



Annual Report
April 2014-March 2015

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About Us

Elevating Success UK is a training and personal development company based in south London with a reach that extends across the Capital. Established in November 2007, the organisation has charitable status and works with approximately 1,400 individuals per year consisting of children, young people and adults.

Our aim is to support individuals to achieve their full potential: Today, we have six delivery areas: Employability Skills, Rehabilitating Offenders, Personal Development, Holiday Programmes, Community Development and Event Management.

Our training is free at the point of access with funding sourced from a variety of organisations including local and central government, larger charities and a number of social housing providers who see the benefit of empowering their tenants to become economically independent.

We have helped a number of people into work including NEETS, young mothers and the over 40s and currently have a

contract with Job Centre Plus to secure employment for young people aged 16-24.

Our Holiday Programmes run every half-term and were created in response to consultation with schools that revealed some children were not exposed to opportunities that could enhance their life outcomes, be it chances to socialise in a safe environment, or experience new activities that challenged them.

Our work with Offending communities has seen us work with Lewisham Youth Offending Services for five years and the London Probation Trust for four years. Our aim is to engage, educate and support individuals to make life choices that will see them end a cycle of offending.

In the last four years we have launched two youth conferences, event managed five and attracted over 2,500 young people, providing guidance and support on career opportunities and voluntary community roles.

We are aware of the benefit that our work brings and the fact that

we've been in existence for eight years is testimony to our success in convincing others of the relevance of our work. However, the reality is that funding for the third sector has become increasingly scarce and the competition for resources intense.

At this point in time we seek to develop relationships with corporations where their input - both financial and in the form of work placements/internships and job opportunities - will enable them to showcase their CSR credentials and most importantly make a *meaningful impact* on the lives of people who are disadvantaged.

We'll never knock those CSR initiatives that see company employees paint a community building or repair a wall, but what we need is access to corporate opportunities that enables our end users to paint a new picture of their futures and scale the wall of rejection they face by providing access to skills training that is relevant in the working world.

To discuss how you can contribute to our vision please contact us on: **020 7993 8411**

CEO and Chairperson Reports

At this stage, I would like to take the opportunity to send a major thank you to all the staff at Elevating Success UK. Our programmes over the past year have called upon you all to function at the best of your ability.

I would also like to express my sincere gratitude to all the funders and supporters of Elevating Success UK for the contributions you have made to ensure we have had a successful year.

I would like to offer the last of my thanks to our Board of Trustees who were again fully committed as they provided us with their support in 2014 and accompanied us on a great journey

A particular highlight of the year was planning and delivering two Youth Conferences – one in Croydon, and the other in Lewisham – that attracted over 1,000 young people.

We have also continued to provide people with access to employment opportunities, while our work with young people saw us deliver no fewer than six summer programmes.

With 2015 underway... *"Nothing is as constant as change"*. However, it has always been one of our strengths at Elevating Success UK to show flexibility in adapting to new markets and continuing our development.

Andrew Brown
CEO

Key Figures and Facts for 2014/15

- In 2014 we became recognised as a centre to deliver OCN London qualifications and accredited



courses. We now have two programmes that attract a Level 1 Award

- Our attendance figures for our programmes have increased by over 500 individuals
- Our Momentum Youth Conference 2014 YouTube video has received 1.7 million views and is now generating an income for Elevating Success UK
- We have worked with 36 different funders across the financial year
- Helped support 30 young people into sustainable employment (for more than six weeks)

Elevating Success UK has completed yet another highly successful year in this increasingly competitive market, despite the financial constraints that our funders have experienced over the past 12 months.

Further developments have taken place with the introduction of Elevating Success UK's first two accredited courses; the Pathway to Work in Construction Programme followed closely by the On The Road: Driving Theory Programme. This is a marvellous achievement and is a great advantage over our competitors.

We, the Trustees, would like to thank the team at Elevating Success UK for another exciting and successful year, in particular down to Andrew Brown, CEO, for his vision, diligence, leadership and networking skills that we have seen displayed and resulting in further expansion for the business.

The Trustees would also like to take this opportunity to thank our funders for their continued support throughout the year enabling Elevating Success UK to deliver our programmes.

I wish the team every success for the coming year.

