

Backing the best

Our portfolio partners 2025



Impetus



Introduction

Impetus is passionate about giving all young people, regardless of the circumstances that they were born into, the chance to succeed in education, work, and life.



Living in poverty means you are less likely to do well at school, less likely to go to university, and more likely to struggle to find and keep a good job. Hundreds of thousands of young people in the UK are stuck in this cycle of underachievement and unemployment, but the work that our portfolio partners do

every day shows us that this is not an inevitable outcome.

At Impetus, we spend time finding organisations and leaders that have huge potential for impact and working to help them grow and improve their impact – through funding and expert guidance and support – so they can deliver on their promises to the young people they serve.

Our portfolio partners are intentionally diverse. Some have national reach; others are developing a regional footprint or a deep presence in a place. Some work with broad groups of young people; others work intensively with more defined groups, providing tailored support. Some we have worked with for years; with others, we're just at the start of our journey together.

But they have a few crucial things in common.

They are all working to narrow the gaps in education or employment for young people from disadvantaged backgrounds. They are committed to improving their impact and demonstrating the difference they're making. And they all show that, with the right support, every young person can succeed, regardless of background.

Our unique approach is helping our portfolio partners become more effective and reach more young people. We provide them with long-term funding, the expertise of our dedicated Investment team, and access to our world-class pro bono network. It is getting results: the right support is going to the young people who need it and transforming their lives.

With our new five-year strategy to grow our reach and impact, we're on track to expand our portfolio and support even more organisations that are making a real impact and setting best practice for the sector.

By backing Impetus you are backing a unique and effective model of support and a group of organisations that are getting more young people better qualifications and better jobs.

Sebastien Ergas
Portfolio Director

About us

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

As a leading impact funder, we build strong organisations that are delivering the most promising interventions for young people. We give their leaders three essential ingredients for making real impact: long-term unrestricted funding; intensive support to focus their mission, understand their impact, and develop their leadership team; and

a policy platform to build the case for large scale government intervention.

Working closely with leaders who are tackling these problems every day means we understand what it takes to have real impact on the causes of persistent disadvantage, so that all young people have a clear path to success.

Our approach

We have a unique approach to working with our partners. We provide funding, the expertise of our dedicated Investment team, access to our world-class pro bono network, and a policy platform for large scale change.

FUNDING

We provide and leverage long-term, unrestricted funding from a network of corporate partners, foundations, and individuals, so that our portfolio partners can build their capacity to consistently deliver high-quality programmes as they grow. As a result, our portfolio partners are able to strengthen the core activities needed to increase their impact.

INVESTMENT TEAM

Our Investment team works shoulder-to-shoulder with our portfolio partners to help them become stronger. When we work with an organisation, we are with them for the long haul – supporting them to develop, implement, and evidence their programmes, to build a great leadership team and a sustainable, scalable organisation.

PRO BONO

Experts from our high-end pro bono network supplement the support provided by the Investment team. We carefully match our portfolio partners with experts who will offer solutions to the specific strategic and operational challenges facing them.

POLICY PLATFORM

We want all young people to succeed, so we take the insights from our portfolio partners, and, along with our own research, shape the public debate through media profile and coalition building to drive tangible policy change, so that programmes we know work to improve outcomes for young people can be delivered at scale.

Value delivered to portfolio partners in 2023/4

£7.5m

Total value delivered to our portfolio partners – including grants, expertise provided by our pro bono network, and the hands-on management support from our Investment team

£4.7m

In direct investment, through our funders and partners

£2.1m

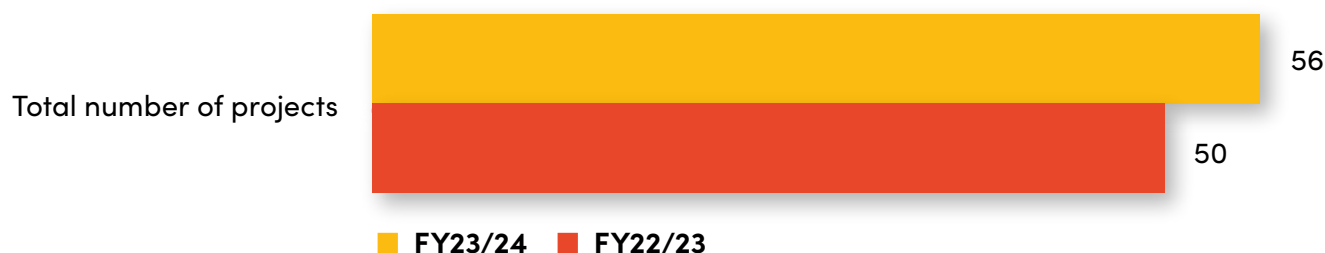
Value of pro bono support to our portfolio partners

£700k

Worth of support from our Investment team

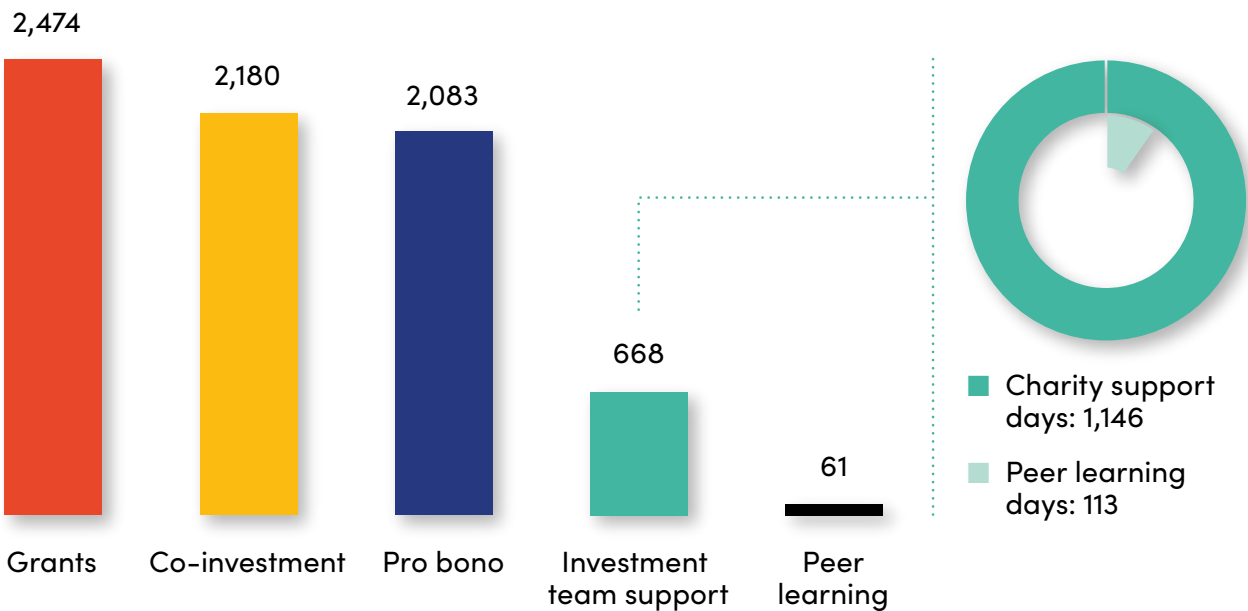
Last year, we supported our portfolio partners through 56 pro bono projects. Our world-class pro bono network – made up of more than 350 professionals and 40 companies – help our partners to coach leadership teams, develop strategic reviews and business plans, manage impact, fundraise and manage finances, and tackle legal issues.

This year, we supported our portfolio partners through additional pro bono projects, including a high-value strategy project.



