



SOCIAL MOBILITY
BUSINESS PARTNERSHIP
Impact Report 2024

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4
IMPACT LEVEL

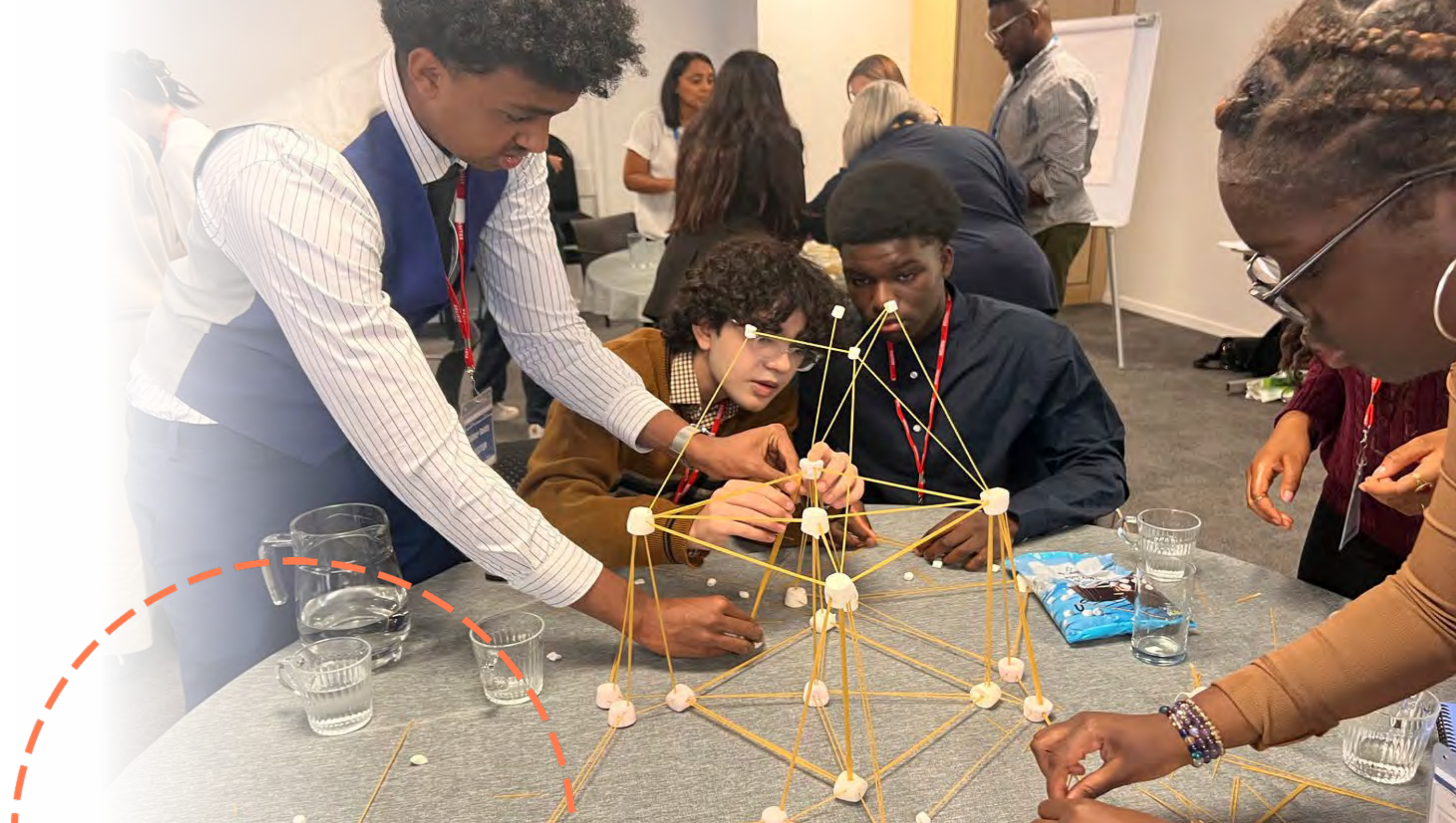
Skills Builder
Progressing in
essential skills

2023-24

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AN INTRO FROM OUR BOARD OF TRUSTEES



Each year, the SMBP team collaborates with businesses from right across the UK to provide students from low-income backgrounds with valuable work experience, resilience training, and lifelong career mentoring. This initiative relies on everyone working together seamlessly, with over 700 volunteers from our partner businesses playing a vital role in delivery - whether that's hosting a Work Insight Day at their offices, co-facilitating a Resilience Day with a professional sports club, or volunteering to provide career mentoring to alumni.

Over the course of our flagship Work Insight and Skills Experience (WISE) week, students engage in hands-on business simulations and skills building workshops at four different organisations. They also attend the Resilience Day, created in conjunction with our delivery partner Cleartrack Performance, to learn about building resilience and goal planning models. The SMBP alumni are then provided with lifetime access to the SMBP App which includes a career mentoring platform and rolling job opportunity notifications. Our pioneering group mentoring model (pooling mentors rather than creating a 1-to-1 experience) means SMBP alumni always have access to the advice they need, and mentors can regulate their input to fit around work and life demands.

Since its launch, the SMBP has experienced steady growth in three main areas: the number of students participating, the number of businesses involved, and its geographic reach across the UK. 2024 was no exception. We welcomed over 1,000 students to our Programmes across 20 towns and cities throughout the UK. New WISE week Clusters were launched in Wales and the South West & East Midlands of England.

In 2025 we will increase our available placements in the South West and central England further with the addition of WISE week opportunities in Cornwall and Oxford.

Thank you to all of the businesses who continue to support the work of SMBP.

On behalf of the Board of Trustees,
Andrew Garard, Chair



With thanks to our Tier 1 and Tier 2 funding partners for their support



A MESSAGE FROM THE TEAM



What an extraordinary year 2024 has been for SMBP. A decade on from the launch of the SMBP model, over 1,000 students participated in our Programmes which amounted to the delivery of 3,704 days of work insight and skills training with over 200 organisations in all four corners of the UK. Not bad given we started with 20 students in London in 2014!

All this means nothing unless we can hand on heart say SMBP provides a quality impactful experience. To this end, our student appraisal stats (see pages 12 and 13) has the team beaming with pride. 95% of our participants completed their post programme survey and 99% of those surveyed confirmed that they would recommend the SMBP Programme to other students.

This success was made possible thanks to the unwavering support of our delivery partners and especially our Tier 1 and 2 funders, whose contributions have been instrumental in driving SMBP forward. We welcomed 31 new delivery partners including Supacat, Venari, Rolls Royce and Plymouth University, helping us deliver 39 WISE weeks.