Vanessa Clarke
Chairperson

Our Staff

Meet our dedicated team of workers

Ben Joyce

Senior Administrator

I have been working for Elevating Success UK for five years. My work is mainly conducted from our Croydon office where I ensure all of our programmes are running smoothly.

I am responsible for ensuring each member of staff has what they need to deliver their respective courses.

On the rare occasions I do manage to get out of the office, I usually assist learners of our Employability Skills Programmes with their CVs.

I also deliver the Homework Club twice a week and enjoy watching the young people I work with develop on a personal level.

Makeida Winston

Youth Worker

Having begun volunteering with Elevating Success UK in January 2014, I became a full member of the team, on a part-time basis, in July.

I have been a part of many projects in my short time with Elevating Success UK, including running the Girls' Night In Project, facilitating On The Road: Driving Theory Programmes and planning Youth Conferences.

My biggest achievement to date has been assisting the many graduates of our Employability Skills Programmes find work.

In the new year, I hope to progress to delivering more courses while developing the Girls' Night In Project.

Patricia Stevenson

Programme Director

I have been working for Elevating Success UK since its inception in November 2007.

The standout moments in the last year for me have occurred around learners' success and in particular when I see individuals that I've coached on a one-to-one basis go on to achieve career success. This feeling is only paralleled by writing a bid that secures funding from a key organisation. As such I'm really pleased to see the newly established contract with JobCentrePlus to work with niche clients.

With regards to how I spend my days, these vary greatly: I'm the internal verifier for our OCN accredited courses and the list that we offer grows – as does the associated workload. I will research and write a number of bids, as well as deliver employability skills training. That just leaves new business meetings, and the writing and review of company proposals and generally casting an eye over whatever is happening in the office on a day-to-day basis.

Esther Delsol

Job Support Worker

I began working for Elevating Success UK not long after its creation. However, I joined the team on a permanent basis in 2013.

My main role is to support our learners into work and I do so by working closely with individuals on a one-to-one basis.

Knowing that I have improved someone's employment prospects and helped to cultivate a sense of achievement gives me job satisfaction.

I also facilitate training sessions, with a focus on our On The Road: Driving Theory Programme.

In September 2015, I will head off to university to read psychology, but I will still be a part of the Elevating Success UK family.

Tia-Helena Brown

Youth Worker

I have been working at Elevating Success UK since I was 13 years old when I began volunteering during the Summer Holiday Programmes.

I am now a part-time Youth Worker and act as Lead on the Grove Park Holiday Programmes that run in the February, Easter, May, Summer, October and Christmas breaks from school.

At the same time, I am studying Criminology and Criminal Justice at the University of Portsmouth.

A particular highlight of my employment has been working with Mayor Boris Johnson and Archbishop Desmond Tutu.



Aims and Objectives

Aims

Elevating Success UK aims to provide a professional, caring, creative and mutually respectful training service to all clientele.

We pride ourselves on being able to offer professional and dependable services at all times.

We continually seek to promote and disseminate good practice.

Finally, we aim to provide assistance and partnership support to regenerate priority areas and develop sustainable communities.

Objectives

To deliver training and educational programmes that are recognised as high quality, achieve the best value for money in all activities; develop links with businesses so that disadvantaged people have the chance to try activities and projects appropriately.

Our programmes are free at the point of access with our end users drawn from areas of high deprivation across London, be they children, teenagers or young adults or senior citizens. We champion partnership working and have nurtured a number of valuable business relationships, mainly due to our fantastic team of employees and volunteers who share our vision and are committed to delivering our services to a very high standard.

Our multiple funding streams include housing associations, local authorities, youth offending and Probation services, training providers, as well as larger charities whose common aim is to build community participation.



Programme Reviews

Lewisham Youth Conference

Seeking to empower and inspire each individual to achieve their full potential

Stats

500

People in Attendance

352

Young Conference Goers

40

Volunteers

48

Information Stalls

45

Young Performers



"It was an extremely enjoyable day and we witnessed some real local talent perform on the stage. The organisation behind the event was fantastic. Elevating Success UK should be very proud of themselves "

Deborah Cheyne - Community Engagement Manager

The Lewisham Youth

Conference 2015 was attended by over 500 young people aged between 11 and 19 years old. Alongside the entertainment there was a variety of workshops to participate in, along with more than 48 stalls promoting activities and opportunities ranging from the cadets and arts-based providers to local employers offering apprenticeships.