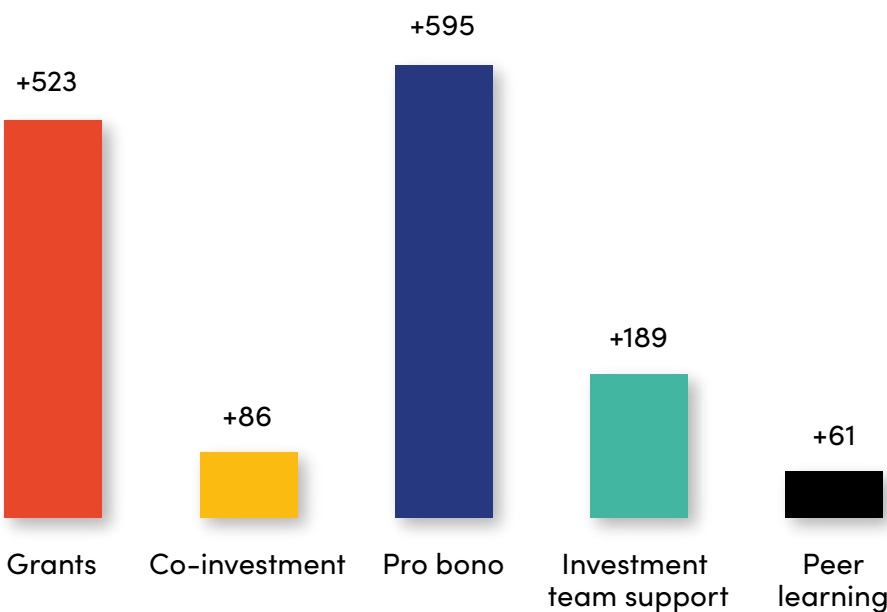
Combined, we delivered £7.47m of value to our charity partners in FY23/24, an increase of £1.45m vs. FY22/23.

£7.47m value delivered in FY23/34



* '000s. Investment team support will increase as not at FYE for FY23/24. Based on charge out rate.

£1.45m more than in FY22/23...



Shows +/- value in FY22/23, '000s. *PeerLearning value time last year was included in 'Investment team support'.



Spotlight on Impact: Khulisa and EY Parthenon

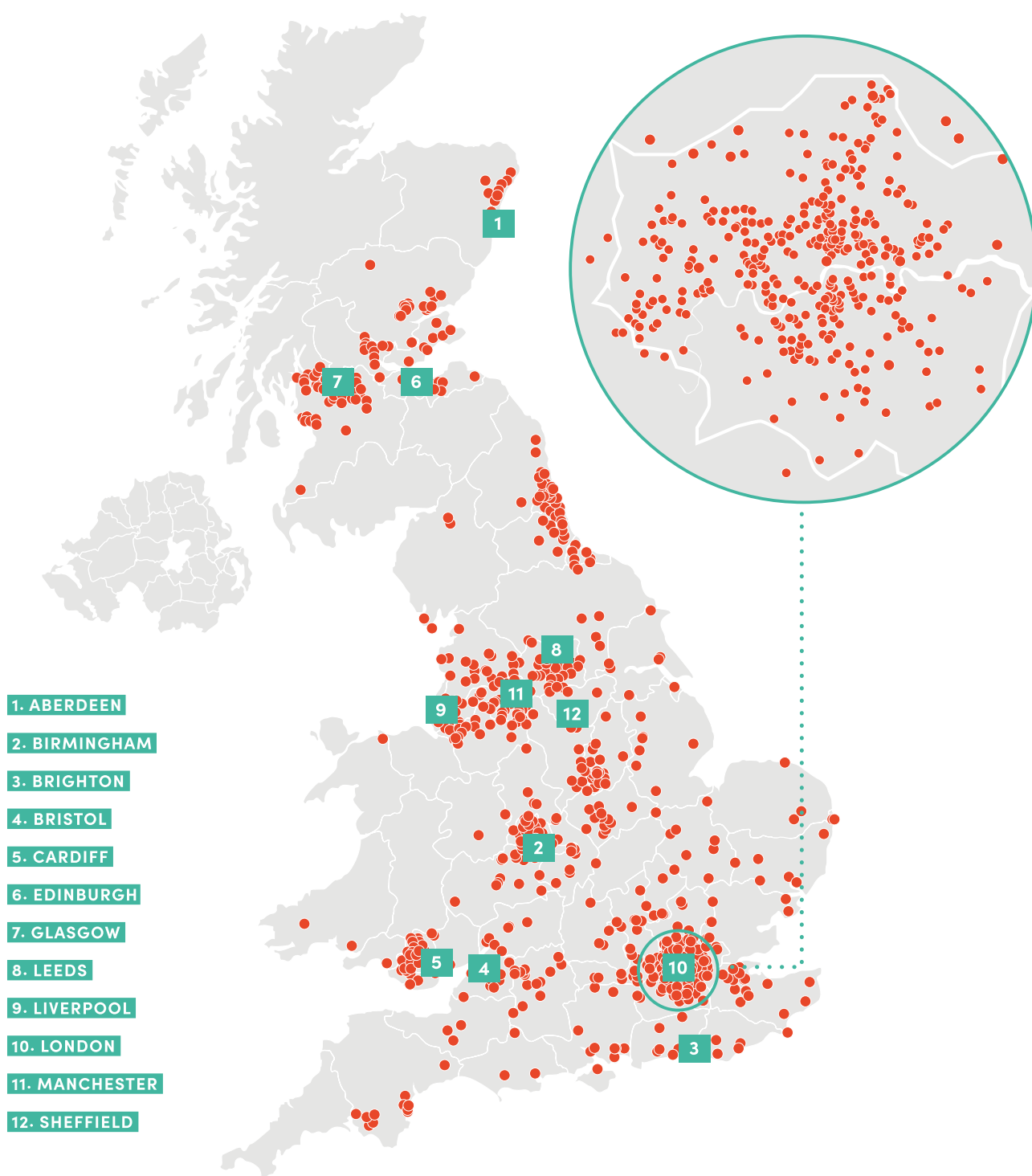
After joining our portfolio, Khulisa, who work therapeutically with marginalised young people at risk of exclusion, sought to transform their flagship programme to build on impact. In addition to enhancing social and emotional wellbeing, they committed to improving the educational outcomes of the young people they worked with. This ambitious shift required a strategic overhaul to manage growth and ensure long-term sustainability – and pro bono support was essential.

Impetus connected Khulisa with EY Parthenon, one of our pro bono partners, to co-create a detailed three-year strategic plan that helped them align their financial and operational models with their new direction.

“It was through bringing together EY’s skills ... with our skills, doing that in partnership in a way that was co-created where we really trusted each other – that’s where I felt like the magic happened.”

Jodie Wickers, CEO, Khulisa

Where our portfolio partners work



Managing our portfolio

We work with the most promising organisations who are supporting young people in the UK to succeed at school and in work.



OUR PORTFOLIO PARTNERS TACKLE:



SCHOOL ENGAGEMENT:

by reducing the rates of persistent absence and exclusion in schools, we can keep young people in the classroom and set them up for future success.



SCHOOL ATTAINMENT:

educational qualifications are strongly correlated with positive life outcomes – but young people from disadvantaged backgrounds are 40% less likely to get good GCSEs than their better-off peers.



SUSTAINED EMPLOYMENT:

numbers of young people out of education, training, and employment remain persistently high, with young people from disadvantaged backgrounds disproportionately impacted.

We provide our portfolio partners with bespoke support throughout their journey with us.

