

# ANNUAL REVIEW 2023



The Inflexion Foundation strives to

**IMPROVE THE LIVES OF  
DISADVANTAGED YOUNG PEOPLE  
AND PROTECT THE ENVIRONMENT.**

## The Inflexion Foundation in 2023

**We remain humbled by the efforts of the fantastic organisations we partner with, and also deeply concerned by the rise in the number of underprivileged young people. This has been particularly acute in the last year, as the cost-of-living crisis disproportionately impacts those already struggling and casts the net of disadvantage wider.**

We have tried to help address these challenges by increasing the depth and breadth of the scope of the Inflexion Foundation in 2023. We now support more long term strategic grants, which help our charity partners to better plan for the future. The Foundation's scope has also been expanded to include a focus on environmental charities, reflecting our belief in the need to build a sustainable future.

As Inflexion grows and opens offices in new countries, we consider the need to support these communities as well. We are delighted to have backed our first non-UK charity with a grant in the Netherlands, following on from our Amsterdam office opening in 2021.

The Foundation inspires broader engagement in philanthropy across our team, with much of Inflexion directly involved in supporting our partner charities through pro bono work and fundraising at a firm and personal level. This participation has grown to encompass our portfolio and network through the annual Kinetic football tournament, Roundhouse challenge and Impetus Triathlon, all of which raise significant sums for the charities concerned. Broadening our engagement helps to foster awareness of the crucial work these organisations do.



**Simon Turner**  
Inflexion Foundation  
Trustee



**John Hartz**  
Inflexion Foundation  
Trustee

## Year in review

# £1.5M DONATED TO 20 CHARITIES

The Inflexion Foundation marked its fifth anniversary in 2023.

The year saw multiple commitments to longstanding partnerships reinforced, new ones added, and continued strong levels of pro bono participation from the Inflexion team.

The Foundation's scope was also broadened in 2023 to include the environment.

### Strategic partnerships



### Grants



### Matched donations



## The Inflexion Foundation to date

# 5 YEARS

# 53 CHARITIES

# £8.4M DONATED



### Team fundraising

The summer was busy with sporty endeavours to raise money for our charity partners and enjoy some team building!



In June, Inflexion hosted a football tournament together with the Kinetic Foundation which was attended by teams from Inflexion's adviser network. Each team was asked to make a £1,000 donation to Kinetic, resulting in £20,000 being raised for the charity.



June also saw a group of Inflexion colleagues undertake the annual Roundhouse fundraising challenge, with all members of the Inflexion group conquering the Yorkshire Three Peaks in under 12 hours. Team fundraising and matching by the Foundation meant that £140,000 was raised in total by Inflexion.



In September, 20 Inflexion employees together with 56 participants from across the Inflexion portfolio completed the annual Impetus Triathlon. Inflexion was again the largest fundraiser for the event, raising £160,000 to bring our total raised since 2017 to more than £1.35m.

# Foundation focus

We focus on engaging young people and protecting the environment through education, sports, the arts and conservation to improve prospects for a brighter future.

The Inflexion Foundation strives to enhance the prospects for young people from disadvantaged backgrounds and to help protect the environment. We formalised our charitable giving programme in 2018, believing that a defined focus leads to better outcomes.

Amplifying the impact of our financial support has always been a key focus for Inflexion, and we apply the same ethos to the charities we back. Our 25 years of investing means we truly understand the power of combining long term financial commitment with hands-on support. As such, we believe that our team's pro bono efforts make a meaningful difference to our charity partners and the individuals they support.

**“** *The Foundation was set up to give structure and scale around the charitable efforts we were already undertaking. It's something which is important to do yet private equity doesn't do enough visibly, despite the fact we're an increasingly visible industry.* **”**

John Hartz,  
Inflexion Foundation Trustee



## Foundation activities



**STRATEGIC PARTNERSHIPS,  
GRANTS & MATCHED FUNDING**



**EMPLOYEE & PORTFOLIO  
FUNDRAISING**



**PRO BONO  
VOLUNTEERING**

The Inflexion Foundation has a dedicated Committee which oversees the strategy of the Foundation as well as its execution. It reviews all funding applications before they are nominated to the Inflexion Foundation's Trustees for approval and oversees our relationships with the charities the Foundation supports. The Inflexion Foundation Committee is comprised of Inflexion's Simon Turner, John Hartz, Sarah Gestetner, Alice Lawson, Jennie Galbraith, Marcus Ward and external adviser Justin Abbott. Inflexion's General Counsel, Andrew Stevens, is the company secretary and supports the Trustees by overseeing governance and regulation.

**“** *The world faces increasing challenges, with a cost-of-living crisis adding to the long term impact of the pandemic and putting more young people at risk of hardship, while the adverse impact of climate change on our environment is increasingly clear. We believe that working together we can help to make a positive difference, and are proud to partner with organisations doing such important work.* **”**

Sarah Gestetner, Partner, Inflexion



# IMPETUS

Impetus transforms the lives of young people from disadvantaged backgrounds by ensuring they get the right support to succeed in school, in work and in life.