The Youth Conference, hosted by comedians Eddie Kadi and Travis Jay, aimed to inspire and empower young people in and around Lewisham and south London.

The event was attended by the Mayor of Lewisham, Sir Steve Bullock, The Apprentice runner-up Bianca Miller and actor Ashley Walters (Asher D) who each gave motivational speeches about their journey to success.

Lewisham Homes was the main sponsor for the event, with additional support from AmicusHorizon, Hyde Housing, Lewisham Council, London & Quadrant Housing Trust, Metropolitan Police and Wandle.

Patricia Okonkwo, Lewington Centre Co-ordinator, attended the event. She said:

"The first Lewisham Youth Conference was a positive and inspiring event for all involved. Funding from the L&Q Foundation made it possible for event organiser - Elevating Success UK - to bring in extra speakers and hold an additional workshop. They hope to make this an annual event for young people in Lewisham."

Investing in projects that support communities and improve people's life chances, over the long term, forms part of London & Quadrant's social responsibility strategy.

Feedback from the young attendees suggests that they found the event to be highly beneficial, inspirational and fun.

Richard, aged 14, said:

"The event taught me that you can achieve anything you want as long as you aspire to be the best you can be. There will be challenges along the way, but with the right attitude you can get through and achieve your dreams".

Refreshments sponsored by the Ladywell Assembly



London Community Foundation: Big Lottery Fund

Over the course of the last 12 months we delivered no fewer than six London Community Foundation (LCF) funded courses. Three programmes were On The Road: Driving Theory Programmes, where we engaged with 36 individuals. Of the 36 engaged individuals, 17 passed their Driving Theory Tests.

11 of the learners we engaged with have gone on to gain employment, meaning just under one-third of all participants are now working.

Stats

67

People engaged

17

Driving Theory Test passes

12

CSCS Test passes

13

OCN Accreditations

We also delivered two Pathway to Work in Construction Programmes working with 31 individuals: 12 went on to pass the industry's labourers test and acquired their Construction Skills Certification Scheme (CSCS) card, providing an entry route into employment.

June 2014 marked a change in the way cards were awarded hence the introduction of our first OCN Accredited Level 1 Qualification in Health & Safety in a Construction Environment.

We engaged with 20 individuals on this programme, 13 of whom went on to gain the new qualification.

Thus far, nine of these learners have passed both tests and received CSCS Cards.



Learners from our LCF Programmes on a teambuilding adventure at Stubbers Activity Centre

The London Community Foundation



LOTTERY FUNDED

High-5 Employability Skills Programme

Stats

38

People engaged

27%

Gained employment as a direct result of the course

13%

Started a HND, Bachelors degree, or professional qualification

20%

Started voluntary work experience

27%

remained in their original employment prior to



starting the training

Employability Skills continue to be relevant in today's competitive job market and in particular in Croydon, which is undergoing regeneration with a number of building programmes underway including the creation of a Westfield Shopping development.

Elevating Success UK is well placed to facilitate the process of supporting local people to access these jobs – be they in construction or retail. With the High-5 course able to prepare unseasoned individuals for the world of work, as well as refreshing the skills of those who may have been absent from the job market for some time, housing associations who wish to support their tenants continue to be our main funders.

From April 2014 to March 2015 Elevating Success UK delivered four, six-week employability programmes to two funders and worked with 38 learners. Lewisham Homes provided a tranche of training to its residents and latterly we were pleased to run a pilot programme for Croydon Churches Housing Association in January 2015. While the requirement for this training remains strong the mode of delivery is likely to require adaptation going

forward, so that employability skills become embedded within other programmes.

For instance, we now deliver employability segments on our On The Road: Driving Theory Programme and the Pathway to Work in Construction Programme as we have come to recognise that without the confidence and knowledge of how to approach the world of work - be it conducting a good interview or writing a convincing cover letter – individuals still struggle to access employment.