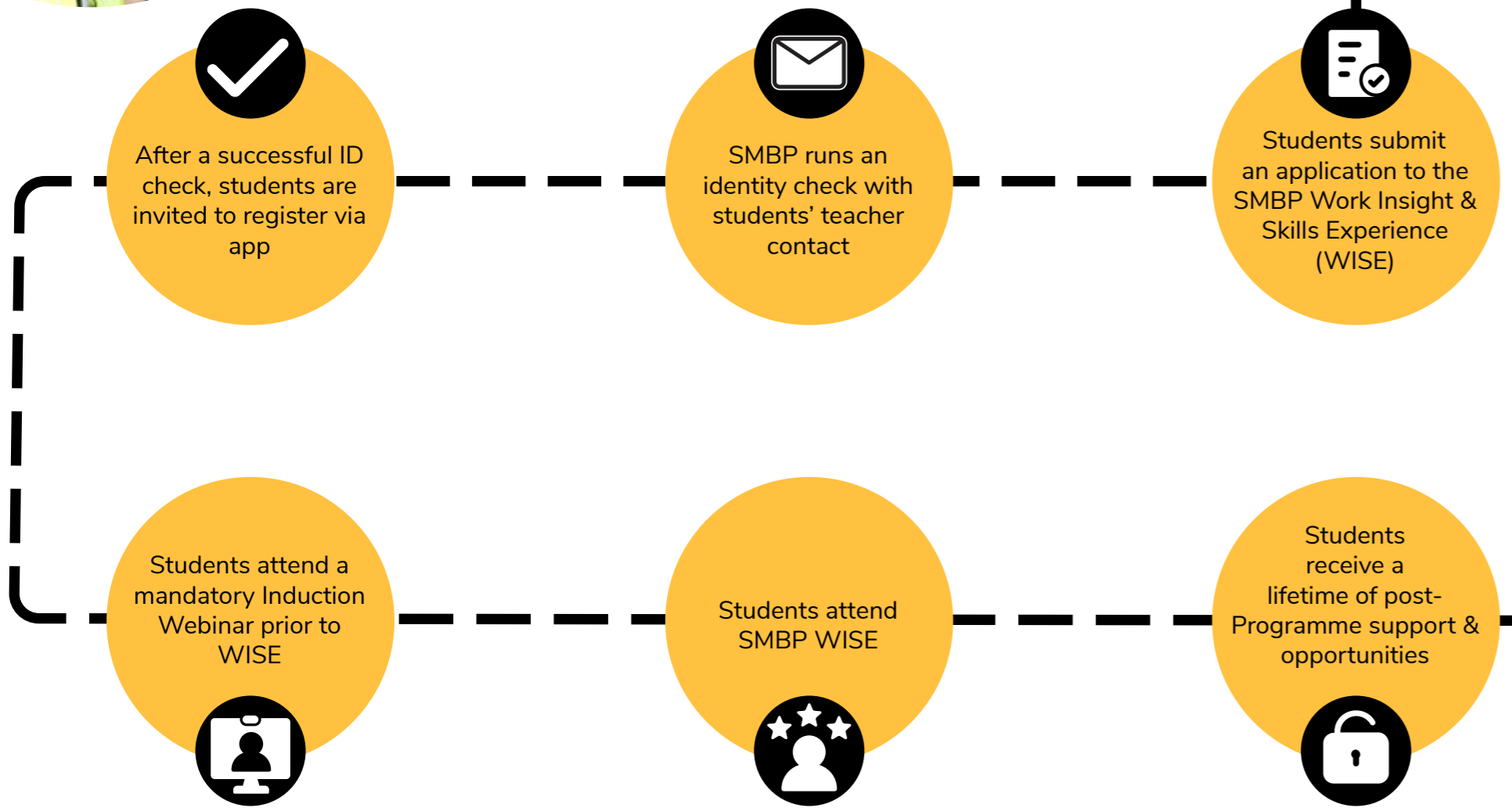
A key focus this year has been enhancing the student experience. Our 'Keep Warm' email campaign supported students in the run up to their week, while inductions and school presentations helped them make the most of the Programme. We also built a brand-new application form and streamlined processes for 2025 to improve capacity, accuracy, and overall engagement, including operational improvements from relational database integration to streamlined logistics, donations, and travel purchasing with Ortharize. Whilst we are a third sector organisation, we pride ourselves on implementing the same degree of operational efficiency employed by the team members during their time working in FTSE100 and top tier professional services organisations to maximise the impact of our funding.

Thank you to all our volunteers, partners, patrons, and funders for making 2024 an unforgettable year!

Team SMBP



SMBP STUDENT JOURNEY



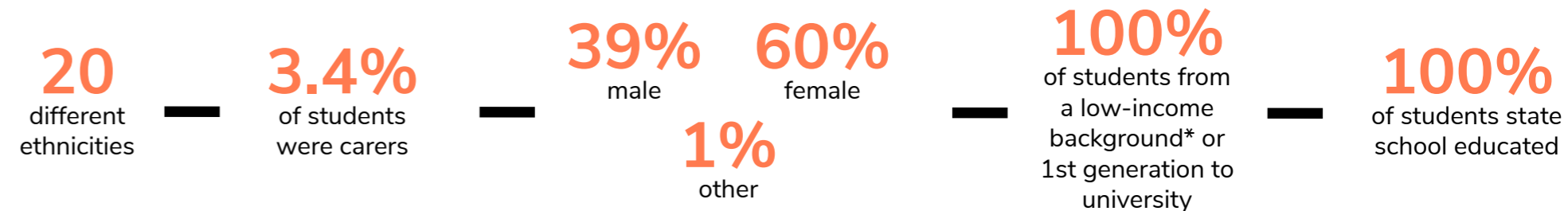
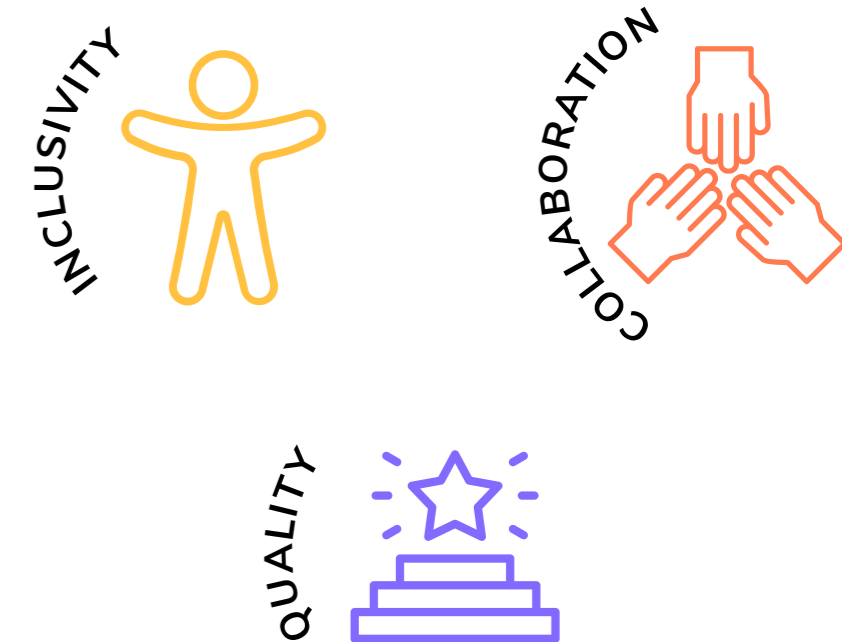
OUR DELIVERY VALUES & DIVERSITY

At the core of SMBP is a commitment to three defining delivery values:

INCLUSIVITY, our foremost principle, champions diversity in our Programmes. Although all forms of inequality are important, social mobility is an inequality that traverses all. Growing up in a low-income household is not confined to a particular race/ethnicity/cultural heritage, physical/mental condition, religion, or sexual orientation - poverty doesn't discriminate. Hence, we ensure our Programme is sensitive to all characteristics an individual possesses to promote an inclusive environment to enable people to bring their best self to the experience.