Impetus finds the most promising charities working with these young people, provides long term funding and helps their leaders deliver meaningful, benchmark-beating, sustained outcomes for the young people they serve. The focus is on supporting these people to develop social and emotional skills, championing tutoring, and shining a light on chronically underserved young people excluded from school to pass English and maths GCSEs. Impetus aims to make a difference in three main areas: securing good GCSEs, accessing university, and getting and keeping

a good job. More than 300,000 young people are currently benefitting from the support of Impetus' portfolio charities.

In partnership with other funders like Inflexion, Impetus helps their charities to become stronger, better and bigger organisations. They also combine the lessons learned from these charities with their own research and share it to influence government policy and resources so that all young people can get the support they need.

Charity	Outcome measured	Number of young people supported	Charity outcome	Benchmark
	Number of young people securing a place at university	2,022	60%	33%
	Number of young people who entered Education, Employment or Training (EET)	253	48%	22%
	Number of young people who achieved age-related expectations (ARE) in reading, writing and maths (at Year 6)	1,237	50%	44%

## Inflexion and Impetus

As supporters of Impetus since 2017, Inflexion is proud to be heavily involved in terms of funding as well as pro bono support. 2023 saw Inflexion continue with its £500,000 per annum grant to support the delivery of the organisation's charitable objectives together with direct support to three of Impetus' charity partners: City Gateway, The Access Project and West London Zone.

Inflexion Partner Tom Pemberton is a member of the Impetus Futures Committee, supporting the organisation's governance and strategic direction as well as delivery.

## Impetus Triathlon

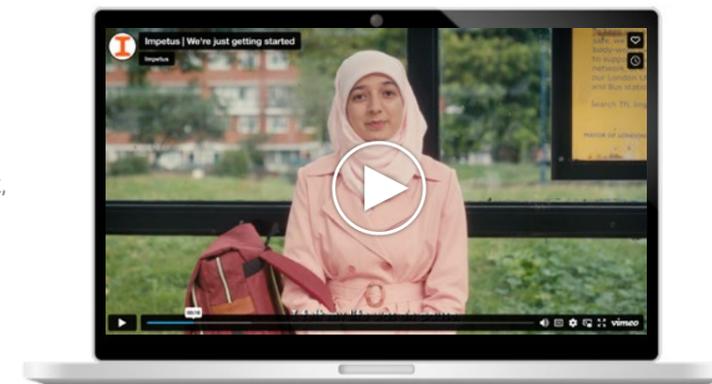
For the seventh year in a row, a sporty group of Inflexion employees together with 56 participants from eight Inflexion portfolio companies completed the annual Impetus Triathlon. Through the generosity of Inflexion's portfolio companies and valued network, the Inflexion team and portfolio companies raised a combined total of £80,000. This was matched by the Inflexion Foundation to reach a total of £160,000, once again making Inflexion the highest fundraiser for the Impetus Triathlon. Over the last seven years, Inflexion has raised over £1.35m for Impetus by fundraising for the triathlon event.

**“Inflexion and their portfolio companies are an esteemed partner of Impetus. We are grateful for their commitment to helping young people from disadvantaged backgrounds achieve more and better education and employment outcomes. As we celebrate 21 years of impact at Impetus, we recognise the invaluable support that Inflexion have provided us through their fundraising and pro-bono work. Thank you.”**

Eleanor Harrison, CEO, Impetus

## Future plans

Impetus' long term goal is to significantly increase its impact and influence in the sector whilst delivering improved sustainability. Ultimately, it's about helping more young people from disadvantaged backgrounds achieve better education and employment outcomes. Impetus aims to do this by growing its charity portfolio, driving more funding to effective interventions, and growing its policy influence so that many more young people can benefit from effective support. In 2024, Impetus will launch a new five-year strategy, investing in capacity building and scaling brilliant organisations to help transform the lives of even more young people from disadvantaged backgrounds.



**>2M** YOUNG PEOPLE LIVE IN POVERTY IN BRITAIN TODAY

**40%** THEY ARE 40% LESS LIKELY TO GET GOOD GCSEs AND 40% LESS LIKELY TO GO TO UNIVERSITY

**2X** AS LIKELY TO BE OUT OF A JOB OR STUDY AFTER SCHOOL



# ROUNDHOUSE

The Roundhouse is on a mission to raise the creative potential of the UK and does so through an iconic music and arts venue in Camden.

Since the 1960s they've opened up space for creativity to lift spirits, people and communities – day in, night out. From young people to leading artists, everyone can experiment, take risks, and be a part of incredible live events that go down in history.