Future programmes should consider targeting individuals who revisit the training process with a number of providers but who never progress to employment. Working with this cohort will require more intensive work and this is likely to necessitate a revision of the delivery mode. Furthermore, current trends suggest that career coaching will become more popular. However, such targeted and intensive work does not come cheap and balancing ever tighter training budgets with the need to evidence a higher rate of positive outcomes will prove tricky.



Grove Park Holiday Programme

Providing fun activities for young people during every school holiday

Stats

173

Young attendees

94

Males

79

Females

18

Young volunteers

11

Weeks of holiday activities

330

Number of contact hours

The Grove Park Holiday Programme is a holiday programme for young people aged 8-16 that is delivered during every school holiday.

We delivered six programmes throughout the year, adding up to 11 weeks (or 330 hours) of activities. 173 young people took part in many different activities including; Arts & Crafts, Sports, Cooking, Music, Drama, Comic Book Design, Photography and Film-Making.

The young attendees were also able to visit a number of fun locations during the many offsite excursions we offered. These included a ride on a river boat down the Thames, a trip to the Science Museum and the Olympic Park.

Lewisham Youth Services were the sponsors of the Grove Park Programme and London & Quadrant kindly provided the WG Grace Community Centre as the venue for activities.

We would like to thank them for their continued support in making the Grove Park Holiday Programme a programme not-to-be-missed event.

The success of the Grove Park Holiday Programme can be summed up by the following quotes:

“The Grove Park Holiday Programme is really great. My son always wants to attend and he really enjoys the varied activities. Keep up the good work.”

Quote from a parent



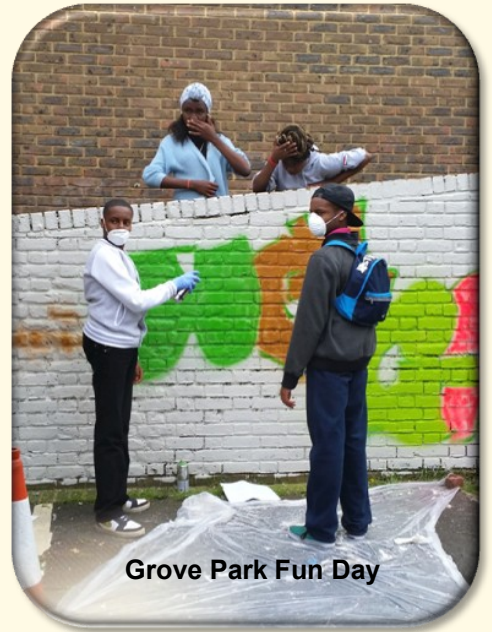
“The Grove Park Holiday Programme is very enjoyable and a lovely experience. You can have fun, make lots of new friends and create new memories. The staff are also amazing.”

Quote from Asa, aged 13





Reparation Project



Grove Park Fun Day



On The Road: Driving Theory Programme



Lewisham Mayor Steve Bullock poses for pictures



Momentum 2014



AmicusHorizon Youth Residential



Grove Park Holiday Programme



Mayor's Mentoring Programme



Bianca Miller & Ashley Walters lend support to event



Momentum 2014 Workshop



AmicusHorizon Youth Residential

AmicusHorizon Projects

Homework Club

The Homework Club began its fourth year in April 2014. Over the course of the year, we worked with 37 individuals, including 10 new starts.

One example of the Homework Club's success has been the promotion of four young people to Youth Leaders. They were given added responsibility and flourished as they assisted their peers with homework and assisted staff with preparing and tidying up the work area.

The young people were able to benefit from the introduction of Youth Leaders, with more willing to complete their work because they were being assisted by a team of their peers, in addition to staff.

Of the many successes to come out of the Homework Club the greatest has been seeing the development of the young attendees. Every member of the Homework Club has contributed toward the successful continuation of the project, and each person has developed on a personal and education level.

Stats

59

Young attendees

32

Males

27

Females

14

Attend both projects

5

Young people assisted with transition to high school

6

Youth Forum members who have started university

Regional Youth Forum

Over the past year, we have seen the Regional Youth Forum almost double in size. This is due to our commitment to better all communities.

The motto of the Youth Forum is 'your voice, our voice' which demonstrates the unity of all young people involved.