COLLABORATION stands as our second delivery value, guided by the ethos of "collaboration and not competition". We actively partner with organisations, united in the mission to broaden students' horizons and unlock previously inaccessible opportunities.

Finally, **QUALITY** is at the forefront of our Programme delivery. We pride ourselves on delivering meaningful encounters with their employers of the future and world of professional sport, with students engaging in business simulation workshops underpinned by an employability competency framework, rated at the highest level by the [Skills Builder Partnership](#) and resilience training devised by Olympic level performance coaches.



* Have been eligible for free school meals, or live in a postcode with a Quintile 1 POLAR rating, or live in a postcode which has a Cat. 4 or 5 ACORN rating, or gross household income is equal to or less than the average household expenditure for that area

PROGRAMME LOCATIONS

In 2024 SMBP and its partners delivered placements to over 1,000 students across England, Northern Ireland, Scotland, Wales, and the US.

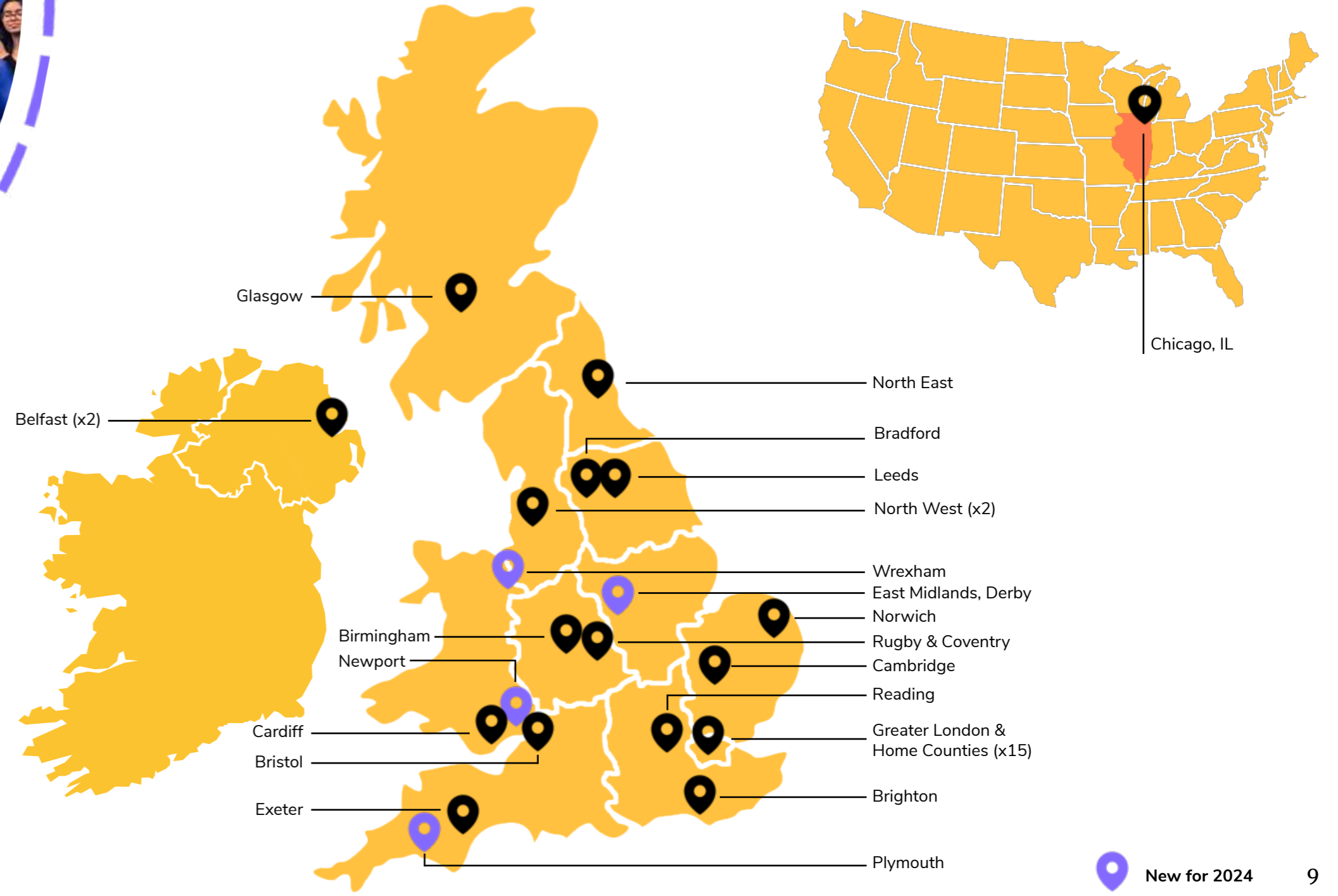
We worked with local businesses, partner charities and our alumni students to attract applications from students living in 20 towns and cities and the surrounding areas. In addition, we delivered our National Online week in the summer, providing the opportunity for students in more rural areas of the UK to take part in our Programmes.

We were thrilled to expand our South West footprint, in partnership with Pennon Group plc, with the addition of our Plymouth cluster. We also increased student placements in Wales by introducing a Wrexham Cluster and expanding our Cardiff Cluster to Newport in partnership with Linklaters.

Plans are already underway to expanding further into the South West to Cornwall, and introduce a new Cluster in Oxford in 2025. Watch this space!



