and 30 Year 12 students from low income backgrounds onsite at our UK headquarters. The itinerary for the day was jam packed with activities ranging from speed networking to a panel + Q&A of Googlers representing various teams to ending with a Dragon's Den style App creation competition. Throughout the entire day the students were engaged and respectful and took full advantage of the many volunteers they had before them to ask thoughtful questions. It was incredible to see firsthand how the students' eyes lit up as the day progressed and you could see that they understood the variety of opportunities for them in the future. There were also many “ah-ha” moments with the Google volunteers when they began seeing how impactful their personal time spent with the students was. I would highly recommend this enjoyable experience to anyone and would love to be involved again for the next SMBP Scheme.  
”

Hannah Rushing, Senior Contracts Manager - Google UK Ltd

“  
One thing that always strikes us in our partnership with SMBP is not only how much we're able to add value for young people, but also how much our employees get back. All our volunteers and team members, from our presenters to facilitators, come away from the insights day with a smile on their face. As well as taking the opportunity to have a tangible and directly positive impact on the lives of the students, our volunteers also use the day to upskill, collaborate with new colleagues, and give back in a way they may not be able to in their usual everyday. This bonus effect is felt right throughout the preparation stage as we get the sense of doing something really valuable - which we work to bring to life through session content, and format of the day at Simply Business. It's brilliant to see what we get back as a company and feels like a win win!  
”

Emma Forrest, Social Impact Manager - Simply Business

# 2019 PROGRAMME

## FROM OUR STUDENTS

Thank you so much for having me this week, I totally appreciate how you all allowed me to develop new skills, plus I gained confidence to present in front of wider audiences and make friends with new people. In addition it opened my understanding on how businesses and law work, it was 100% amazing, thank you again.

Beria, Manchester & Oldham Cluster

Thank you for an amazing day today. I greatly appreciate the time you took to organise the day and all the different insights into the business. I really benefited from all the knowledge that was being told and it has helped me see the different career paths available. It was a pleasure to meet you and the team at Provident. In the future I would love to work at Provident.

Firdaws Ali, Bradford Cluster

I just wanted to thank you for the amazing experience I had at the SMBP insight week; it was clear that a lot of planning had gone into it, and I know that we all had an amazing time.

Rosie Collier, Bristol Cluster

A complete shift in perspective - I now feel more motivated and confident as an individual, and I now have a significantly better understanding of the corporate sector. I feel comfortable talking to new people, including adults in professions which is thanks to the networking opportunities from the SMBP week.


Myah Ojla, London Cluster 5

It provided a great insight into different career pathways in different fields which allowed me to understand the different routes and pathways. I also received great advice from professionals which I wouldn't have received otherwise.