The aim of the Regional Youth Forum is to engage the young people from our contact areas – Bramcote, Croydon, Lansdowne Green and Tulse Hill – and promote activities that develop skills that they might not otherwise have achieved.

The Regional Youth Forum has taken part in various activities including a Personal Presentation Workshop where young people planned and delivered a workshop to their peers, a 'Give Back to the Elderly' evening where they visited a retirement community and ran an activity, plus the annual residential to Wales.

It has been great to see each member of the Regional Youth Forum grow into functioning members of their communities.



Girls' Night In

Empower - Inspire

Fact:

The youngest Girl's Night In forum attendee was 12 and the oldest 20, with an average user age of 15 years old.

Fact:

Since April 2014 six forum members have taken up university places at campuses outside of London.

Fact:

In Kind Direct added value to the Girl's Night In experience by donating items.

In Kind Direct redistributes products from companies to charities, social enterprises and not-for-profit organisations. Attendees of the Girls' Night In project, were beneficiaries after the organisation donated items at a reduced price including lipstick, lip gloss, body cream, pens, pencils and more.

In Kind Direct
Product Giving for Social Good

JackPetchey Foundation
Inspire • Motivate • Achieve

Girls' Night In is a monthly meeting where young ladies come together and talk about issues that they face in a safe, confidential and friendly environment. Topics are raised by the young people and facilitated by two young Elevating Success employees.

Interactive presentations are shared to spur productive and thought-provoking discussions.

Our latest topics have been body image, sexting (sending sexually explicit photos or texts via mobile phone), cyber bullying and childhood obesity. We have also begun an anti-bullying campaign provoked by the bullying related suicides by young ladies in 2014. The campaign was an idea of one of the attendees who lost a friend as a result of bullying.

In the future, we hope to launch an anti bullying video for social media and peer counselling for young people facing bullying.

The Girl's Night In team is gradually growing in popularity and commitment with six individuals joining since September and new topics suggested at every meeting.

Current members consist of 20 individuals with an average of 14 young people attending each session.

One of the highlights over the year was our last outing to the Apollo Victoria Theatre to see the musical Wicked.



"Girls Night In is super fun! Every month we talk about something new. I have learnt so much!"
Quote from Adanna, aged 12

AmicusHorizon
Making homes, helping people

I-Mentoring Programme

Intelligent Mentoring – Make a Difference

Stats

200

Young people engage

40

Mentors Engaged

45

Successful Matches

9

Youngest Aged Mentee

MAYOR OF LONDON
GREATER LONDON AUTHORITY



In 2013, Elevating Success UK became a founding member of the Croydon Mentoring Consortium and began the delivery of the I-Mentoring Programme. The funding had come from Local Government and was rolled out London-wide under the banner of the 'Mayor's Mentoring Programme'.

The initiative targeted BME boys aged 10-16 years old with the impetus for Croydon's participation coming from local research that indicated that boys of that demographic had been failing badly in their education (compared to boys of the same age from other ethnicities).

The programme sought to address this through a 1-2-1 based intervention focusing on inhibitors of academic learning, aspirations, short-term/long-term goals and career development.

The programme ran from December 2013 to March 2015. Over 200 referrals were passed to the consortium consisting of four delivery partners and one lead. Of these 75% were successfully matched and engaged by trained volunteer mentors.

The average age of Elevating Success UK's mentees was 13-14 years old with the youngest participants being 10-years-old (one mentee was only 9 when he was referred and due to the need for engagement special provision was made to work with him in his school until he turned 10 years and could qualify for the programme).

The oldest mentee was 16 but turning 17 only a month after signing up. Once again the nature of his individual needs meant that provision was made to work with him, focusing on supporting him on his vocational college course and on employability skills. In all, flexibility defined the approach of delivery partners with discretion exercised on a case-by-case basis.

There were numerous success stories. Many of the mentees and mentors who engaged had extremely positive relationships and 1-2-1 sessions where excellent work was carried out in rebuilding foundations and pulling down barriers both socially and academically.



CCHA School's Out Programme

During the summer of 2014, we delivered a School's Out Summer Programme in partnership with Croydon Churches Housing Association.