Alongside live events, harnessing the creativity of young people and new artists is built into their DNA. Through their ambitious youth programme for 11-30 year olds, young people can take part in workshops that ignite a passion, learn how to break into the industry, or use affordable spaces to work. They also nurture freelancers and entrepreneurs that

are changing the future of the creative industries. These can be accessed through affordable drop-ins to allow people to try something new or develop budding skills, workshops taught by professional tutors to provide practical experience, or longer term courses and programmes for those looking to invest more in their creativity.

The Roundhouse currently works with 8,000 young people and has ambitious plans to reach 15,000 over the coming years, at a time when young people need support more than ever.

## Inflexion and Roundhouse

The Inflexion Foundation is a longstanding supporter of the Roundhouse, with its £1.5 million donation providing the green light to break ground for Roundhouse's new creative centre which opened in June 2023. Roundhouse Works is a brand new high-spec building within the historic grounds of the iconic Roundhouse where members benefit from collaborating with and learning from fellow creatives and industry experts. The new creative centre for 18-30 year olds includes multiple studio spaces, a podcast studio and the Inflexion Workspace, a home for creative freelancers and entrepreneurs in London who want to turn their creativity into a career. Roundhouse Works is responding to the lack of diversity in the creative industries and the cost-of-living crisis by ensuring opportunities are affordable, accessible and have wrap-around support for members.

Inflexion Managing Partner Simon Turner has served as Chair of the Roundhouse's Board of Trustees since 2017. Andrew Priest, Inflexion Partner, is also on the Development Board, helping the organisation find additional funding through company sponsorship and direct contributions from new supporters.

## Yorkshire Three Peaks

For the fourth year running, an ambitious group of Inflexion colleagues undertook the annual Roundhouse fundraising challenge. This year the team took on the Yorkshire Three Peaks. All members of the Inflexion group completed the 1,600m of ascent and 26 miles in under 12 hours. Through the generosity of Inflexion's valued network and matching by the Inflexion Foundation, £140,000 was raised by Inflexion.

In the last four years, Inflexion has raised over £790,000 for the Roundhouse through its annual fundraising challenge.

## Future plans

Following the opening of Roundhouse Works, the organisation is looking to expand the number of young people they work with to 15,000 a year.

This includes growing the Self Made Series, which is also supported by Inflexion. The Series brings creatives at the top of their game to run sessions with aspiring freelancers and entrepreneurs on real world topics to help develop their careers and businesses.



Last year, the Roundhouse worked with 8,000 young people, of those:

**60%** CAME FROM AREAS RANKED AS THE MOST DEPRIVED

**53%** WERE FROM THE GLOBAL MAJORITY

**100** PEOPLE SIGNED UP FOR MEMBERSHIP TO THE INFLEXION WORKSPACE WITHIN THE FIRST FIVE MONTHS OF OPENING

**“** I've always been proud to support the Roundhouse and am consistently impressed by their work to support young people into the creative industries, the leading light of the UK economy. Roundhouse Works is a great example of the level of ambition we need across the country to equip the next generation with the skills and support they need to succeed in the arts. **”**

Sir Keir Starmer QC,  
MP for Holborn & St Pancras

# INTO UNIVERSITY

**IntoUniversity tackles the socio-economic and educational inequality that makes it much harder for young people living in the UK's least privileged neighbourhoods to reach their potential.**

This is important because for many of these children, homes are often overcrowded with nowhere quiet to study, devices are shared between siblings and money is too scarce for tutors and extra-curricular activities. Many families are caught in a vicious cycle, where the disadvantages of one generation are passed onto the next, creating neighbourhoods where for decades, poverty and educational underachievement go hand in hand.

The challenge is tougher since the pandemic, with young people experiencing months of lost learning and missed opportunities for work experience and skills development.

IntoUniversity was set up 20 years ago to address this, and does so through local, grassroots learning centres offering long term programmes of support throughout Primary and Secondary school – and into university and employment. Through after-school study sessions, mentoring meetings and its FOCUS programme which inspire and support ambition, IntoUniversity provides the dedicated, long term support that can break cycles of disadvantage and help young people reach their full potential. Today IntoUniversity operates 41 learning centres in 24 UK towns and cities, supporting over 50,000 young people in 2023, with ambitions to expand to 50 centres by 2027 to work with thousands more young people in need of support.

## Inflexion and IntoUniversity

Inflexion has been working with IntoUniversity for three years, providing funding as well as extensive, high-quality support to the organisation's students. 2023 saw 19 Inflexion volunteers support as Corporate Mentors, Business and Career in FOCUS volunteers across three Inflexion-hosted events reaching nearly 80 students.

These events were impactful and provided experiences to help young people in the classroom and beyond. For example in October 2023, Inflexion welcomed 30 Year 10 students from IntoUniversity's Brent centre for a 'Business in FOCUS' day. Inflexion volunteers mentored and advised the students as they competed in two teams during a high-impact business simulation. Their goal was to create and pitch a winning business idea. The day saw students develop essential soft skills such as leadership, teamwork, and presentation skills, and get the chance to experience a real corporate environment.