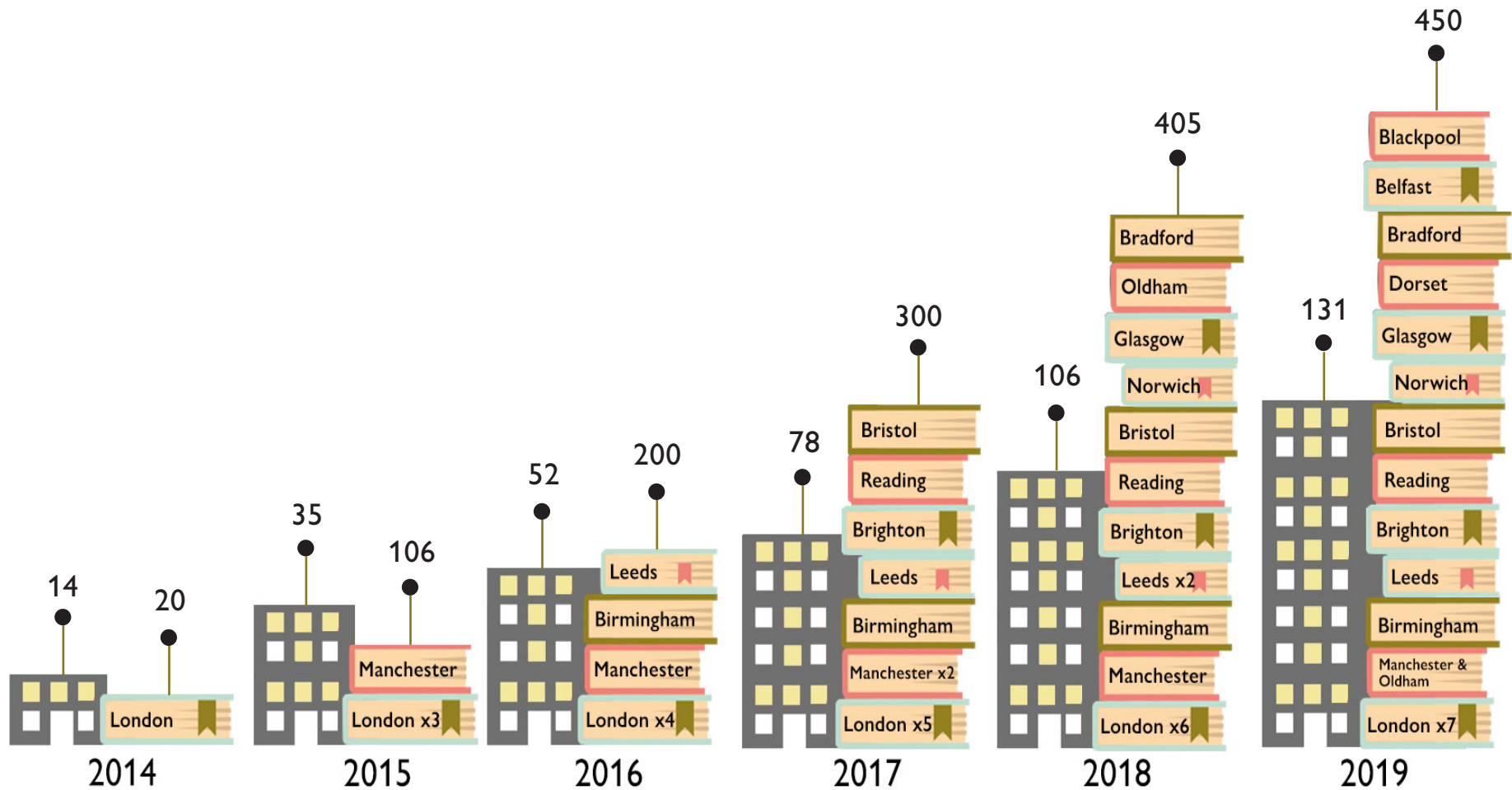
Maha Maqsood, London Cluster 7

## Key

 Participating organisations

 Student attendance

# SMBP 2019: YEAR ON YEAR GROWTH



WHEN THINKING ABOUT WHAT YOU HAVE GAINED AS A RESULT OF SMBP,  
PLEASE RATE THE FOLLOWING STATEMENTS:



I have come away with relevant experience that I can include on my CV and talk about in interviews.

97%  
AGREE



I have learnt about practical things that I can do to ensure that I reach my career goals.

91%  
AGREE



The experience will strengthen my personal statement for university.

91%  
AGREE



I understand how a business operates and what they are looking for in employees.

90%  
AGREE

WHEN THINKING ABOUT WHAT YOU HAVE GAINED AS A RESULT OF SMBP,  
HOW DO YOU NOW RATE YOURSELF AGAINST THE FOLLOWING:



Your understanding of the legal professions

90%  
GOOD OR  
VERY GOOD



Your understanding of the accountancy professions

43%  
GOOD OR  
VERY GOOD



Your understanding of the qualifications and skills needed to get a career in law

85%  
GOOD OR  
VERY GOOD



Your understanding of the different qualifications and experience needed to get a career in accountancy

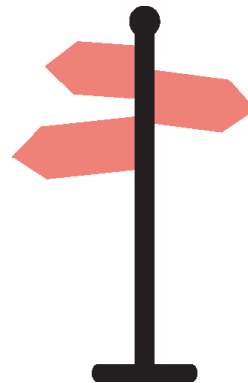
48%  
GOOD OR  
VERY GOOD

WHEN THINKING ABOUT WHAT YOU HAVE GAINED AS A RESULT OF SMBP,  
HOW DO YOU NOW RATE YOURSELF AGAINST THE FOLLOWING:



Your self confidence

81%  
GOOD OR  
VERY GOOD



Your understanding of the different career opportunities within the organisations you attended

78%  
GOOD OR  
VERY GOOD



Your motivation

89%  
GOOD OR  
VERY GOOD





Thank you to our participating, funding and sourcing partners for their ongoing support.



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# WITH SPECIAL THANKS TO OUR FUNDING PARTNERS