The programme was designed for young residents of CCHA to experience activities that they might not have normally participated in. Twenty-nine individuals aged between seven and 14 attended three weeks of activities, including trips to Eagle Heights, The Olympic Parks, Brockwell Lido and Frylands Wood.

Adam said:

"I really enjoyed all the activities, but my favourite was Kew Gardens where we played on the log trails and took a barefoot walk, which included walking over coals—not burning coals, obviously!"



IOM Engagement Programme

The Integrated Offender Management Engagement Programme is a term used by Croydon Probation and refers to a multi-agency approach to try and engage with persistent prolific offenders.

The Programme consisted of three courses that engaged a total of 27 individuals. Two courses were entitled Pathway to Work in Construction and one entitled On The Road: Driving Theory Programme.

IOM Stats Summary:

- 100% - The proportion of learners that achieved an OCN Level 1 accreditation in Health & Safety in a Construction Environment
- 5 – The number of individuals who obtained a Provisional Driving License
- 6 – The number of learners who passed their Driving Theory Tests
- 2 – The number of learners who have passed their Practical Driving Tests.



London
Probation Trust

Scale Up Project

The School for Social Entrepreneurs Scale Up Project was aimed at leaders of established organisations who were looking at scaling their impact, becoming more sustainable, or just moving to the next level. Elevating Success fought two rounds of stiff competition to see our CEO, Andrew Brown, awarded a place on the Lloyds Bank-funded programme.

Having been provided with a mentor and 12 months of advice and guidance one of the greatest benefits has been to review the organisation from the perspective of an outsider. We recognised that our business plan required revision as the business had flourished and expanded into more areas than our initial remit and it was key to reposition the brand and strategy to reflect this.

Additional benefits to attending the Scale Up project has been the opportunity to create new networks and subsequently Andrew Brown has been afforded the opportunity to give talks to support other organisations during their period of engagement on the project.



school for
social
entrepreneurs

Programme Beneficiaries

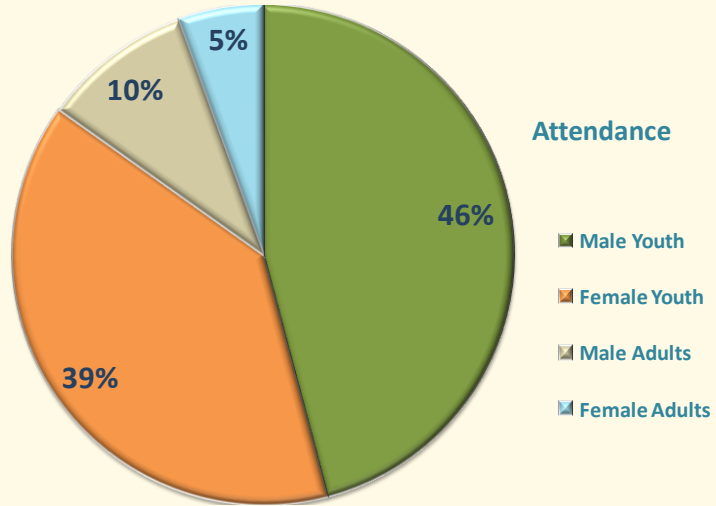
Over the past 12 months, Elevating Success UK has worked with 1,735 individuals on 42 separate programmes ranging from Employability Skills to Holiday Programmes.

We believe it is crucial to bring the public and private sectors together in order to help local communities develop. Connecting the many groups across London by encouraging the sharing of best practice and expertise we can provide an enriched training experience that is more cost-effective and meets our aim of empowering individuals.

We have offered a range of programmes and activities to school children, as well as young and older adults across London.

We continue to provide participants with educational and interactive programmes that teach valuable life skills.

Over the year, at least 295 individuals participated in more than one of our programmes.