	SUPPORT	EDUCATION CHARITIES	EMPLOYMENT CHARITIES
FOCUS	Develop an impact strategy and a three-year plan to roll it out.	<ul style="list-style-type: none"> Two Counties Trust Co-Op Academies Trust School of Hard Knocks Empire Fighting Chance 	<ul style="list-style-type: none"> Breadwinners Business Launchpad IMO Sister System Streets of Growth
BUILD	Deliver outcomes reliably and sustainably. Build core leadership and a business model and manage growth.	<ul style="list-style-type: none"> The Difference JET Khulisa Kids Inspire MCR Pathways Olive Academies 	<ul style="list-style-type: none"> Ada Generation UK
GROW	Refine the model, evaluate impact, and accelerate growth. Build the team and plan for scale-up.	<ul style="list-style-type: none"> AllChild (WLZ) Football Beyond Borders The Tutor Trust Voice 21 	
SCALE	Deliver proven impact to more young people.	<ul style="list-style-type: none"> Action Tutoring 	
SUSTAIN	Support continued growth.	<ul style="list-style-type: none"> IntoUniversity 	
ALUMNI		<ul style="list-style-type: none"> The Access Project 	<ul style="list-style-type: none"> ThinkForward Resurgo

Our impact

We help organisations to strengthen their programmes, improve their outcomes, and consistently deliver performance as they grow.

Our investment criteria reflect our key priorities:



IMPACT

Strength of programme, approach to performance management, level of evidence.



LEADERSHIP

CEO's individual leadership, strength of the Senior Leadership Team and the Board.



PARTNERSHIP

Fit with Impetus mission, commitment to our partnership, engagement with our support, contribution to Impetus policy and fundraising objectives.



POTENTIAL TO SCALE

Overall financial health, growth potential and performance, income model, strength of brand.

What our portfolio leaders say about us...

An incredibly supportive partnership that has made such a difference to the organisation, building strong and robust data models around delivery and outcomes. Very strong partnering, guidance, and coaching approach taken, skilled teams and quick to respond. Being part of the Impetus portfolio over these years has meant a lot to the organisation – both staff and trustees.

Anonymous Charity CEO surveys, 2024

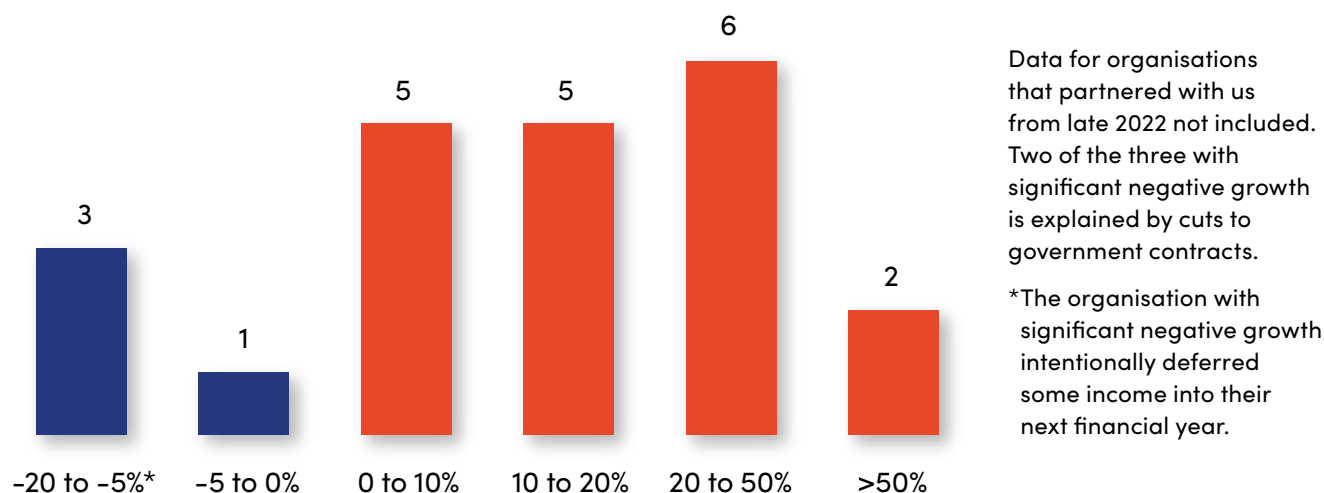
Overall we have had a brilliant experience, and all of our investment directors have provided excellent support; we have had transformative pro bono projects.

Anonymous Charity CEO surveys, 2024

With our targeted support, the organisations we fund are stronger, delivering better results, and scaling to reach more young people.

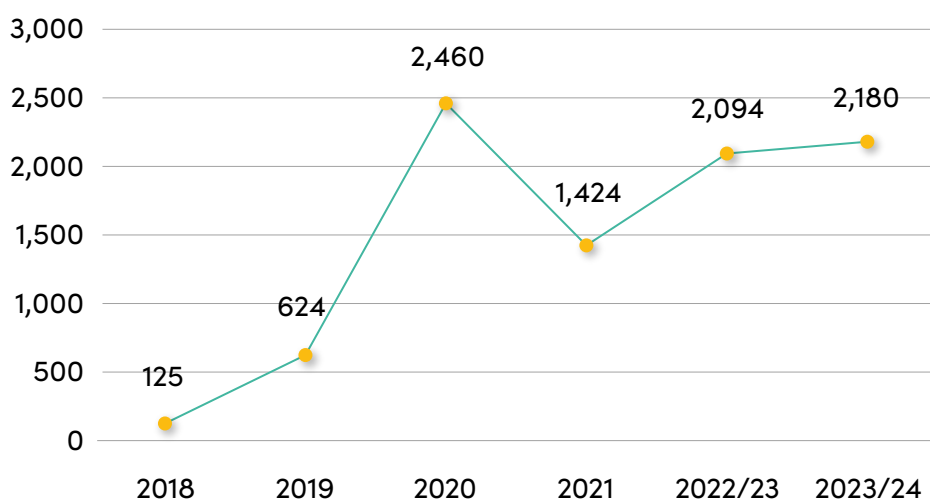
We support our portfolio partners to become stronger and more resilient organisations

2023: Number of partner organisations growing their income by:



We set up and manage additional funding streams for our partner organisations

Funding delivered to our partner organisations through co-investment over time (£000's)

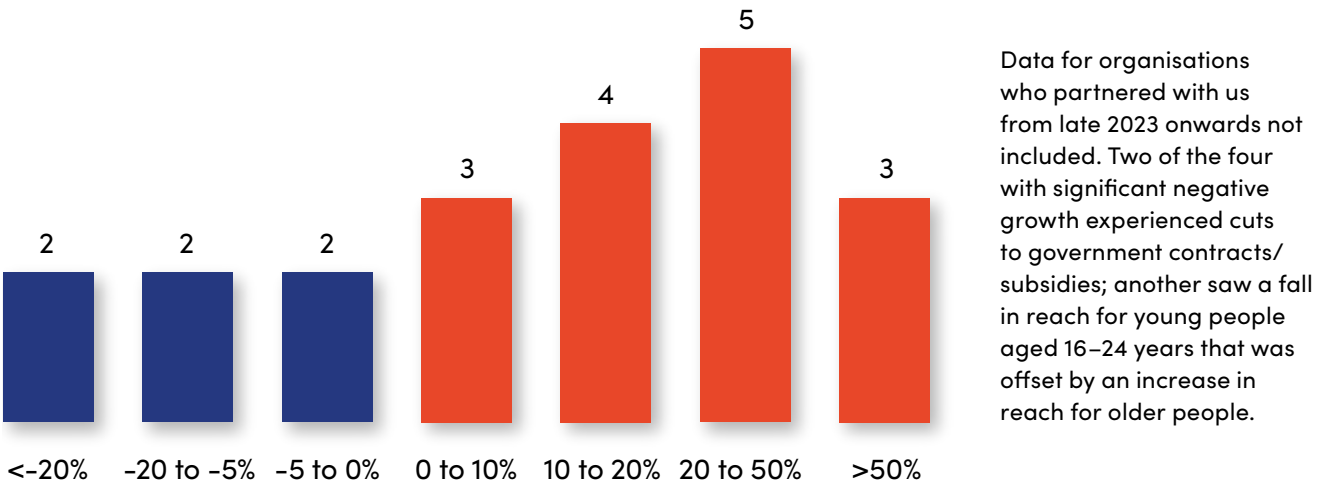


The 2020 investment spike was a result of additional investment raised to combat the impact of the Covid-19 pandemic. Data for organisations who partnered with us from late 2023 onwards not included.