## Future plans

In response to the increasing pressures of the last few years, IntoUniversity has revised its strategy for 2023 – 2027. The charity is more determined than ever to launch new centres in high-need locations, and aims to operate 50 learning centres (up from 41 now) that will serve 60,000 young people per year, contributing to systemic change in social mobility and making a lasting change in areas often left behind by society.

**“The Inflexion volunteers were extremely organised in preparing workshops. I was really impressed with how driven and enthusiastic each volunteer was to deliver a high-quality experience for our students, including creating excellent resources for our students to engage with. Visiting the Inflexion offices and engaging with passionate volunteers were invaluable experiences for our young people in gaining first-hand exposure to the world of work. Our students were always treated professionally by Inflexion volunteers and this had a positive impact on connecting their education to future career opportunities.”**

George Coulton, Centre Leader,  
IntoUniversity North Islington

Having already made a tangible impact on the lives of 190,000 young people, there are still many young people experiencing disadvantage, which creates significant barriers to them reaching their academic potential. The organisation is prioritising the development of its internal infrastructure to ensure the best support is available for staff at all times, alongside new challenges and progression opportunities to retain and develop the highly skilled staff team. Both the education landscape and the workplace are constantly evolving, and this necessitates an agile, responsive approach from IntoUniversity to ensure its students are supported to meet the needs of the future they are stepping into.

**“The Business in FOCUS Programme has helped me understand a career that I want to do in the future, which is business. Because the programme has gone into business in much more detail, I now have a much better understanding of what is needed but also the importance of different roles that go into making a business successful, for example brand director and sponsoring. I really enjoyed presenting in front of the committee, it was a real-life experience of what people may ask for and demand in a business environment.”**

IntoUniversity student,  
Business in FOCUS day March 2023

**64%** OF INTOUNIVERSITY'S 2022 SCHOOL LEAVERS PROGRESSED TO HIGHER EDUCATION, COMPARED TO 29% OF STUDENTS FROM SIMILAR BACKGROUNDS NATIONALLY

**84%** OF PARENTS SAID THEIR CHILDREN HAD A BETTER ATTITUDE TO LEARNING

**80%** OF PARENTS SAID THEIR CHILDREN ARE MORE LIKELY TO GO TO UNIVERSITY

**52K** STUDENTS WERE SUPPORTED BY OUR CENTRES ACROSS ENGLAND AND SCOTLAND



# THE PRINCE'S TRUST

The Prince's Trust helps young people from disadvantaged communities and those facing the greatest adversity to build the confidence and skills they need to live, learn and earn.

The Prince's Trust believes that every young person should have the chance to succeed, no matter their background or the challenges they are facing. Through a range of programmes and mentoring opportunities, The Trust helps 11-30 year olds across the UK re-engage with education, gain essential skills for work, or start a business.

The Prince's Trust was founded by His Majesty King Charles III in 1976 when he was His Royal Highness The Prince of Wales. Since then, The Trust has continued to evolve, reacting to growing unemployment in the 1980s, relaunching rock concerts in Hyde Park and partnering with the Premier League in the 1990s, focusing on long term joblessness in the 2000s and pivoting to deal with the economic malaise of the 2010s, which saw 1 in 5 16-20 year olds out of work. Today, The Trust is supporting a generation of young people who are feeling the devastating effects of a

cost-of-living crisis after suffering massive disruption to their education, jobs, and social lives as a result of the pandemic.

The Trust's programmes ultimately support young people on a pathway to employment or self-employment, as having a job or running a business can promote a more stable, fulfilling life. Through the 'Achieve' programme and 'Mosaic' mentoring, The Trust helps disadvantaged young people to rebuild their confidence and prepare for life beyond the classroom. Programmes such as 'Explore' and 'Team' encourage those who are furthest away from the workplace to move forward, while a range of 'Get Into' courses support young people who are work-ready access jobs in different sectors. Other initiatives include 'Black Pound Marketplace' which showcases the work of Black business owners who have graduated from The Trust's 'Enterprise' programme.

## Inflexion and The Prince's Trust

As longstanding supporters of The Prince's Trust, Inflexion is incredibly impressed with the important work it does. To strengthen the support further, in summer 2023 Inflexion committed £100,000 per annum over the next three years. On average, £100,000 supports 83 young people across the Trust's range of programmes helping to build their confidence, re-engage with education, move into employment, or set up a business. As a result of Inflexion's support, many young people across the UK can and will look forward with hope.



**“ Inflexion have been such an important part of The Prince's Trust family for many years, and your unwavering support will continue to have a very significant impact on young people across the UK when so many are worried about the future. As young people grapple with a cost-of-living crisis, the impact of the pandemic, and an unstable jobs market, we are seeing an increased demand for all our programmes. We are therefore more reliant than ever on the generosity of our friends to ensure we can maintain our vital work helping the most vulnerable in our society to realise their potential through education, employment, and entrepreneurship. ”**

Frances Milner,  
Director of Fundraising & Marketing

## Future plans

In recent years, young people have faced growing mental health challenges, widening inequalities, ongoing disruption to their education, and the impacts of an unstable economy. The Prince's Trust will help young people not only to survive these challenges, but to obtain the skills and confidence they need to thrive.