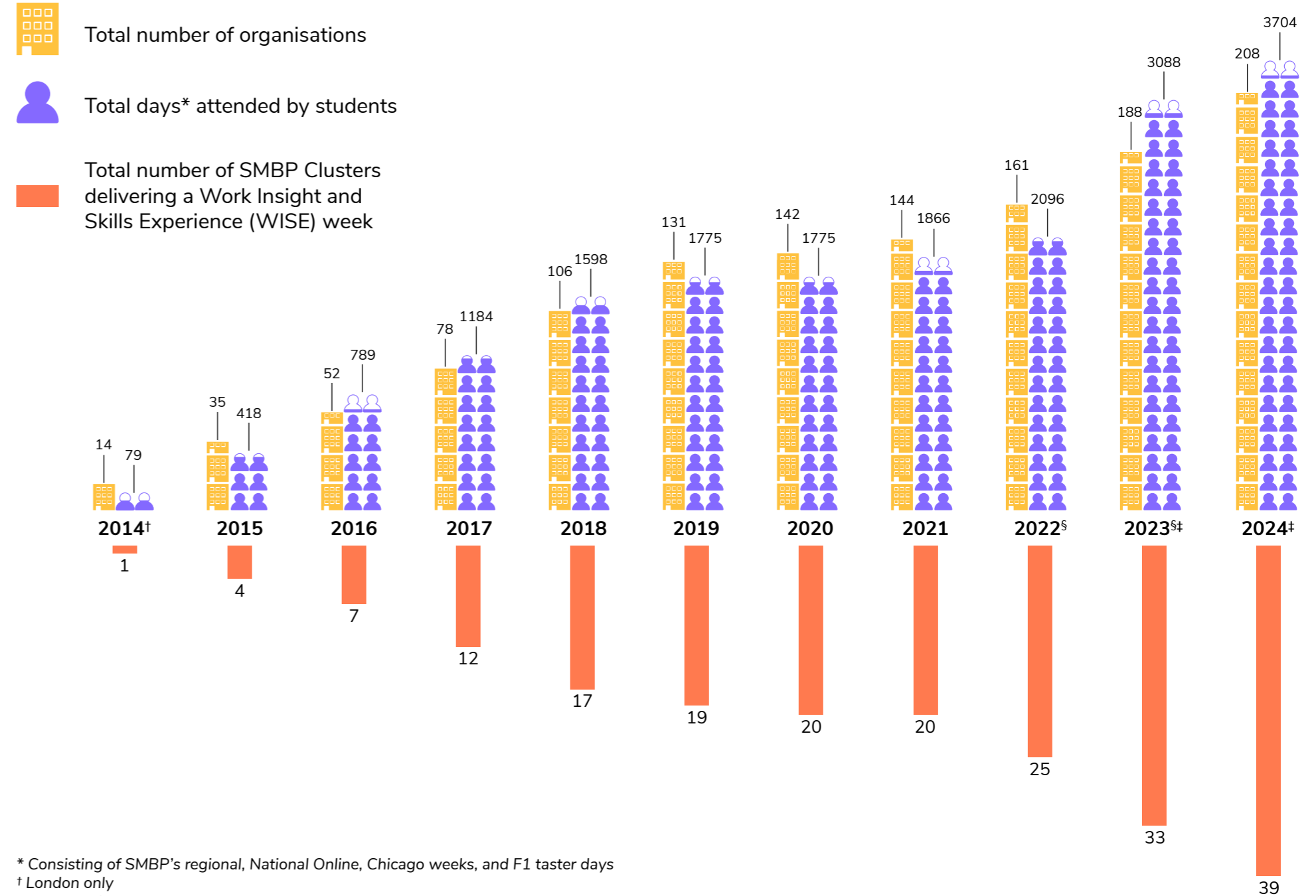
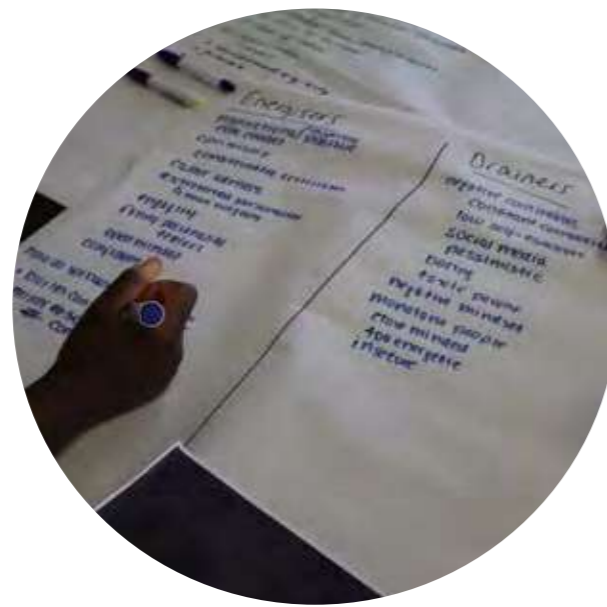
In 2024, SMBP delivered its Work Insight & Skills Experience in **39 clusters** across the UK including the **Chicago** cluster



OUR HISTORY

In 2014, the SMBP (previously LSMP - Legal Social Mobility Partnership), embarked on a journey to reshape the landscape of career opportunities for students from low-income backgrounds across the UK. From our humble beginnings in London, where we initially facilitated the delivery of 79 days of work insight and skills training with 14 businesses, we now facilitate over 3,700 days each year in all parts of the UK with over 200 businesses.

Our growth, both in terms of geographic reach and volume of experience delivered, speaks volumes about the efficacy of our facilitative model. The SMBP team provides the operational backbone through student sourcing, recruitment/onboarding of businesses, organisation and payment for student travel, resilience and mentor 'train the trainer' sessions, tech platforms and guidance on how to deliver impactful work insight through using our Skills Builder top level accredited competency framework. This means businesses of any size can participate in the delivery of work experience – all they need to do is deliver a day of content based on their business model and provide lunch. We do the rest!



* Consisting of SMBP's regional, National Online, Chicago weeks, and F1 taster days

[†] London only

[§] Including SMBP's Ambassador Programme

[‡] Including U.S Cluster, Chicago

2024 STUDENT APPRAISAL STATISTICS

At the end of each SMBP WISE Programme, students are invited to provide feedback by completing a post programme survey measuring their overall experience. After 2024's feedback, we saw that students confirmed the following:



99% of students said they would recommend the SMBP Programme to other students



81% of students rated their SMBP WISE week very good



99% of students said that the week helped them identify what they would like to do for a job/career



92% are aware of how a business operates & what they are looking for in employees



94% rated their understanding of the different career opportunities available to them within the organisations which hosted sessions **good or very good**



87% agree the experience will help strengthen their personal statement



93% now rated their self confidence **good or very good**

2024 STUDENT COMPETENCY ENHANCEMENT STATISTICS

As part of students continuous improvement, we have partnered with the Skills Builder Partnership to introduce a Pre and Post skills questionnaire which allows students to benchmark their ability in our key competencies before and after the Programme.