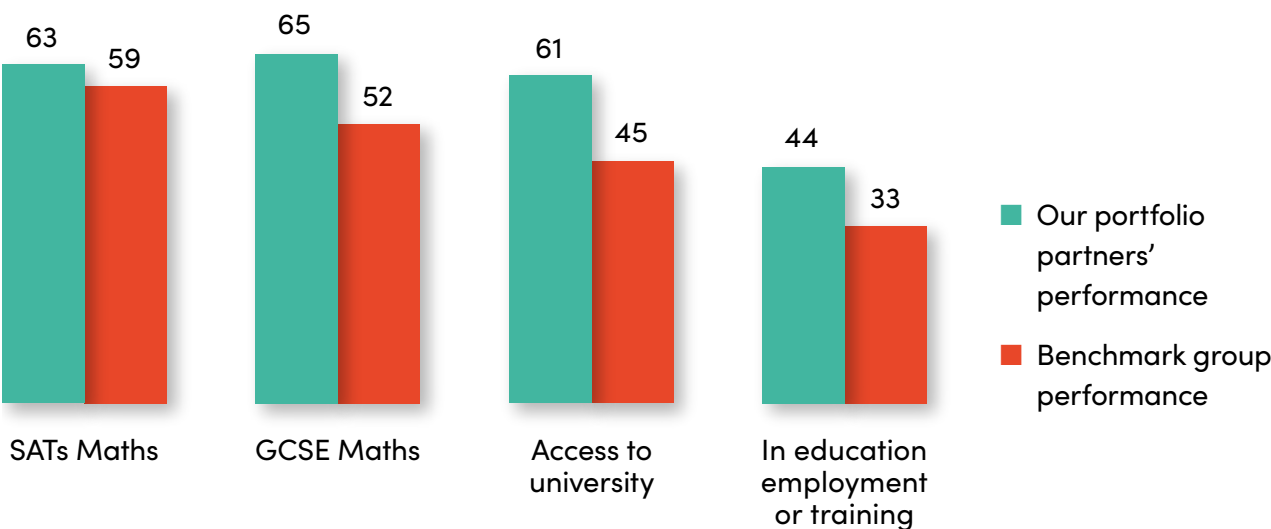
* We changed our financial year end from December to March in 2023.

Impetus, for me, symbolises: 1. Progressive action: A constant push forward, ensuring the charity stays relevant, effective, and responsive. 2. Purpose-driven direction: While many organisations work toward goals, Impetus seems to represent purposefulness, each step forward is meaningful, measured, and impactful. It's the kind of dynamic force that could be felt in both internal operations and external outcomes, pushing us to do more, innovate, and achieve our mission very soon. Anonymous Charity CEO surveys, 2024

We support our partner organisations to become bigger – to help more young people
 2023: Number of partner organisations growing their reach by:



We support our partner organisations to become better – to improve the impact they are having on the lives of young people



Impetus does a great job finding and supporting charities to improve life chances for the most vulnerable young people; its senior team is supportive, committed, driven, and mission focussed. Anonymous Charity CEO surveys, 2024

Impetus are our most important partner with regards to impact and scale. We would be in a much weaker position without their support. Anonymous Charity CEO surveys, 2024



Education

Only 43% of young people from disadvantaged backgrounds pass their GCSE English and maths exams, compared to 73% of their better off peers. Pass rates drop further to a shocking 5% for those in alternative provision.

Our portfolio partners provide a variety of support within schools to help close the attainment gap and ensure all young people can succeed in school.

Action Tutoring

The need: Good GCSE grades are gateway qualifications for further study and fulfilling work. Only 43% of young people from disadvantaged backgrounds pass GCSE English and maths, compared to 73% of their better off peers.

Our portfolio partner: Action Tutoring works across the country providing trained volunteer tutors to support pupils from disadvantaged backgrounds to pass their English and maths GCSEs and SATs exams.

Our impact: Over the 10 years we have worked with Action Tutoring, we've supported them in creating a strong curriculum, a longer programme, and new performance management processes. And it's worked – primary school pupils facing disadvantage who received 10 or more tutoring sessions with Action Tutoring saw a 14-percentage point average jump in maths and a 7-percentage point gain in reading standards.



The combination of funding and support to answer the tough questions makes the Impetus model one that drives organisational excellence. It supercharges impact-driven approaches while supporting leadership to build an organisation that lasts.”

Jen Fox, CEO, Action Tutoring



Year joined:
2014



Investment phase:
Scale



Income (2022/23):
£3.6 million



Young people supported:
5,743



Age range:
9–16



Location: Birmingham; Bristol; Chester; County Durham; Coventry; Derby; Liverpool; London; Newcastle; Nottingham; Sheffield; Sussex

AllChild (formerly West London Zone)

The need: Children from disadvantaged backgrounds have, on average, weaker Social and Emotional Learning skills, which is linked with poorer mental health, lower academic attainment, and poorer employment outcomes. Interventions that promote the development of these can lead to gains in academic performance.

Our portfolio partner: AllChild helps children and young people build the relationships and skills they need to get on track socially, emotionally, and academically to thrive in adulthood. AllChild's work spans across four London boroughs. In September 2024, AllChild expanded their communities of reach with their Impact Programmes launching in the communities of Leigh, Atherton, and Tyldesley in Wigan.

Our impact: We've supported AllChild in helping shape their programme for maximum impact, develop their leadership team, and secure a significant amount of co-investment funding to ensure their programme remains sustainable and can reach more than 1500 young people per year.



Impetus led us to ask critical questions about our model and our impact that we wouldn't have asked ourselves."

Louisa Mitchell, CEO, AllChild



Year joined:
2017



Investment phase:
Grow



Income (2022/23):
£6.6 million



Young people supported:
1,561



Age range:
5-16



Location: Greater Manchester; London

Football Beyond Borders

The need: More than 9,000 young people were permanently excluded in the UK in 2023. Only around 5% of excluded young people pass their GCSEs in English and maths. There is strong evidence to suggest that Social and Emotional Learning (SEL) interventions can promote the development of social and emotional skills, which lead to gains in academic performance.

Our portfolio partner: Football Beyond Borders uses football to support young people who are disengaged or at risk of exclusion from school to gain the qualifications and skills they need to successfully transition to adulthood. Their four-year programme drives SEL through classroom-based group work, one-to-one therapeutic mentoring, and pitch-based football sessions, ultimately improving engagement and achievement at school.

Our impact: We've worked with Football Beyond Borders to further refine their impact management and evaluation practice, developing innovative methodologies to further understand and demonstrate their impact on young people. We have also supported the delivery and refinement of their current strategy, which aims to improve outcomes for many more young people by working with pastoral staff in the school system, alongside their direct programming.



We're thrilled to join Impetus at this exciting stage of our journey. They are the perfect partner who through long-term targeted support and expertise can improve our impact and bolster our capacity."

Jack Reynolds, Co-Founder and CEO, Football Beyond Borders



Year joined:
2019



Investment phase:
Grow



Income (2022/23):
£3 million



Young people supported:
2,234



Age range:
11-16



Location: Greater Manchester; Liverpool; London; West Midlands

IntoUniversity

The need: Only 26% of young people from disadvantaged backgrounds go to university, compared to 45% of their better-off peers. This means that 14,500 young people miss out on the opportunity each year.

Our portfolio partner: IntoUniversity runs centres where young people from disadvantaged backgrounds receive support to raise their attainment and aspiration and get the necessary information, advice, and guidance to get into university.