Programmes delivered to Youth Offending Teams and Probation to Combat Anti-Social Behaviour and Social Issues

- Integrated Offender Management (IOM)
- ISS (Intensive Supervision Surveillance)

Programmes targeted at Young People aged 7-19

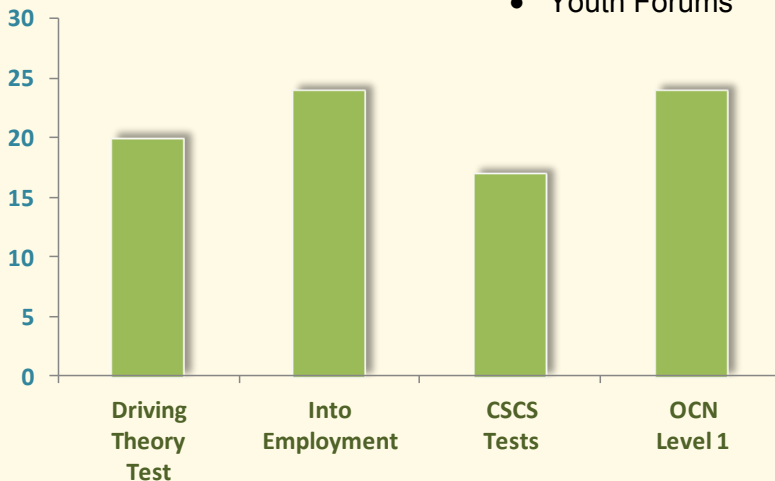
- Holiday Programmes
- Homework Club
- Youth Forums

Programmes offering Employment access support

- High-5 Employability Skills
- Business Enterprise
- On The Road: Driving Theory
- Pathway to Work in Construction

Events Management Offering

- Lewisham Youth Conference 2015
- Momentum Youth Conference 2014



Our Outcomes for 2014/15

Case Studies

Bernard's Case Study:

When Bernard approached Croydon Probation he was desperate to end a 12-year cycle of convictions and incarcerations. He said of his decision to reach out for help: 'I was feeling a bit low about myself, I felt like if I don't get support now I'm going to do something'.

Croydon Probation was able to signpost Bernard to two Elevating Success programmes targeted at ex-offenders. Our On the Road Driving Theory Programme and our Health & Safety in a Construction Environment course help people acquire the necessary skills to enable them to access work in the construction industry.

Having embarked on training in July, by December 2014 Bernard had passed his driving theory test and gained a recognised qualification from OCN to accredit his Health & Safety learning. Bernard's progress, while rapid, was not without incident and the consistent mentoring he received from Elevating Success UK helped him stay on track.

Today he works as a volunteer for the organisation and now facilitates a number of workshops he once attended. In December the Probation service recognised Bernard's progress and awarded him a Service User Achievement Award. As a valued member of the ES team he continues to receive benefit from his involvement by learning new skills ranging from teaching to administration and is ever closer to becoming economically viable outside of the organisation.

Elevating Success UK has taught me so much. I've been on First Aid training, taught courses and even sent my first email.
Bernard

The High-5 Employability Programme was amazing, especially the mock interviews, which really helped me hone my interview skills. I've benefitted immensely from the courses run by Elevating Success UK.
Princess

Princess' Case Study:

Ms. Balogun commenced full time employment as a Project Manager on one of the UK's largest rail network infrastructure upgrades on 6 March 2015. She had completed Elevating Success UK's employability skills programme four months earlier and had been continuously supported by the organisation since.

The training and support had instilled in her the belief that she could create her own opportunities in life. With that in mind she arranged a 2-week stint in the planning department of her local authority after finishing the course. Next she started work experience with one of Elevating Success UK's building contractor partners. Mindful that a job could become available and that being mobile would be essential she also started Elevating Success' driving theory course. Determined to change her circumstances she continued to apply for jobs using the intranet at her placement and applied to university.

In February she was offered a full time position as a tenant liaison officer with the housing contractor, received an offer of a university place for September 2015 and having applied for a position as a project manager successfully navigated the recruitment process to be offered a permanent 2-year contract.

Her progression has been mammoth and shows no indication of slowing down – not since she's now passed her DVLA Driving Theory test too and is set to hit the road anytime soon!

Our Future

Location, Location, Location...

The most imminent change on Elevating Success UK's horizon is the proposed relocation of our office. In February 2015 we were notified that the business centre, from which our charity operates, had been sold and with a change of use anticipated we started the search for new premises with a view to relocating by September 2015.

For those of you who recall our short-term strategy - outlined in last year's annual report - you will be aware that finding a 'multi-function' building was high on our list of priorities so the proposed move is in-keeping with our plans.