As part of its 2021-25 Strategy, The Trust pledges to give more disadvantaged young people the opportunity to create a better future by maximising its impact and reach, by developing its community of supporters and partners, and by aligning programmes with the future economy and sectors so that young people have the best chance of success.

The Trust is also committed to becoming one of the UK's most equal, diverse, and inclusive organisations serving young people. As part of this aim, the organisation is working to reach more young people facing the greatest adversity by strengthening its support in key metropolitan areas, particularly where there are high levels of deprivation, unemployment, and diversity.



**1M** YOUNG PEOPLE HELPED TO DATE

**75%** YOUNG PEOPLE SUPPORTED BY THE TRUST MOVED INTO WORK, EDUCATION OR TRAINING OVER THE LAST FIVE YEARS

**46K+** YOUNG PEOPLE SUPPORTED BY THE TRUST IN 2022-23

# KAZERNE REIGERSBOS

Kazerne Reigersbos is an Amsterdam-based community centre launched to connect its local Reigersbos community and serve as a hub for creatives and starting entrepreneurs.

In 2023 the Inflexion Foundation announced a long term commitment to Kazerne Reigersbos with a grant of £50,000 per annum for the next three years.

Kazerne Reigersbos, which translates to "Reigersbos Firehouse", was founded in 2020 by Maru Asmellash to provide enhanced facilities and bring together creatives and starting entrepreneurs in the Reigersbos area of Amsterdam Zuid-Oost, an area benefitting from a close-knit community as well as being spacious and green, but at the same time characterised by a social-economic position below the Amsterdam average.

The Kazerne brings together diverse groups of people across age groups with interest in art, culture, music and sport. The centre's 18 studios are used by creative entrepreneurs, artists and cultural organisations, while its music studio attracts a variety of talent, including a band nominated for the 2022 Amsterdam art prize. The Kazerne also comprises neighbourhood workplaces, a kitchen, coffee bar and indoor sports facilities, and represents the only community centre in Reigersbos.

## Inflexion and Kazerne Reigersbos

The impressive work the Kazerne has undertaken in the last couple of years is testament to the positive outcomes that can be achieved when strong community spirit is harnessed. The Inflexion Foundation is familiar with this through its long term support of the Roundhouse in London, which illustrates the positive impact a space for creatives can have on the local community. Members of Inflexion's Amsterdam office are acting as a strategic sounding board to the team at Kazerne with respect to their growth plans.



**“** We are grateful to the Inflexion Foundation for their belief in our model. Their generous financial commitment alongside their experience in working with an organisation similar to ours in London makes us confident we will benefit greatly from their funding and support. **”**

Maru Asmellash, Founder, Kazerne

## Future plans

Looking ahead, Kazerne Reigersbos aims to develop more programmes to serve even more visitors and provide more activities. By increasing the quality and activities, as well as the occupancy rate, Kazerne Reigersbos will further increase their mixed audience of professionals, artists, creative minds and students in the Amsterdam South-East region, offering a place of creativity and entrepreneurship with a focus on inspiring (young) talent and personal development.

As a first step in the partnership between Kazerne Reigersbos and Inflexion, an event was organised in November 2023 which saw the Inflexion team get together with various local fledgling entrepreneurs to discuss their business, the challenges they face and explore ways in which the Inflexion team can positively contribute to the businesses' development by sharing their experience, knowledge and network.

**30** EVENTS ORGANISED PER WEEK IN 2022, RANGING FROM WORKSHOPS AND MASTERCLASSES TO SPORTS ACTIVITIES

**18** STUDIOS USED BY CREATIVE ENTREPRENEURS, ARTISTS AND CULTURAL ORGANISATIONS

**90K** INHABITANTS IN THE AREA, OF WHICH MORE THAN ONE-THIRD ARE BETWEEN 15-30 YEARS OLD

 This marked the Foundation's first Netherlands-based partnership, following the opening of Inflexion's Benelux office in Amsterdam in 2021.



# ROYAL GEOGRAPHICAL SOCIETY

The Royal Geographical Society (RGS) is a charity which focuses on protecting the environment through education.

The RGS was founded in 1830 with the goal of sharing knowledge about the natural world and has become a leading advocate and influential voice for geography in the UK.

RGS champions the vital contribution that geography brings to our understanding of the rapidly changing environmental and social challenges facing us, as well as how best to tackle them. RGS addresses this through education, research, fieldwork, and public engagement in long term projects which support

organisations in building and establishing lasting projects and relationships to meet RGS's aims and objectives.

The Society works with a wide range of audiences including teachers and pupils in schools, academics and researchers in higher education institutions, professional geographers in the workplace, researchers and expeditioners in the field, and members of the public with a curiosity about our world.