Our impact: During our 17-year partnership, we've helped IntoUniversity to access new funding streams and build their strategic capabilities. We've supported them to scale into a national network of 44 centres, serving over 50,000 young people each year. Through this growth, they have retained their impact, with 61% of IntoUniversity students progressing to higher education, compared to 44% nationally.



Impetus' support has been instrumental in getting IntoUniversity to where it is today."

Rachel Carr, CEO, IntoUniversity



Year joined:
2007



Investment phase:
Sustain



Income (2022/23):
£11.3 million



Young people supported:
52,326



Age range:
7-18



Location: Nationwide

Jon Egging Trust (JET)

The need: Disengaged young people from disadvantaged backgrounds are often facing adversity in their lives and may have lost focus and self-belief, which can present as low engagement in the classroom, disruptive behaviour, or persistent absenteeism, with knock-on effects on learning. Evidence suggests that Social and Emotional Learning (SEL) interventions can lead to gains in academic performance.

Our portfolio partner: JET aims to raise young people's aspirations, develop SEL competencies, and support young people to re-engage with school and improve their grades. Their three-year programme combines in school-sessions with experiential learning in STEM workplaces and environments.

Our impact: With our support, JET have refined their intervention to focus on young people aged 12-15 and target both SEL and school engagement and attainment outcomes. Through securing co-investment and funding from the UK Space Agency, JET have also near-doubled their income since working with us (based on FY24 forecast), enabling them to grow into new regions.



Impetus' support has helped us to focus our offer, deepen our impact, and increase our reach. The opportunities and expertise they provide, together with access to a network of likeminded charities, continues to be invaluable."

Dr Alex Brown, CEO, JET



Year joined:
2022



Investment phase:
Build



Income (2022/23):
£0.9 million



Young people supported:
819



Age range:
12-15



Location:
Dorset; East Anglia;
Hampshire; Lincolnshire;
North Wales;
Oxfordshire; West
Midlands; Wiltshire

Khulisa

The need: Children from disadvantaged backgrounds have, on average, weaker Social and Emotional Learning (SEL) skills at all ages. This can lead to poorer mental health, lower academic attainment, and poorer employment outcomes. There is evidence to suggest that SEL interventions can lead to gains in academic performance.

Our portfolio partner: Khulisa works with marginalised young people at risk of exclusion who exhibit challenging behaviour, equipping them with the skills to regulate their emotions, relate positively to their peers and teachers, and reason effectively in the classroom. Their programme is aimed at improving young people's social and emotional skills, and they deliver an SEL curriculum and trauma training to schools.

Our impact: We are working with Khulisa to enhance the long-term impact of their therapeutic programmes by driving high levels of performance and delivery quality. This work will enable them to deliver improved social and emotional skills that are sustained through time, while also evidencing their impact on educational outcomes like attendance and attainment. We're also working with their leadership team to foster an effective and impact-driven team culture.



Having Impetus by our side as we make bold decisions to increase our impact among young people on the brink of exclusion from school has been transformational for Khulisa. With their support we've redesigned our programme for longer lasting impact, strengthened our ability to capture and evaluate that impact, and diversified our income to support this work. We're thrilled to work with Impetus in the years ahead as we strive to support all young people to thrive in school and beyond."

Jodie Wickers, CEO, Khulisa



Year joined:
2022



Investment phase:
Build



Income (2023/24):
£1.3 million



Young people supported:
260



Age range:
11-16



Location:
Birmingham; Greater Manchester; London

Kids Inspire

The Need: Children and young people from disadvantaged backgrounds have, on average, weaker Social and Emotional Learning (SEL) skills at all ages. This can lead to poorer mental health, lower academic attainment, and poorer employment outcomes. There is strong evidence to suggest that SEL interventions can lead to gains in academic performance.

Our portfolio partner: Kids Inspire provides therapeutic support from trained professionals in a variety of modalities to young people and their families affected by trauma, distress, or negative experiences. The organisation is dedicated to promoting self-awareness, self-resilience, and positive relationship building for young people aged 6-18, helping them to improve mental health and subsequently re-engage in education.

Our impact: We are helping Kids Inspire to refine their impact strategy, including collecting new data to track the social and emotional development and school outcomes of the young people they serve. As they continue to deepen and monitor their impact, we will help to build on their operational foundations for growth and support as they expand into new regions in the South East.



Impetus is supporting Kids Inspire to grow in size and impact to help meet the increasing mental health and social emotional needs of young people. Our creative trauma-informed therapeutic services can help them to recover from adverse childhood experiences so that they can engage fully in educational and social opportunities and go on to lead emotionally healthy, aspirational and fulfilling lives.”

Sue Bell OBE, CEO and Clinical Director, Kids Inspire



Year joined:
2022



Investment phase:
Build



Income (2022/23):
£2.3 million



Young people supported:
1,151



Age range:
4-18



Location:
Essex; Suffolk

The Tutor Trust

The need: Good GCSE grades are gateway qualifications for further study and fulfilling work. Only 43% of young people from disadvantaged backgrounds pass GCSE English and maths, compared to 73% of their better off peers.

Our charity partner: The Tutor Trust provides small group tuition for pupils from disadvantaged backgrounds in primary and secondary schools in the North of England. The tutors work closely with pupils to improve their confidence and grades in key subjects. A randomised control trial, funded by the Education Endowment Foundation, found that primary school children who received 12 hours of tutoring from The Tutor Trust made three months' additional progress in maths.

Our impact: Since entering the Impetus portfolio, The Tutor Trust has nearly tripled its reach, from 2,470 pupils in 2018 to 6,318 in 2023. Impetus has supported the organisation to grow with impact, focusing on pupil attendance and ensuring they receive the 12-15 hours of tutoring that has been shown to improve attainment.



Together with Impetus we created a new three-year plan to ensure maximum impact for the young people we serve. The partnership has been so worthwhile, both for the organisation and for us as leaders, and we'd encourage other charities in the sector to get involved!"

Ed Marsh, CEO, and Abigail Shapiro, Co-Founder and Executive Director, The Tutor Trust



Year joined:
2019



Investment phase:
Grow



Income (2022/23):
£3.3 million



Young people supported:
6,318



Age range:
7-16



Location:
Greater Manchester;
Merseyside;
West Yorkshire

Voice21

The need: Young people from disadvantaged backgrounds are significantly more likely to suffer from poor oracy skills from an early age, compared to their peers, which puts them at greater risk of getting no qualifications and failing to get into work or training.

Our portfolio partner: Voice 21 provides a membership offer to help schools develop a high-quality oracy education. They support teachers to become expert oracy practitioners and provide deep support to individual schools to embed oracy across the curriculum and more broadly across school life. Schools then have the opportunity to seek accreditation with Voice 21 as an Oracy Centre of Excellence.

Our impact: We've worked with Voice 21 on refining their strategy, building their governance, and developing leadership to deliver better results. They have exceeded their targets and are reaching more than 150,000 young people eligible for free school meals in over 1100 schools across the country.



Our partnership with Impetus has already been transformational for Voice 21 in maximising our impact. Their funding and other support will make an enormous difference as we drive forward in our mission to ensure that every child has access to a high-quality oracy education, in every school, every day. We know we can achieve great things together with Impetus, so that every child can use their voice to thrive in school, work, and life."

Dr Kate Paradine, CEO, Voice 21



Year joined:
2019



Investment phase:
Grow



Income (2022/23):
£3.0 million



Teachers enrolled:
2,030



Young people reached (indirectly): 221,471



Age range:
4-18



Location:
Nationwide

Education: The Engage Fund

Pupils from disadvantaged backgrounds are five times more likely to be permanently excluded than their better-off peers. And then, only around 5% of young people who sit their GCSEs in alternative provision pass English and maths, compared to 67% of pupils in mainstream schools.