Students are given a series of statements and asked how often they did each. Each answer is attributed a numerical score with the lowest frequency earning 1 point and the highest earning 4. This allows us to understand how much students are developing their competencies across the SMBP week. The results for 2024 were as follows:



11% increase in students **Teamwork & Leadership** skills



13% increase in students **Communication** skills



11% increase in students **Resilience & Goal Planning** skills



13% increase in students **Creativity & Problem Solving** skills

STUDENT TESTIMONIALS

Anish
North West Cluster
2024



“ Throughout my time on the SMBP WISE Programme, I had the opportunity to gain valuable insights into some of the leading companies across various sectors. These included renowned names such as Manchester United, Adidas, Trowers & Hamblins, Nationwide, and JMW Solicitors. During the week, I acquired a range of skills that will undoubtedly benefit me in my future career. Some of the key skills I developed included building resilience, setting effective goals, refining negotiation techniques, and becoming financially knowledgeable. This experience was truly unique - meeting new people, engaging in activities with top-tier businesses, and exploring potential career paths for the future. Motivated by the positive impact of the Programme, I went on to become an SMBP Ambassador. I felt passionate about sharing my experiences with other students and wanted to spread the word about the invaluable opportunities this Programme has to offer. ”



Sienna
Brighton Cluster
2024



“ During my week with SMBP, we visited HSBC, Thales, Southern Water, The Pensions Regulator, Collins Aerospace and Mayo Wynne Baxter. This involved law and business/finance related activities, in a corporate environment. Despite going in with minimal skills, we were taught invaluable skills for the workplace - including communication, and building relationships and trust with those around you. I was anxious before going in as I had no clue what to expect, but I could not recommend it enough. Not only did I gain valuable experience, but I made some of the best friendships I have today - they are now my best friends. I HIGHLY recommend this experience if you are looking to go into any type of workspace because you learn so many transferable skills! Not to mention, the SMBP staff are absolutely lovely, creating a welcoming environment from the beginning. ”



“ During my week I visited Plymouth Argyle, Princess Yachts, Pennon Group plc, University of Plymouth, and Collins Aerospace, which was my favourite day. I worked in a team to design a theoretical robot that Collins could build and use in different sectors of the company. My team decided to create a robot that could diffuse bombs and analyse areas that ammunition or nuclear activity has been conducted on. I contributed to a presentation of our ideas and how this could be accomplished. During this activity I was able to socialise with different areas of the company and also get to know other WISE week students. After SMBP WISE, I applied to do work experience at Collins Aerospace, and I have now been accepted. Following my placement, I will apply to complete an internship in summer of 2025. ”



Lilia
Plymouth Cluster
2024



“ The week gave me the opportunity to learn from a range of professionals on topics like employability, personal branding, AI, and goal planning. The diverse areas covered and unique experiences have had a lasting impact. I learned a lot from all the companies I visited, including Barbri, Microsoft, Fieldfisher, and Arsenal, but I particularly enjoyed and gained a lot from my day spent at Simply Business. From the speed networking to the insightful negotiation lesson and ensuing debate, to the wonderful people I met who imparted valuable tips and knowledge, I felt like my professional development was taken to another level. ”



My overwhelmingly positive experiences led me to apply to be an SMBP Ambassador, so I look forward to being able to further build on my transferable skills and grow as an aspiring professional in 2025.

Gabriella
London Cluster
2024



DELIVERY PARTNER TESTIMONIALS



“ Empowering the next generation and ensuring that young people have the opportunity to succeed – no matter their background – is a priority for EY. This year, EY Northern Ireland was a proud sponsor of the Social Mobility Business Partnership’s Work Insight & Skills Experience Programme.

We hosted a group of students aged 16-18 from various schools across the region, offering unique insights into EY’s operations and career pathways, as well as inviting students to hear from current EY apprentices. The day also featured engaging skills sessions on career discovery, time management and app design.

Maeve Parkinson, Student Recruitment Manager, EY



“ ClearBank hosted its first SMBP Insight Day in 2024, and after great feedback from both students and colleagues that supported, we can’t wait to do it all again! Students spent most of the day creating a new financial product for young people, with guidance from a host of colleagues who each brought their own expertise. Students pieced together a strategy to launch their new product, and at our end-of-day pitch, our judges were blown away by the creativity, collaboration and presentation skills of all of the students.

The SMBP insight days are a fantastic opportunity to connect with students, nurture their potential and provide colleagues with the opportunity to share their own expertise and learnings with the next generation. Our colleagues that volunteered their time all agreed that they came away with both a huge sense of accomplishment, and feeling like they had really made a positive difference.

Chelsea Griggs, Social Impact Director, ClearBank

Clear.Bank



HMRC was proud to support the SMBP WISE Programme in 2024, delivering an impactful day in Leeds jointly with the Ministry of Justice (MoJ). The success of the day has led to an exciting expansion in 2025, with plans for HMRC and MoJ to each host two full days across Bradford and Leeds. The feedback we received from students was overwhelmingly positive. Students consistently praised the engaging activities, the opportunity to learn from HMRC and MoJ professionals, and the chance to gain a deeper understanding of the workplace. Our teams themselves also greatly enjoyed the day and the opportunity to support young people.

Our involvement with SMBP aligns with HMRC and MoJ’s commitment to fostering talent and supporting young people from diverse backgrounds. We hope every student left the day with their mind open to the idea of considering civil service as a career of choice and opened their eyes to the vast array of options available to them at their doorstep.

Ismail Ahmad, Regional Deputy Social Mobility Lead, HMRC
Hannah Daykin, Civil Billing Technical Lead/SME, Ministry of Justice



Rolls-Royce took part in the resilience day at Derby County Community Trust and hosted a SMBP insight day in July 2024 as part of a new project within East Midlands. We were blown away with students energy, curiosity and enthusiasm throughout the two days. It’s fulfilling to see their growth and development, not just in skills but in confidence, resilience, and critical thinking. Our experience from start to finish was hugely positive, and the SMBP team and facilitators were extremely supportive and given the training necessary to deliver the first day on resilience.

On the second day, we were able to give students an insight into Rolls-Royce by offering fun and interactive activities led by our Rolls-Royce employees and apprentices sharing their career journey. We are already in communication with SMBP about 2025 due to our positive experience.

Stella Mosley, Campus Recruiter, Rolls-Royce



STUDENT SOURCING PARTNER TESTIMONIALS



Mishcon de Reya

“ Supporting the student recruitment for the SMBP Brighton Programme has been an incredibly rewarding experience. It has been fantastic to see a growing number of students engage with the Programme by working closely with schools in the local community. The students gain valuable insights into a range of industries while developing essential skills for their future careers. I look forward to continuing to support SMBP and seeing the Programme’s impact grow further. ”

Nina O’Sullivan, Partner, Head Knowledge Lawyer (Contentious), Mishcon de Reya

“ We have had students participate in the SMBP Programme for several years. It’s been fantastic to see our students gain exposure to industries they may not have previously considered and meet employers that are right on their doorstep. The additional support that SMBP provides to students after completing the Programme is great! One of our students has gone on to become an SMBP Ambassador and is further developing their skills and inspiring others. ”

Clare Wilson, Principal Teacher of Pastoral Care, Holyrood Secondary School Glasgow