## Inflexion and Royal Geographical Society

The Inflexion Foundation's strategic partnership with RGS is directly supporting two of its pilot projects:

- Geography for All works to improve access to geography as a subject and therefore to encourage diversity within RGS's discipline, building on RGS's research on under-representation and experiences of who is and isn't studying geography.
- Earth Stories develops new approaches in communicating about sustainability by bringing together leading climate, biodiversity and sustainability specialists with culture and media industry decision-makers as well as leading creative talent to improve and enable public understanding of this important subject.

## Future plans

Future Earth Stories media seminars are planned for broadcast commissioners and a gathering of executives and creative talent drawn from theatre, film and the arts. The design, content and themes will build on feedback received from specialists and broadcast attendees from recent RGS events and major cultural institutions which are helping to build a well targeted participant list.

**“** Support from the Inflexion Foundation has seen the 'Geography for All' initiative evolve in 2023 from a small research project into a whole community networking function, and 'Earth Stories' deliver a programme of opportunities for specialists, industry leaders and decision makers to creatively engage with sustainability issues. Positive feedback received through engagement with participants and wider networks has demonstrated proof of concept in 2023. We look forward to harnessing the convening power of the Society to drive forward and develop these activities during 2024, continuing our mission to share geographical knowledge and understanding to all. **”**

Professor Joe Smith,  
Director, Royal Geographical Society

In addition, field trips to a series of engaging sites of expertise and experiments are being planned. The Society is engaging currently with the Royal Botanic Gardens in Kew, the Scott Polar Research Institute, the British Antarctic Survey in Cambridge and a Premier League football stadium to build an impactful programme. Based on the positive impact of Ice Station RGS, a future event, Base Camp RGS, is planned for the end of March 2024 that will explore key issues facing high mountain areas with a similar mix of tones and voices. The Earth Stories pilot events have surfaced an unmet need amongst prominent or potentially prominent figures who wish to do good citizenship around sustainability issues but fear exposure due to lack of knowledge or advice.

Summer 2023 saw the Geography for All initiative evolve from a small research project established through this Inflexion Foundation funding into a 'whole community' networking function. This has effectively served as a pilot of an approach that sees the Society as a nexus / scaffold / network support / capacity building hub. The Geography for All advisory board and wider network have agreed the value of this approach and that proof of concept was demonstrated in 2023.

**19%** GROWTH IN GEOGRAPHY GCSE ENTRIES BETWEEN 2010 AND 2023 TO 208K

**25%** OF TEACHERS WHO JOINED RGS'S NETWORK HAD RECEIVED ANY PREVIOUS EDI SUPPORT IN GEOGRAPHY

**40%** OF TEACHERS NATIONALLY ARE RUNNING LESS FIELDWORK SINCE BEFORE COVID

This strategic partnership is the first to focus on the environment since the Inflexion Foundation broadened its scope in 2023, reflecting the fundamental importance of sustainability as well as Inflexion's commitment to being a responsible investor.



# LONDON WILDLIFE TRUST

London Wildlife Trust is dedicated to protecting, conserving and enhancing the capital's wildlife and wild spaces. Central to their work is a vision of a London alive with nature, where everyone can experience and enjoy wildlife.

The Trust manages 36 free-to-access nature reserves across the capital and engages with London's diverse communities through practical land management, campaigning, volunteering and education. Their work is supported by 1,500 regular and corporate volunteers and 16,000 members.

There has never been a more important time to encourage people to explore and connect with nature. We are facing a climate and ecological emergency and the UK is in the midst of a mental health crisis, particularly among young people.

The Trust is one of the largest nature education providers in the capital, giving over 10,000 school children meaningful nature experiences every year. The Trust takes a lifelong approach to learning, ensuring provision at each life stage: early years, primary, secondary, young adulthood and mature adulthood. Education activities are delivered mainly at five hub reserves across London, where children and adults can explore a range of wildlife habitats. These outdoor activities in nature boosts health and wellbeing, increases nature connectedness, and brings about high levels of enjoyment.

## Inflexion and London Wildlife Trust

In 2023, the Inflexion Foundation committed to a grant of £50,000 per annum for the next three years. The majority of the funding will be allocated towards the Trust's flagship education programme, and the remainder towards specific species reintroduction.

The species reintroduction has a specific focus on glow-worms which are in sharp decline across the capital due to habitat fragmentation, habitat loss, and the widespread use of pesticides. This project will work to record existing species in London, restore their specialised habitats and make targeted reintroductions. The Trust is asking the public to record their sightings [here](#).