This means pupils in alternative provision are more likely to experience long-term unemployment and are over-represented in the criminal justice system.

The Engage Fund works with mainstream schools, alternative provision, social sector organisations, policymakers, and funders to improve the social-emotional skills and attainment for children who have been excluded or are at risk of exclusion to ensure they successfully:

- (Re)engage with mainstream education
- Achieve meaningful academic outcomes
- Progress into meaningful education, employment, or training

Portfolio partners: Co-op Academies Trust, The Difference, Empire Fighting Chance, MCR Pathways, Olive Academies, School of Hard Knocks, The Two Counties Trust

Funded by:



Co-op Academies Trust

The need: Only around 5% of young people who sit their GCSEs in alternative provision pass English and maths compared to 67% of pupils in mainstream schools. By 24, young people who have been suspended even once are twice as likely to not be in education, employment, or training (NEET) than those who haven't been excluded. Young people from disadvantaged backgrounds are particularly affected, as they're five times more likely to be permanently excluded than their better-off peers.

Our portfolio partner: Co-op Academies Trust runs 37 schools across the North of England and has prioritised offering high-quality internal alternative provision (IAP) in its secondary schools. The trust aims to use evidence-based principles to improve outcomes for young people at risk of exclusion and lost learning.

Our impact: Through our joint investment with The Henry Smith Charity, Impetus is supporting Co-op Academies Trust to design and roll out high-quality IAP across all its secondary schools. This partnership will improve outcomes for Co-op Academies students while also contributing to the development of new insights for the wider sector on how IAP can promote student reintegration into mainstream schools.



At Co-op Academies Trust, we believe that every young person deserves the opportunity to succeed, regardless of their background or challenges they face. This partnership will allow us to enhance the tailored support we provide to students at risk of exclusion, ensuring they remain engaged in their education and feel a continued sense of belonging in our school communities."

Chris Tomlinson, CEO, Co-op Academies Trust



Academies Trust



Year joined:
2024



Investment phase:
Focus



Number of pupils in secondary:
~13,000



Young people supported in IAP:
270



Age range:
3-19



Location:
North of England

The Difference

The need: Permanent exclusions have risen 20 per cent compared to before the pandemic, and there has been a 40 per cent year-on-year rise between 2021/22 and 2022/23. We know that young people from disadvantaged backgrounds are five times more likely to be permanently excluded than their better-off peers.

Our portfolio partner: The Difference trains tomorrow's school leaders in inclusive education, working with mainstream and alternative provision schools and multi-academy trusts to reach thousands of young people across the country. They identify inclusive best practice and share this across the education sector, and they raise awareness and provide systemic solutions for the challenges surrounding school exclusion with key policymakers.

Our impact: With The Henry Smith Charity, we're providing The Difference with funding to support their ambitions to get stronger, better, and bigger. In 2023/24, 58% of school leaders on The Difference's programme reported reduced formal exclusions in their schools within the first year.



Impetus' experience and strategic insight, on aspects of our operational delivery and in supporting the leadership of our organisation, are already seeing us become a stronger charity and more potent force for change on the issue of exclusion."

Kiran Gill, CEO, The Difference

The
Difference



Year joined:
2021



Investment phase:
Build



Income (2022/23):
£1.5 million



School leaders supported:
202



Young people reached (indirectly): 72,864



Age range:
14-16



Location:
Nationwide

Empire Fighting Chance

The need: Children from disadvantaged backgrounds are five times more likely to be permanently excluded from school than other young people. And of those who are excluded, only 5% get the English and maths GCSEs that will help them achieve meaningful job outcomes later in life. This issue is particularly pronounced in Bristol where there is a suspension rate of over 8% – double the national average – and where almost 30% of young people are eligible for Free School Meals.

Our portfolio partner: Empire Fighting Chance is a leading sport for development charity fighting the effects of inequality on young people's lives. Using a powerful combination of non-contact boxing and intensive psychological coaching, they give young people the skills, knowledge, and inspiration they need to make positive changes in their lives.

Our impact: Impetus is supporting the organisation to develop a centre of excellence in the heart of Bristol, in preparation for scale. Together, we are getting Empire Fighting Chance 'fit for the fight': strengthening programmes, reaching the young people who need them most, and measuring outcomes around mindset and school engagement consistently.



I'm really excited about our partnership with Impetus. We think it will allow us to take our impact measurement to a different level, meaning that our work will be better and make a bigger difference to a bigger cohort of young people."

Martin Bisp, CEO,
Empire Fighting Chance



Year joined:
2024



Investment phase:
Focus



Income (2022/23):
£1.6 million



Young people supported:
3,354



Age range:
8-25



Location:
Bristol; South West;
South Wales

MCR Pathways

The need: Young people in mainstream secondary schools who have experience of the care system or face challenges like special educational needs, living in severe poverty, or living with extended family, often find it harder to engage in education than their peers.

Our portfolio partner: MCR Pathways works with young people aged 10–18, supporting them from the crucial transition from the last year of primary school into secondary school to the end of college. The mentoring that MCR Pathways offers can help these young people achieve equality of educational outcomes and career opportunities and improve life chances.

Our impact: Impetus is helping MCR Pathways to expand their externally evidenced programme from Scotland into England and replicate their impact on the triple outcomes of keeping students in school, improving attainment, and increasing EET (education, employment, or training) rates.



Our partnership with Impetus is ever-evolving and multi-dimensional. Together we create opportunities for sharing expertise, developing our skills, strengthening our impact, and growing our reach. Each and every incredible young person MCR Pathways empowers through personalised relationship-based mentoring is enabled by shared vision and values with invaluable stakeholders like Impetus.”

Sharon McIntyre, CEO, MCR Pathways



Year joined:
2021



Investment phase:
Build



Income (2023/24):
£2.9 million



Young people supported:
5,809



Age range:
10–18



Location:
Hertfordshire; London;
Surrey; Scotland

Olive Academies

The need: Only around 5% of young people who sit their GCSEs in alternative provision (AP) pass English and maths compared to 67% of pupils in mainstream schools.

Our portfolio partner: Olive Academies Trust runs five AP schools across London and East England, as well as Olive Outreach, an exclusion-prevention programme delivered to students still in mainstream schools. They focus on providing pupils with creative, nurturing, and inspiring learning opportunities which re-engage them in learning and transform their lives. They also use their significant expertise to support local and national policymakers in decision-making on AP.

Our impact: Olive have achieved impressive growth alongside consistently high standards – as attested by strong Ofsted gradings and attainment and destinations results. They are considered one of the highest performing trusts in AP, providing a strong platform to explore further growth and improve outcomes for even more of the most at-risk young people in society. This year, we have worked with Olive on strategy development and supported them to grow their capacity on data and impact.



Our partnership with Impetus has enabled the Trust to move forwards in a more creative and dynamic way. It has opened the door to an invaluable network of professionals who together are providing effective solutions to change the lives of some of the country's most disadvantaged children and young people."

Mark Vickers MBE, CEO, Olive Academies Trust



Olive Academies



Year joined:
2021



Investment phase:
Build



Income (2022/23):
£8.5 million



Young people supported:
554



Age range:
7-16



Location:
Cambridge; Havering;
Suffolk; Thurrock

School of Hard Knocks

The need: Suspensions have risen by 80 per cent compared to pre-pandemic levels, while persistent absence and severe absence rates are at record highs. Teachers are increasingly looking for interventions to support children, reduce exclusions, and improve attendance.

Our portfolio partner: School of Hard Knocks (SOHK) empowers young people living in complex and challenging situations to fully realise their potential. Working with children at risk of exclusion and disengagement, SOHK delivers a holistic programme to drive improved attendance and reduce suspensions and exclusions. The programme combines high-impact rugby sessions, group social and emotional learning sessions, and one-to-one mentoring – all with a focus on building long-term trusted adult relationships.