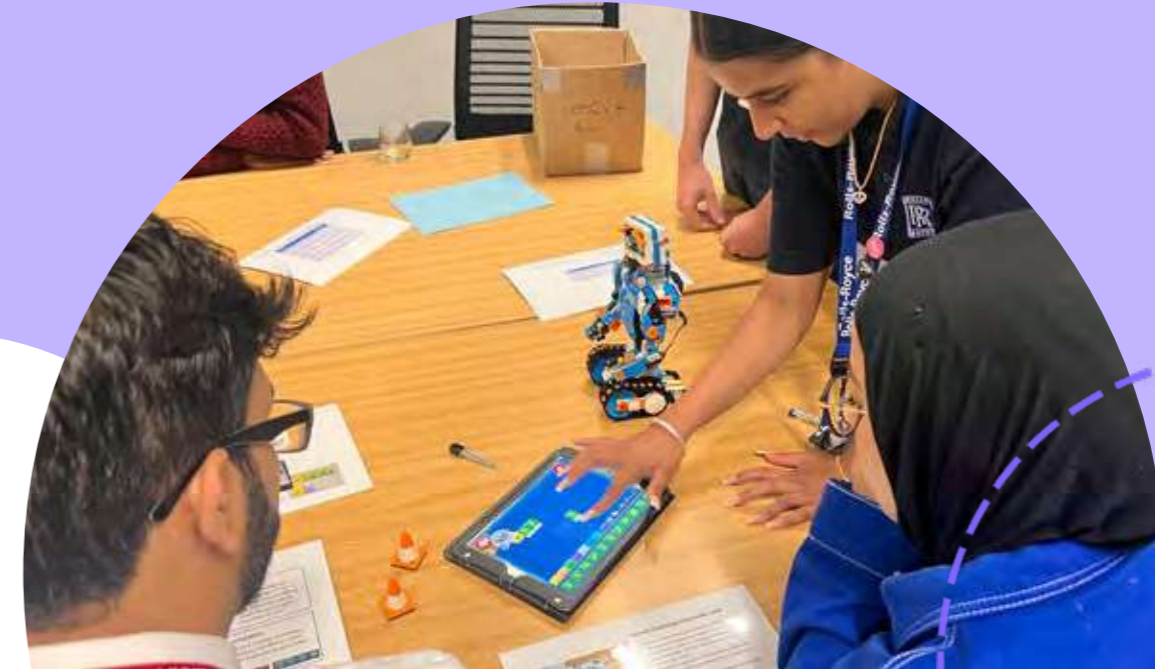


“ Our longstanding partnership with SMBP has been instrumental in creating impactful Tower Hamlets-specific cluster Programmes. These experiences are invaluable in equipping our young people with essential super-curricular skills that prepare them for the future. ”

The SMBP Programme is distinguished by its exceptional quality, offering young people unique opportunities to engage with a wide range of employers across various sectors. Its well-structured format is highly appealing to both students and employers, who are eager to participate and make a difference.

SMBP’s initiatives align perfectly with our mission to enhance social and cultural capital and drive social mobility. They are a fantastic organisation to collaborate with, consistently delivering meaningful outcomes for our community. ”

Usha Kong, Careers & Social Mobility Manager, Tower Hamlets Council
Carl Kemp, Career Lead Specialist, Tower Hamlets Council





CASE STUDY: SOUTH WEST EXPANSION

In October 2024, SMBP, in partnership with Pennon Group plc, brought more opportunities to the South West adding a Plymouth cluster to the Exeter cluster formed in 2023. Alongside Pennon Group plc, the University of Exeter, Plymouth Argyle FC, Supacat, Princess Yachts, Ashfords, Foot Anstey, the University of Plymouth, Exeter Chiefs, Collins Aerospace, and the Royal Devon NHS Trust, delivered WISE weeks to students from across Devon showcasing diverse industries and career paths.

Supacat and Foot Anstey's inaugural Plymouth WISE day at Supacat's Dunkswell site provided students with a hands-on understanding of engineering and corporate law. Students explored Supacat's processes for designing and manufacturing military vehicles, while also gaining insights into the operations of a corporate law firm. The dual-industry exposure offered a unique learning opportunity.

The day's activities were carefully designed to encourage teamwork and problem-solving. In the morning, students tackled challenges

that required collecting data and navigating obstacles, including riding in a Supacat "Jackal" Reconnaissance vehicle. In the afternoon, they interviewed employees from both organisations to understand their roles and presented their findings to the group. This exercise emphasized the importance of collaboration and the diverse skills needed for organisational success.

By the end of the day, students had gained a deeper appreciation for engineering and corporate law, as well as the dedication required to succeed in these fields. The event showcased Supacat's commitment to supporting the next generation and fostering specialist skills in the region.

All our South West partners' involvement in SMBP highlights how businesses can inspire students through meaningful, practical experiences and that providing these unique insights into varied industries supports their aspirations and drive social mobility. We are hugely grateful to all our delivery partners.

“ We are thrilled to be part of this initiative that provides such important support to students in our community. The SMBP Programme allows us to inspire the next generation by offering real-world experiences and insight into the dynamic career paths available at Pennon Group plc. ”

Emma Hough, Group Head of Legal, Pennon Group plc

“ The students were enthusiastic and fully engaged throughout the visit. It was a pleasure to host such a highly motivated group and share our company's history, current projects, and the technological innovations we aim to introduce to the market. We look forward to collaborating with SMBP again, as it is invaluable to demonstrate to the next generation that any career, they desire is achievable! ”

Paul McDougall, Engineering Delivery Manager, Supacat Group



With thanks to our participating partners in the South West:





CASE STUDY: STUDENT RECRUITMENT

Each year, SMBP works with secondary schools across the UK, law firms - including A&O Shearman, Charles Russell Speechlys, Reed Smith, Slaughter and May - and partner organisations like the Sutton Trust, IntoUniversity, and The Elephant Group to recruit students from low-income backgrounds onto the Programme. This is done through building on existing relationships with organisations, hosting in-person presentations in schools, attending career fairs, and building engagement online through social media.

This year, the SMBP partnered with Richard Rose Central Academy based in Carlisle to deliver a residential adaptation of the WISE Week. The residential aimed to bring students from Carlisle to attend the North West cluster, provide them with the opportunity to engage with businesses they had not previously encountered, and broaden their aspirations beyond their local area.

We also expanded our outreach in the North East through strengthening our student and partner connections, notably through delivering engaging presentations to students in schools, and by attending careers fairs to promote the Programme.

“ The SMBP Residential was a worthwhile experience for our students at Central Academy as it helped to broaden horizons and create lifelong memories. Students were introduced to many different businesses and were given a real life experience of the world of work and needed to complete tasks to build resilience, teamwork, confidence and respect. They were also introduced to what it is like to be living away from home for the first time and experienced the wonderful sights and activities of Manchester!