**“ Huge thanks to Inflexion for their generous support of the Trust's education programme. Funding from Inflexion will enable 80% of children who attend a school learning session to learn something new about nature and wildlife. In addition, 89% of teachers surveyed in the last six months reported feeling more confident in using green space and nature in future lessons after attending a session at one of our nature reserves. We are really looking forward to delivering this programme which is so important for children living in London. ”**

Leah McNally,  
Director of Learning, Youth & Communities

## Future plans

During the winter months the Trust will be continuing with their popular family learning programme, which will link to the changing of seasons. They will also be preparing for their busy season from March to July when most schools want to book school sessions on the Trust's nature reserves.

For the glow-worm project, the Trust will carry out further surveys with a focus on West Kent Golf course where the majority of larvae were found. In preparation for reintroductions, they will carry out habitat enhancement at Denham Lock Wood nature reserve including tree work and scrub removal to open the vegetation to make it more suitable for glow-worms.

**“ The best bits of the visit were the knowledgeable staff, variety of wildlife, plenty of science links (life cycles, fair tests). ”**

Year 5 teacher, after a visit to Gunnersbury Triangle

**“ We loved that the children were allowed to experience various aspects of nature which made them really enthusiastic about it. ”**

Year 3 teacher, after a visit to Centre for Wildlife Gardening

From April to September 2023:

**6,379** CHILDREN ATTENDED OUTDOOR EDUCATION SCHOOL SESSIONS

**4,778** CHILDREN AND 4,524 ADULTS ATTENDED FAMILY LEARNING ACTIVITIES SESSIONS

**10** GLOW-WORM SURVEYS WERE CARRIED OUT ON TRUST SITES WITH SIGHTINGS OF 37 RECORDED



# KINETIC FOUNDATION

Kinetic is an innovative charity that uses a unique community sport model which provides diversionary activities, education and opportunities to some of the most vulnerable, ignored and overlooked young people in the UK aged 14-19 years old.

## THE NEED

The UK has low levels of social mobility and high levels of youth unemployment. This is disproportionately affected by one's social and demographic background.

## KINETIC'S VISION

That young people's outcomes are not disproportionately affected by their social and demographic background.

## KINETIC'S PURPOSE

Use football to engage young people and support them to complete post-16 education whilst developing their social and emotional skills.

### Kinetic runs three core programmes

- Kinetic Academy**  
 The Kinetic flagship programme aimed at 16-19 year olds. Students are placed in schools to provide post-16 education, social and emotional skills development including mentoring, entrepreneurship, employability, mental health and life skills. Alongside this, high-quality football coaching is provided.
- Kinetic Community**  
 Free weekly term-time football coaching for 14-16 year olds.
- Holiday & Food Programme**  
 Holiday football coaching free for young people eligible for free school meals.

## Inflexion and Kinetic

Inflexion's initial grant in 2021 enabled Kinetic to secure a full-time social media and marketing professional to help engage, recruit and retain participants in their programmes. Inflexion Investment Director James Stevens is a Trustee at Kinetic, fostering deeper ties, and in late 2022, a three-year programme of £50,000 per annum was agreed, helping to further deepen the firms' collaboration. This long term grant is supporting girls community sessions engaging over 100 young women, data transformation to support admissions, communication and impact recording, and the development of youth voice to increase engagement with participants in a structured way to better understand their needs and requirements.

The summer saw Inflexion again bring together its adviser network to host a 17-team football tournament, making it one team larger than the previous year. In addition to raising £20,000, the event also raised Kinetic's profile as a charity, with several companies subsequently looking to support Kinetic in their own way.



“ The long term support from the Inflexion Foundation has provided financial stability allowing us to plan our three-year strategic growth. Through widening participation, increasing our profile and strengthening our impact monitoring and reporting, we will create longer term sustainability for the charity. ”

James Fotheringham,  
Co-Founder, Kinetic Foundation

## Future plans

Inflexion's support has enabled Kinetic to embark on a number of initiatives:

**Girls Community Sessions** - Kinetic have successfully delivered girls community sessions aimed at 14-16 year olds.

**Data transformation** - Kinetic is digitally transforming its data to record and communicate demographics of all participants across its programmes, track activities hours and impact.

**Development of Youth Voice** - Kinetic engages its participants and makes their voice central to the organisation's work, and formalised its youth forum in 2023 to ensure that the activities delivered reflect the needs of the cohort.



95% OF KINETIC ACADEMY GRADUATES MOVE INTO FURTHER EDUCATION, EMPLOYMENT OR TRAINING

94% OF THE YOUNG PEOPLE KINETIC WORKS WITH COME FROM UNDERREPRESENTED ETHNIC BACKGROUNDS

52% ARE FROM THE 30% MOST DEPRIVED AREAS OF THE UK



# BOOKMARK

**Bookmark Reading Charity started in 2018 with the vision of wanting every child to read, with its literacy programme aimed at improving both children’s literacy skills and their attitude towards reading.**

Bookmark exists to change children’s life stories through the joy of reading. The organisation partners with schools to develop whole-school reading cultures and volunteers provide one-to-one reading support to children falling behind so that they can become better, more confident and joyful readers.