Our impact: Through our Driving Impact workshops, SOHK decided to focus their delivery exclusively on young people, reaching them with interventions before challenges become entrenched. They have correspondingly restructured their senior management team to support this upstream work in schools and are beginning an intensive pro bono strategy project to plan for expansion across England, Scotland, and Wales.



We are genuinely excited to have been added to the portfolio of amazing charities that Impetus support. And support really is the word: it's still very early days, but I have already felt the positive impact of the many helpful conversations I have had with Impetus colleagues and long may that continue."

Ken Cowen, CEO,
School of Hard Knocks



Year joined:
2024



Investment phase:
Focus



Income (2022/23):
£1.5 million



Young people supported:
1,322



Age range:
11-16



Location:
Hertfordshire; London;
Scotland; Wales

The Two Counties Trust

The need: Only around 5% of young people who sit their GCSEs in alternative provision pass English and maths compared to 67% of pupils in mainstream schools. By 24, young people who have been suspended even once are twice as likely to not be in education, employment, or training (NEET) than those who haven't been excluded. Young people from disadvantaged backgrounds are particularly affected, as they're five times more likely to be permanently excluded than their better-off peers.

Our portfolio partner: The Two Counties Trust (TTCT) is a multi-academy trust with nine secondary schools across Nottinghamshire and Derbyshire, with ambitions to roll out high-quality, inclusive internal alternative provision (IAP) across all their schools. By integrating IAP within the mainstream school system and offering targeted support for students with higher needs, the trust strives to improve outcomes for young people at risk of exclusion.

Our impact: Together with The Henry Smith Charity, we're helping TTCT expand their IAP centres to all their secondary schools. With our support, TTCT will place more at-risk students into effective IAP programmes, improving their outcomes and, in time, demonstrating best practices for the sector.



We are delighted to be working with Impetus and The Henry Smith Charity to support the implementation of IAP across our family of schools. The expertise and guidance from their Investment team will be instrumental in helping us establish nine effective IAPs that provide essential support for some of our most vulnerable students."

Wesley Davis, CEO,
The Two Counties Trust



Year joined:
2024



Investment phase:
Focus



Number of pupils in secondary:
~11,000



Young people supported in IAP:
62



Age range:
11-18



Location:
Nottinghamshire;
Derbyshire

Employment

Young people from disadvantaged backgrounds are twice as likely to be out of employment than their better-off peers. Our employment portfolio partners work with young people to support them into apprenticeships and employment, providing them with the skills they need to succeed in work.

Ada – National College for Digital Skills

The need: The digital industry is growing, but many young people feel they don't have the skills to contribute to it. There is also limited diversity in the tech sector, of socio-economic background, of ethnicity, and of gender.

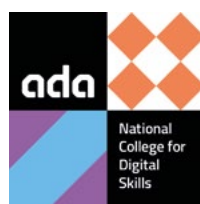
Our portfolio partner: Ada is empowering the next generation of diverse digital talent by delivering high-quality apprenticeships and running a high-performing sixth form college, all focused on advanced digital skills. They aim to widen access to tech careers for young people from diverse backgrounds, including women and ethnic minorities.

Our impact: Ada is the top performing institution in the country for the Computer Science BTEC, with their students attaining one grade higher than the national median. Our work with Ada focuses on supporting them to grow with impact, increasing the number of young people they work with while retaining their focus on quality and disadvantaged learners.



It is refreshing to work with an organisation that 'gets it' and can quickly galvanise its resources to provide the support and guidance to help us get on with leading the organisation better which ultimately translates into increased impact for our brilliant learners."

Mark Smith, CEO of Ada



Year joined:
2021



Investment phase:
Build



Income (2022/23):
£4.6 million



Young people supported:
455



Age range:
16-24



Location:
London; Manchester

Employment: The Connect Fund

Impetus was founded on a belief that all young people should have the same chance to succeed in life whatever their background.

Young people from disadvantaged backgrounds are twice as likely as their better-off peers to be out of education, employment, or training – and we know that young people from ethnic minority backgrounds* face unique barriers to employment.

The Connect Fund was set up to tackle these inequities, helping to close the employment gap faced by young people from ethnic minority backgrounds, particularly Black, Bangladeshi, and Pakistani young people in the UK, and to promote systemic change towards a more racially equitable society.

With the support of our co-funders, Connect builds and supports effective, impact-led employment programmes that help young people from ethnic minority backgrounds overcome disadvantage and discrimination.

As part of our race equity work, we also run the Impetus Leadership Academy, in partnership with Bank of America and State Street, to support talent from ethnic minority backgrounds to progress into senior leadership roles in the UK youth sector.

Portfolio partners: Breadwinners, Business Launchpad, Generation UK, IMO Charity, Sister System, Streets of Growth.

Funded by:



BANK OF AMERICA



KKR

TOWERBROOK
Foundation

STATE STREET

* In the interest of using language that is familiar and widely understood by potential partners and broader stakeholders, we have decided to use the term 'ethnic minority backgrounds' in our messaging, but we acknowledge this is not perfect. We recognise that language is important, and others use terms such as 'global majority', 'racialised communities', or 'communities experiencing racial inequity', each with specific and important nuance.

Breadwinners

The need: Over 100,000 people aged 18–29 have applied for asylum in the UK since 2021. Young people from refugee and asylum-seeking backgrounds are significantly less likely to be employed than the wider population and are often underserved by statutory services.

Our portfolio partner: Breadwinners support young refugees into work, training, and mentoring opportunities by selling artisan organic bread across London and Brighton's best farmers markets and through wholesale for social and environmental-focused corporates, restaurants, and cafes. Breadwinners seeks to improve EET (education, employment, and training) outcomes for the young people on their programmes, with 41% of participants progressing to external employment within one year.

Our impact: Impetus' partnership will help Breadwinners to expand their leadership team and build capacity, refine their programme to best support the young people they exist to serve, and develop a business plan to unlock untapped potential for income generation.



We are thrilled to partner with Impetus to further our mission of supporting young people from refugee and asylum-seeking backgrounds into meaningful work. With Impetus' support and expertise, we can strengthen our programmes and reach even more young people, empowering them with the skills, confidence, and networks they need to build brighter futures. This partnership marks a significant step in our journey to create lasting impact."

Martín Cosarinsky Campos,
Managing Director, Breadwinners



Year joined:
2025



Investment phase:
Focus



Income (2024):
£698K



Young people supported: 160



Age range:
16+



Location:
London; Brighton

Business Launchpad

The need: Our research shows that young people from disadvantaged backgrounds are twice as likely as their better-off peers to be out of education, employment, or training (NEET). Young people from ethnic minority backgrounds also face unique challenges, with 71% experiencing workplace discrimination according to Youth Futures Foundation research.

Our portfolio partner: Business Launchpad is an enterprise charity which aims to help young people into employment or self-employment through 1:1 coaching and targeted programmes that include interactive workshops, business incubation, and hands-on training in local workplaces. Based in Tooting, 85% of the young people on their programmes are from the global majority* and roughly 60% are from lower-income backgrounds.

Our impact: Impetus will work alongside Business Launchpad to further develop their employability offerings, expand their reach in neighbouring South London boroughs, and increase their fundraising income.

*A note on language: Business Launchpad uses the term 'global majority' to refer to individuals who come from Black, Asian, mixed, or other ethnic backgrounds often referred to as 'ethnic minorities', who together comprise about 80% of the world's population. 'Global majority' is often used in place of other terms including BAME (Black, Asian, and Minority Ethnic), BIPOC (Black, Indigenous, and People of Colour), and ethnic minorities.