Since the Residential, the group have gone from strength to strength in terms of their aspirations! The trip has made students think about studying and working further afield of Carlisle and Cumbria. A couple of students have decided to pursue apprenticeships outside of the local area which they would have never thought about before. Other students have decided to apply for university to study law and business. One student has also applied for Oxbridge. One of the biggest achievements is Gloria, who is now an SMBP Ambassador for the upcoming year! Well done Gloria!

The team at SMBP have been very accommodating to help with understanding the purpose of the trip, where to go and what activities students could do in the evening whilst staying in Manchester. The SMBP App was very useful for students to know where to go and what activities they were doing on specific days. A very special thank you to Manisha that has helped us every step of the way! ”

Brendan Reilly, Teacher, Richard Rose Central Academy Carlisle



“ In previous years, the North East Cluster faced significant challenges in attracting and retaining students on the SMBP Programme. To address these challenges, this year we worked to raise student awareness of SMBP and forged stronger partnerships with local businesses.

As part of my role as Cluster Head, I was active in our student and partner outreach through attending various careers fairs, securing college presentations, and direct communication with new delivery partners. We connected with a wide variety of industries, including legal, business, and tech, to ensure that students had a diverse range of businesses to visit, whilst accommodating different interests and career aspirations.

As a result of Vanessa Uweru, SMBP's Delivery Executive, presenting to over 250 students at Newcastle Sixth Form and Jesmond Park Academy, we saw a great increase in student engagement and high retention rates in the North East this year, alongside lots of positive feedback from students! ”

Catherine Glasper, Senior Customer Engagement Manager, The Careers and Enterprise Company

SMBP ALUMNI: WHERE ARE THEY NOW?



“ I completed the SMBP WISE week in 2020 as a sixth-form student in Bradford, and it was a massive boost to my confidence. Not only was I able to explore multiple business areas that I was interested in, but I also practised self-branding and goal-planning, both of which have been instrumental in my next steps.



The following year, I jumped at the opportunity to be a member of the Alumni Advisory Committee. Since then, I have studied Economics at UCL, undertaken internships in consultancy and Blockchain, bagged a role as a Global Markets Summer Analyst, and now I'm a Graduate Economist, all while training as a Muay Thai fighter in my spare time!

I believe that the teamwork, planning and leadership skills that I gained through the WISE week and the Alumni Advisory Committee have helped my applications stand out to employers and have been excellent conversation starters. I can't recommend the WISE week enough! ”

Megan, Bradford Cluster, 2020

“ As part of my SMBP WISE week, I spent a day at a global law firm, gaining my first insight into the world of commercial law. I visited organisations such as the Discovery Channel, Selfridges, and the Rugby Football Union, and participated in workshops and presentations. This gave me valuable exposure to the role of in-house counsel and highlighted the importance of developing a professional network.



I successfully applied to study law at the London School of Economics, enhancing my degree with modules in accounting and empirical research at University College London. I graduated with first-class honours and secured Linklaters' Making Links Scholarship, and accepted a Training Contract at the firm, recently passing SQE 1 and 2 and earning an LLM in Legal Practice with distinction from BPP Law School. I am now a first-seat trainee in Linklaters' Mainstream Corporate department, working on a range of equities and private M&A matters.

I credit SMBP for sparking my interest in law, providing my first exposure to the legal world, and equipping me with knowledge essential for initial applications. ”

Niamh, London Cluster, 2019

“ I participated in the SMBP Programme in Leeds in 2018. At the time, I aspired to break into traditionally elite industries but lacked the know-how and connections to achieve this. SMBP cultivated the confidence and resilience I needed to navigate university and the graduate job market.



Immediately after university, I joined AtkinsRéalis as a Management Consultant, working with companies in the Aerospace, Defence, Security, and Technology industries. I have gained extensive experience, rotating through roles in Defence, Cyber Security, and Aviation. None of this would have been possible without the SMBP Programme.

The Programme introduces young people to the professional world and builds unique bridges between students and employers, all in the name of social mobility. It has paved the way for me to champion social mobility for future cohorts and generations of working-class students. ”

Tyler, Leeds Cluster, 2018

“ I participated in the SMBP Programme in 2018. I visited ITV, Barclays, and Deutsch Bank, being exposed to a range of areas. I also visited the SRA and had resilience sessions with the Wasps Rugby Team. The SMBP experience helped me gain insight into different roles in law and informed my decision to choose the Bar route. I joined as an SMBP Alumni Advisory Committee member after my week.



My ITV experience helped me secure work experience at Ofcom. This then helped me pick a dissertation topic in Data Protection Law, which opened up the opportunity to become a research assistant to my supervisor, helping her organise the Online Safety Bill Conference hosted at the Institute of Legal Studies and the House of Lords, where I witnessed the roundtable discussion at Parliament. I went on to complete the Bar Course and was called to the Bar in 2024. You never know the doors work experience can open. This is what the SMBP Programme opened up for me. ”

Tenishia, London Cluster, 2018

VOLUNTEERING OPPORTUNITIES

Deliver a SMBP WISE Day

SMBP are looking for businesses based across the UK to deliver a Work Insight & Skills Experience (WISE) day and provide lunch for a group of 20-25 students during the summer holidays. The day should give students an overview of your company, an understanding of the employment opportunities with a focus on apprenticeships and grad schemes and provide students with an opportunity to develop their key competencies during interactive business games.

SMBP will work with local education contacts to recruit bright and engaged eligible students and oversee the student registration process including guardian consent and management of any student requirements. A Volunteer Cluster Co-ordinator will organise monthly meetings to ensure partners are on course to deliver their day, provide guidance on how a Work Insight and Skills day should be structured and delivered in line with SMBP's Safeguarding Policy. SMBP will also organise and pay for student travel from their home to each venue, and provide students with access to the SMBP App to assist with the coordination and delivery of your day.

To find out more and hear from the students themselves check out [this video](#).

Online Career Mentoring for SMBP Alumni

Following each SMBP WISE week, students are granted lifetime access to the SMBP Career Mentoring Platform. SMBP Alumni can access mentors throughout their career to provide support relating to CV or personal statements, and end to end support with applications for jobs or promotions.

SMBP has created a bespoke group mentoring structure based on the retail banking secure messaging model. Our mentors are alerted by email when alumni questions are asked. This allows our volunteer mentors to pick up queries they feel they are best placed to answer and only when they have the capacity to do so.

Partners provide volunteers from within their organisation to assist students with career advice when they have the capacity to do so.

SMBP provides: compulsory safeguarding training to all volunteers; a secure online platform for volunteers to communicate with students in a safe and professional space; a flexible volunteering opportunity which fits around employee time and commitments; and access to the SMBP Career Mentoring Guide, authored by senior HR Leads from the SMBP participating partner businesses. Finally, companies can access an annual report summarising volunteer activity for their own impact reporting.