This is crucial, because one in six children who don’t read well by the time they are seven years old will not complete secondary education – a dropout rate 6x higher than children who can read well – significantly impacting their future employment and social mobility. Currently one in four children leave primary school each year unable to read well. These children will often struggle in school, and beyond, as struggling to read can contribute to poor educational attainment, and lower literacy in adulthood and has even been linked to a lower life expectancy. By inspiring the joy of reading, Bookmark aims to provide the motivation to read to every child and help them succeed in life.

Bookmark is unique in the literacy ecosystem for being tech-led and data-driven, with an innovative digital platform that matches schools to reading volunteers, and an online reading programme that enables a volunteer to support a child from their desk. The organisation’s programmes are evidence-based and evaluated by the National Literacy Trust, and its app matches schools with high quality, fully safeguarded, vetted, and trained reading volunteers. Bookmark also provides schools with tailored resources to embed an effective whole-school reading culture, enriching schools with diverse and high-quality books, great materials for children to read outside school, and support for teacher training and development.

In 2022/23, Bookmark supported 1,856 children with at least one full reading programme and volunteers delivered 40,100 one-to-one reading sessions. The organisation also piloted new initiatives to support literacy and promote whole-school reading cultures, including a grants programme and comic book club.

## Inflexion and Bookmark

Following on from an initial grant of £20,000 in 2021, the Inflexion Foundation agreed to a three-year commitment of £50,000 per annum for Bookmark. Members of the Inflexion team volunteer with Bookmark, reading with five children to date, which amplifies the effect of Inflexion’s financial contribution by allowing the organisation to reach more children. Inflexion’s Investment Director Tom Green has been on Bookmark’s Advisory Board since 2021, helping to connect Bookmark with the Inflexion portfolio.



**“ Support from the Inflexion Foundation and volunteers is allowing Bookmark to reach more children facing barriers to develop as readers so that they can have a fairer start in life. With their support, over the past year we have been able to deepen the impact of our literacy interventions for children in disadvantaged communities across the country with our one-to-one reading programme and high-quality resources. Thank you, Inflexion Foundation. ”**

**Emily Jack,**  
CEO, Bookmark Reading Charity

## Future plans

The literacy challenge remains a profound and far-reaching problem in the UK, and too many children are falling behind in their reading. Bookmark delivers an evidence-based, impact-focused, digital-first response to this problem, giving tailored reading support to children and schools who need help most. In 2023/24, Bookmark aims to deliver 50,741 reading sessions to children, which will represent 27% growth year-on-year. This will be achieved by harnessing and growing their volunteer community, and by working closely with valued school partners to deepen their engagement.

The charity will also extend key programmes that help to build strong and vibrant whole-school reading cultures. This means delivering diverse and high-quality reading materials and training resources to schools and children who need them, updating and transforming school libraries to create rich and welcoming reading spaces, and evaluating the best ways to support the budget and tech constraints faced by teachers. Taking a holistic approach to literacy, Bookmark can change the story for children in communities across the county.

**25% OF CHILDREN LEAVE PRIMARY SCHOOL UNABLE TO READ WELL**

**£81BN THE COST OF LOW LITERACY TO THE UK ECONOMY EACH YEAR**

**46% OF PRISONERS ARE UNABLE TO READ AT THE EXPECTED LEVEL OF AN 11 YEAR-OLD**

**92% OF TEACHERS SAY THEIR PUPILS ENJOY READING MORE AFTER A BOOKMARK READING PROGRAMME**

# PRO BONO & FUNDRAISING

Inflexion understands the importance of hands-on support to amplify the impact of its financial contributions, and so the Inflexion team get involved directly with furthering our partner charities' causes.

## Into University Business in Focus days

Twice a year we welcome a group of secondary students to the Inflexion offices to take part in a fast-paced business simulation to create and pitch a winning business idea. Inflexion volunteers support the students throughout the day and help them develop important soft skills such as leadership, teamwork and presentation skills.



## Kinetic football tournament

In June 2023, Inflexion hosted a football tournament together with the Kinetic Foundation which was attended by teams from Inflexion's adviser network. Each team was asked to make a £1,000 donation to Kinetic, resulting in £20,000 being raised for the charity.

## Impetus Triathlon

In September 2023, Inflexion employees together with participants from eight portfolio companies completed the annual Impetus Triathlon. Through the generosity of Inflexion's portfolio companies and valued network, a combined total of £80,000 was raised. This was matched by the Inflexion Foundation, reaching a total of £160,000, once again making Inflexion the highest fundraiser for the Impetus Triathlon.



## Yorkshire Three Peaks

For the fourth year running, an ambitious group of Inflexion colleagues undertook the annual Roundhouse fundraising challenge. This year the team took on the Yorkshire Three Peaks raising a total of £140,000.



**Backing** *ambition*

**inflexion**  
— FOUNDATION —

The Inflexion Foundation is registered at 47 Queen Anne Street, London, W1G 9JG.  
Registered Charity Number 1179624.