This funding will enable Business Launchpad to strengthen our employability support for young people and deepen our impact, empowering more young entrepreneurs to overcome barriers and achieve their ambitions. This partnership with Impetus aligns perfectly with our mission to empower young people to realise their potential and build sustainable futures. Together, we are paving the way for impactful change."

Felicia Mattis-Rome,
CEO, Business Launchpad



Year joined:
2025



Investment phase:
Focus



Income (2023):
£1.5 million



Young people supported: 200



Age range:
16-30



Location:
London

Generation UK

The need: Young people from disadvantaged backgrounds are twice as likely to be out of education, employment, or training (NEET) than their better-off peers. There is also clear data showing that ethnic minority young people are disproportionately impacted by unemployment.

Our portfolio partner: Generation UK's programme combines the technical skills demanded by employers, the wraparound support that young people from disadvantaged backgrounds need, and exceptional employer links to get young people into employment. They deliver skills bootcamps in a range of professions in technology, healthcare, and the green economy. In 2023, 70% of the young people on Generation UK programmes were from ethnic minority backgrounds.

Our impact: We are supporting Generation UK to lay the groundwork to scale with impact, primarily by bringing focus to who they work with and the outcomes they aim for, and then developing a strategy that invests in delivering impact and growth.

“

Impetus and Generation are clearly very mission aligned, and so for us this was always a partnership that we hoped to launch and grow. Both organisations also share a commitment to understand impact at a deep level, using data and learner feedback to improve, innovate, and scale. We look forward to working closely together on all of those fronts and hope to change many more lives in doing so.”

Michael Houlihan,
CEO, Generation UK

Generation



Year joined:
2022



Investment phase:
Build



Income (2024):
£4.7 million



Young people supported: 227



Age range:
18-25+



Location:
UK-wide

IMO

The need: Our research shows that young people from disadvantaged backgrounds are twice as likely as their better-off peers to be out of education, employment or training (NEET). Across the UK, 14% of Pakistani young people are NEET, compared to 12.2% for all ethnicities.

Our portfolio partner: Inspire Motivate Overcome (IMO) Charity was founded by volunteers in 2006 to serve this need and has since grown from grassroots to an established organisation recognised as the go-to provider of youth programmes for the South Asian community in Blackburn. IMO Charity delivers a wide range of programmes in the community.

Our impact: We have supported IMO to use their existing expertise, reach, and networks to develop a small-scale school-based pilot employment programme for South Asian young people from disadvantaged backgrounds. Our capacity-building support to IMO has drawn on our expertise in developing impactful employment programming and building sustainable funding models.



Our partnership with Impetus will enable us to provide support for young residents of Blackburn to find work or training, which is essential to ensure that future generations are given opportunities to learn and earn and build successful lives.”

Mohammed Tayyab Sidat, CEO, IMO



Year joined:
2022



Investment phase:
Focus



Income (2023/24):
£1.0 million



Young people supported (pilot scheme):
16



Age range:
5-25+



Location:
Blackburn

Sister System

The need: Young people from disadvantaged backgrounds are twice as likely as their better-off peers to be out of education, employment, or training. Gender and experience of care compound this disadvantage, with care leavers three times more likely to be not in education, employment, or training.

Our portfolio partner: Sister System provides specialist early-intervention support to care-affected young women aged 13–24 in order to help them sustain positive relationships and mental wellbeing and progress into education, training, and employment.

Our impact: Sister System runs a unique programme targeted at the young people most in need. We are helping them to design, deliver, and evaluate their work for maximum impact and build out the organisational foundations to sustain it.



This empowering partnership will enable Sister System to further our expertise and enhance our ability to demonstrate that our unique model enables some of the most marginalised girls in society. Together with Impetus we will increase our reach, ensuring our transformational programmes reach and empower, enable, and enhance care-affected girls and young women to fulfil their life's potential."

Okela Douglas, CEO, Sister System



sister system



Year joined:
2022



Investment phase:
Focus



Income (2022/23):
£1.0 million



Young people supported:
130



Age range:
13–24



Location:
London

Streets of Growth

The need: Cycles of poverty, harm, and violence, deeply rooted in social, economic, and racial disparities, present significant challenges for young people in Tower Hamlets. Child criminal exploitation is a prevalent issue, with reported links to 13 UK counties, and income deprivation affects 56% of children – the highest rate in the UK. Young people aged 16–24 from Bangladeshi heritage face the highest unemployment rate at 20%.

Our portfolio partner: Streets of Growth is a charity working with high-need young people at risk of violence and criminal exploitation in Tower Hamlets. Their “targeted streetwork” approach involves engaging and building trust with these young people where they spend time: on the streets, in housing estates, and in parks. Their programme is underpinned by a trusted adult relationship with frontline staff, many of whom come from the local community and have lived experience of the issues facing the young people they serve. Once trust and stability is built, Streets of Growth equips young people to engage and thrive in education or employment.

Our impact: Impetus is supporting Streets of Growth to refine its model of support. Built on strong harm reduction foundations, we are helping them develop a more effective programme to support young people into sustained engagement with education and employment.



We’re proud to be an Impetus portfolio partner; their support will help magnify our impact on young people from disadvantaged backgrounds in Tower Hamlets. Streets of Growth now has the momentum to grow exponentially, reach more young people, and create a lasting difference. This partnership fuels our shared vision, propelling us towards a future where every young person can thrive and overcome adversity.”

Diane Peters, Co-Founder and CEO, Streets of Growth



Streets of Growth.



Year joined:
2024



Investment phase:
Focus



Income (2022/23):
£0.6 million



Young people supported: 176



Age range:
15–25



Location:
London



Impetus Impact Alumni

When an organisation completes their programme of bespoke support with Impetus – and proves the work they do has a transformative impact on the lives of the young people who come through their doors – they are invited to join our network of Impact Alumni.

We are proud of the part Impetus has played in helping these organisations flourish. By building highly effective interventions, developing high-performing leaders, and accelerating growth, our alumni have successfully scaled the impact of their work with young people. Their journeys are true stories of rigour, courage, and resilience.



The Access Project

The Access Project works with high-potential students from disadvantaged backgrounds, providing tutoring and intensive support to help them get into top universities. With our support, The Access Project developed an evaluation strategy, strengthened their leadership, and designed what is recognised as one of the best-evidenced interventions in the university access sector.



We have benefitted from our deep relationship with Impetus over many years on our journey from a fledgling charity with a big mission to one with proven impact on students' outcomes. Impetus has supported the growth of The Access Project through their expert advice and networks and supported us in building a gold standard of impact measurement and a data-driven organisation."

**Anna Searle, CEO,
The Access Project**



Resurgo

Resurgo has grown from a small west London project to an employment charity with 17 centres nationwide. Their Spear programme delivers a 17% reduction in young people's likelihood of being NEET, with sustained effects for two years.



I am so grateful for Impetus' investment in Resurgo's leadership, growth, and quality of impact, and for how they have served as a trusted sounding board and partner over the years. Nearly 15 years since first joining Impetus' portfolio, we're now excited to be part of the alumni network, alongside other impressive organisations supporting young people to overcome the barriers they face and step into brighter futures."

Iona Ledwidge, CEO, Resurgo

ThinkForward

Founded by Impetus in 2011 and an independent charity since 2016, ThinkForward started as an idea, taking evidence of 'what works' in supporting young people most at risk of being out of education, employment, or training. Now, they're a highly respected programme that beats national benchmarks. 85% of young people on Pupil Premium involved with ThinkForward make a successful transition into education, employment, or training.



We are hugely grateful to Impetus for their partnership since our inception. As a result of their support, we have transformed the way we measure and manage the impact we have on young people's lives. This is essential for a sustainable future."

Ashley McCaul, CEO, ThinkForward



**Think
Forward**


Coaching
Connecting
Inspiring
Young People




Impetus

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