If you or your organisation are interested in volunteering with SMBP, please get in touch via email at info@smbp.org.uk

SPONSORSHIP OPPORTUNITIES



Sponsor a Local Resilience and Goal Planning Day

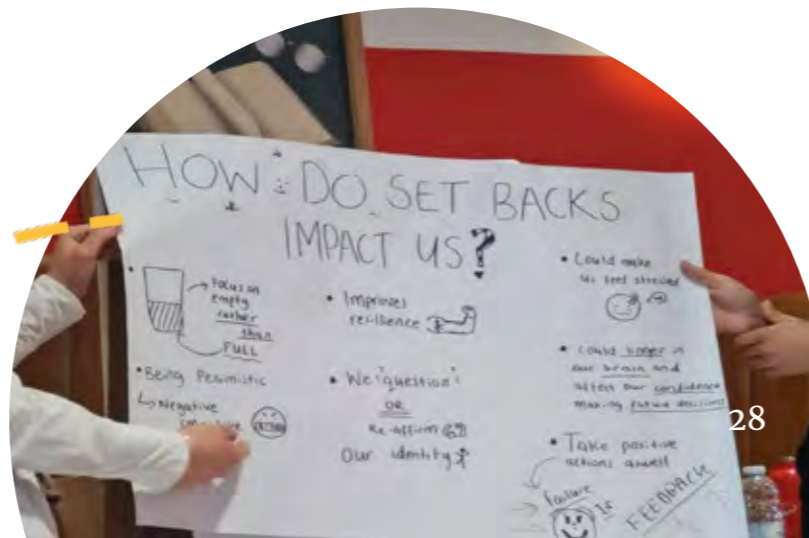
The Resilience and Goal Planning Day is at the heart of the SMBP Work Insight & Skills Experience (WISE) week. It is delivered to all students attending a weeklong Programme, across the UK in partnership with a professional sports club (including Manchester United, Arsenal, and Leicester City). During the day students learn about the psychology of resilience, how to deal with setbacks and goal achievement models.

The SMBP Resilience Programme has been authored by Olympic level sports performance experts [Cleartrack Performance](#), a senior FTSE100 executive, and validated by a child psychologist who is also a secondary school head teacher.

Sponsors make a donation towards the catering and venue hire costs; provide volunteers to attend a Train the Trainer event in London with Cleartrack Performance; and assist with delivery at a local Resilience and Goal Planning Day.

SMBP provides annual resilience training for volunteers including: access to the SMBP Resilience Trainer Handbook; access to the existing network of experienced Delivery Leads to provide peer support; and an opportunity for volunteers to visit and engage with elite sports clubs across the UK. This is a unique and inspirational initiative for employers seeking development opportunities for their own employees.

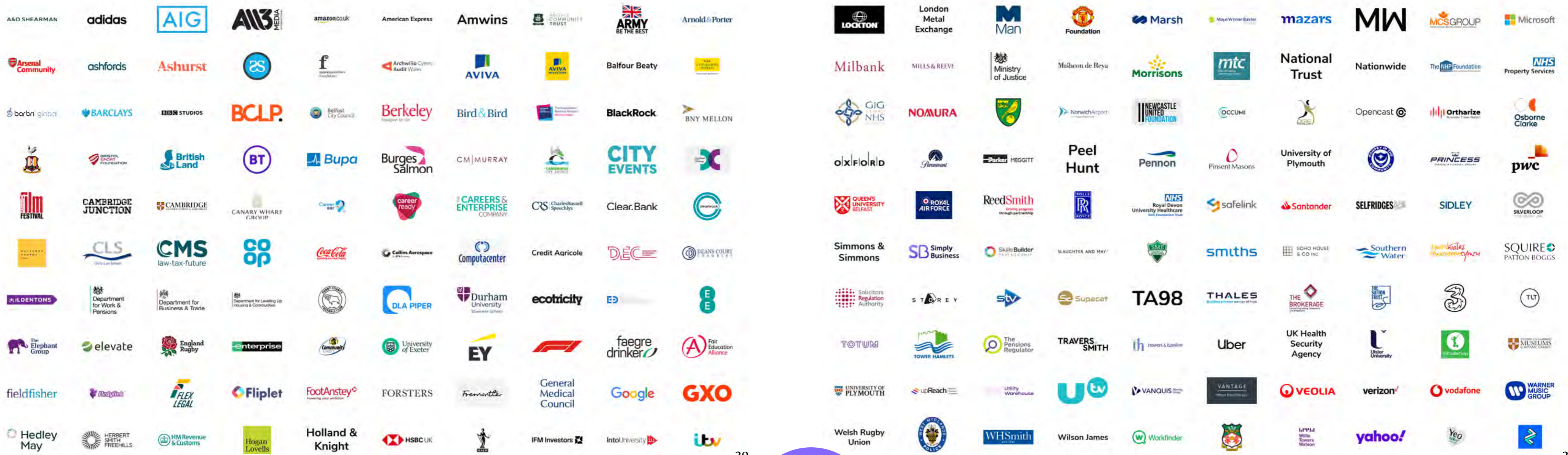
If your organisation would like to discuss sponsorship opportunities with SMBP, please get in touch via email at info@smbp.org.uk



“SMBP did wonders for my confidence, as well as their fabulous mentoring program reminding me constantly that you can do anything regardless of where you come from”

- Kira, SMBP Alumni

THANK YOU TO OUR 2024 PARTNERS



OUR CORE VOLUNTEERS & ALUMNI ADVISORY COMMITTEE

A huge thank you to our Senior Volunteer Team and Alumni Advisory Committee for your hard work and continued support



Andy Boucher
Director of Partnerships



Annette Brown
Chief Technology Officer



Barry Murphy
Director of Policy



James Smith
Strategic Advisor



Muhammad Gangat
Head of Alumni Communications



Robert Henson
Head of Finance



Shama Aktar
Head of Impact



Shelley Bezalel
General Counsel



Symrun Gakhall
Head of Student Experience

Alumni Advisory Committee Members 2024

Aliyah Nadeem
Amna Farooq
Aqila Rafa
Chloe Taylor
Daisy Wu

Fateha Jesmi
Fiona Berhe
Gursimran Singh
Harisah Malik
Ibrahim Alom

Isabella Isufi
Julia Gadek
Kerry Lewis
Kofo Boboye
Megan Fisher

Nasra Hassan
Stefan Nikolov
Tara Waldman
Tenishia Prah

A MESSAGE FROM THE SMBP PATRONS

We are proud to see SMBP smash through the 1,000 students reached in 2024. With over 3,700 days of work experience and skills training delivered by 700 plus volunteers in 200 businesses across all parts of the UK, the SMBP model has the potential to provide every student from a low-income background with multiple employer in person experiences and lifetime career coaching. We look forward to playing our part in making this vision a reality.



Martin Lewis OBE
Money Saving Expert



Helen Mahy CBE
Non-Exec Director, SSE plc



Baroness Prashar of Runnymede CBE
House of Lords



Mark Soden
Managing Director, Cleartrack Performance



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