We would like to maintain a presence in Croydon, where we have been based for almost eight years. The wealth of contacts and networks will not dissipate if we move, but they do grow stronger after years of close contact. In addition, it is without doubt that *the need* we identified at the outset of our business remains today and we continue to provide a range of services to local children. In

particular, the demand for our holiday programmes has increased with five programmes planned for this summer and a number of youth forum activities scheduled.

However, we have always worked beyond the borough of Croydon and have a number of strong relationships with clients in the London Borough of Lewisham, such as Lewisham Homes on whose behalf we've delivered employability programmes, as well as Lewisham Youth Offending Team and Job Centre Plus, making it a natural second home – or first! Watch this space.

Talent

As mentioned in the last annual report, the ebb and flow of talented staff in and out of the organisation can have a destabilising effect for a short period; however we have found a way to manage this process of change. In late 2014 we hired our first paid intern.

Fresh from university and keen to develop office skills Chad

Greggor's appointment as a marketing intern promised a great deal and delivered.

He was charged with managing the development of the revamped Elevating Success UK website and given the specific project of managing the social media output for the newly launched Lewisham Youth Conference that took place in February 2015.

His employment ended in line with the event and he has gone on to secure a full time marketing role with another firm. Such was the success of his participation that it has created a blue-print for how we engage other interns.

Our biggest learning has been for us to have well-thought-out, standalone projects for interns to work on. To that end, we have established a contact at the banking institute Santander. They fund a number of industry placements for recent university graduates and it is our intention to tap into this stream of talent in what is truly a symbiotic relationship.

Our Future continued

Innovation

It is true in most walks of life - not least of all business – that standing still is not an option. It's either upwards and onwards or, like it or not, the slow slide backwards is going to occur. This is true of the delivery of employability programmes.

Having successfully delivered our High-5 Employability Skills Programme from day one, our recent engagement with potential funders has indicated that our well-established, *SUCCESSFUL* model is no longer in favour.

The word on the ground is 'innovation' with new pathways to work desired. As such we have responded well and our success in securing the Job Centre Plus contract that has a portion of its payment attached to job outcomes demonstrates the credibility we have in this area and our confidence in achieving these targets.

Going forward we will revamp our High-5 programme and most importantly prioritise links with employers as industry discussions indicate that where an organisation can demonstrate an established link to employment – rather than success in hunting down and

securing ad-hoc jobs – the likelihood of funding is greater.

Keeping in that vein, Elevating Success UK will seek to bring on board dedicated partners who can meet their Corporate Social Responsibility obligations by supporting our charity – be it with donations of time, goods, money, work placements or jobs for our learners.



The future is bright – and ever-changing!

Thanks and Acknowledgements

Without our funders, the work we do would not be possible. We would like to offer a huge thanks to all of our partners over the past year and look forward to working with you all again in the future

- Affinity Sutton
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- Big Lottery Fund
- BME Forum
- Breyer Group
- Croydon Churches Housing Association
- Croydon Council
- Downderry Children's Centre
- Groundwork
- Healthy Eating Cooking Academy
- Hexagon
- Hyde Housing
- In Kind Direct
- Jack Petchey Foundation
- JobCentrePlus
- Lewisham Council
- Lewisham Homes
- Lewisham Youth Offending Services
- Lewisham Youth Services
- Lloyds Bank
- London and Quadrant
- London Community Foundation
- London Probation Trust
- Metropolitan Housing
- Metropolitan Police
- Mitie
- Moat
- NCS: The Challenge
- Orbit
- People's Post Code Lottery
- PlayPlace Innov8 C.I.C.
- Orbit
- School For Social Entrepreneurs
- Sport Relief
- University of Kent
- Viridian
- Wandle

Our Volunteers and Interns

Thank you to all of our volunteers over the past 12 months, without whom we would not be able to continue to function at the level we do. Each and every volunteer is an important member of the Elevating Success UK family:

Anthony Sestanovich
Benjamin Kaltofen
Chad Greggor
Jonah Scott
Paula Sellés
Sherine Nooks
Tiah Faytaren
Treynae Campbell

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Lewisham Youth Conference 2015

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