

Backing the best

Our portfolio partners 2026/27



Impetus



Introduction

Our vision at Impetus is for a society where all young people, regardless of their background, can thrive in school, secure crucial qualifications, and take their first steps into the world of work on the journey to sustained employment in adulthood, for a fulfilling life.

But for many, this vision feels out of reach. Young people with experience of poverty have worse outcomes at every stage in the journey from school to work. They are more likely to be absent from school, less likely to pass their GCSE English and maths exams, and as a result, are more likely to be out of education, employment or training.

At Impetus we firmly believe these outcomes are not inevitable.

But, alongside the challenges faced by young people, the non-profit organisations that work hard to help them engage again with school, pass their crucial GCSEs and go on to sustained employment, also face barriers to achieving meaningful impact.

Grants are often short-term and restricted, making it harder to shape programmes for impact, build stable funding streams and depth of expertise. Leadership teams don't have the resources to invest in the infrastructure of their organisations, and those who want to do more to understand, evaluate and improve their impact, struggle to find the time and space and funding for this.

This reality is felt most acutely by leaders from ethnic minority backgrounds who lead organisations that are disproportionately underfunded and are supporting highly vulnerable young people who are more

likely to be in low paid, less secure jobs and work in more precarious conditions.

As a leading impact funder, since 2002, Impetus has been helping the best leaders build stronger organisations delivering the most promising interventions that support young people with experience of poverty to succeed against the odds.

Our unique approach is helping portfolio CEOs build high-performing organisations, grow their impact and develop sustainable income models. And it's getting results: the right support is going to the young people who need it and transforming their lives.

With our 5-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 also backing a unique and effective model of support and a group of organisations that are helping more young people thrive in school, secure employment and go to lead fulfilling lives.



Sebastien Ergas,
Portfolio Director

About us

Impetus works to transform the education and employment outcomes of young people with experience of poverty.

We do this by using our deep expertise and high calibre networks to give the best non-profits in these sectors the essential ingredients to have a real and lasting impact.

Through a powerful combination of long-term funding, direct capacity

building support from our experienced team and our pro bono partners, alongside research and policy influencing to drive lasting systems change, we work towards a society where all young people can thrive in school, pass their exams and access sustained employment.



Our approach

We have a unique approach to working with our non-profit partners. We provide long-term funding, the professional 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 to assist sustainability and growth from a network of corporate partners, foundations and individuals. This gives our portfolio organisations crucial resources for critical senior hires and the tools to build core foundations and manage change.

■ PRO BONO

Our world class pro bono network complements the support provided by the Investment team. We carefully match our organisations with experts who offer solutions to strategic and operational challenges, which they would never normally be able to afford, in areas like leadership coaching, business planning, fundraising or legal advice.

■ INVESTMENT TEAM

Our Investment team of former CEOs, strategy consultants and impact experts works shoulder-to-shoulder with our portfolio partners to help them become stronger. Every Investment Director spends at least a day a week working directly with the leaders of our partner organisations, helping focus their mission, assist strategic decisions, build high-performing interventions that deliver impact, accelerate their growth and develop their leadership team.

■ POLICY PLATFORM

Making a difference to all young lives means systems change. As we work so closely with our portfolio partners, we have insights into what policy changes will have a meaningful and tangible impact on the causes and effects of persistent disadvantage. Our Policy team takes what we know and works alongside other education and employment sector leaders to build the case for large-scale government intervention.

Value delivered to portfolio partners in 2025/26

£10.5m

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

£5.8m

In direct investment, through our funders and partners, as well as co-investment

£2.8m

Value of pro bono support to our portfolio partners

£1.9m

Worth of support from our Investment team

Over the last year we have supported our portfolio partners through 47 pro bono projects. Our world-class pro bono network – made up of more than 350 professionals and 40 companies – help our organisations to coach leadership teams, develop strategic reviews and business plans, manage impact, fundraise and manage finances, and tackle legal issues.

Our Investment team delivered over 1,300 capacity building support days over the last financial year, averaging over 64 hours with each partner.

“It’s the level of service that you would often find in other sectors like private equity or big FTSE companies. To be a small or medium charity getting that level of service, and for your strategy process to be that robust, is very different to the reality most charities experience. It made a huge difference.”

Michael Houlihan, CEO of Generation UK



Spotlight on Impact: The Tutor Trust and Egon Zehnder

The Tutor Trust was a small charity with a big mission: subsidised tuition to unlock opportunity for young people from disadvantaged areas. But as The Tutor Trust grew as an organisation – doubling size during the pandemic – they needed to formalise their structure, starting with the board.

Impetus connected The Tutor Trust with Egon Zehnder for a pro bono project to define the board's function and the chair's role. Through an innovative data collection tool, the team at Egon Zehnder revealed key strengths and challenges, shaping a roadmap for improvement.

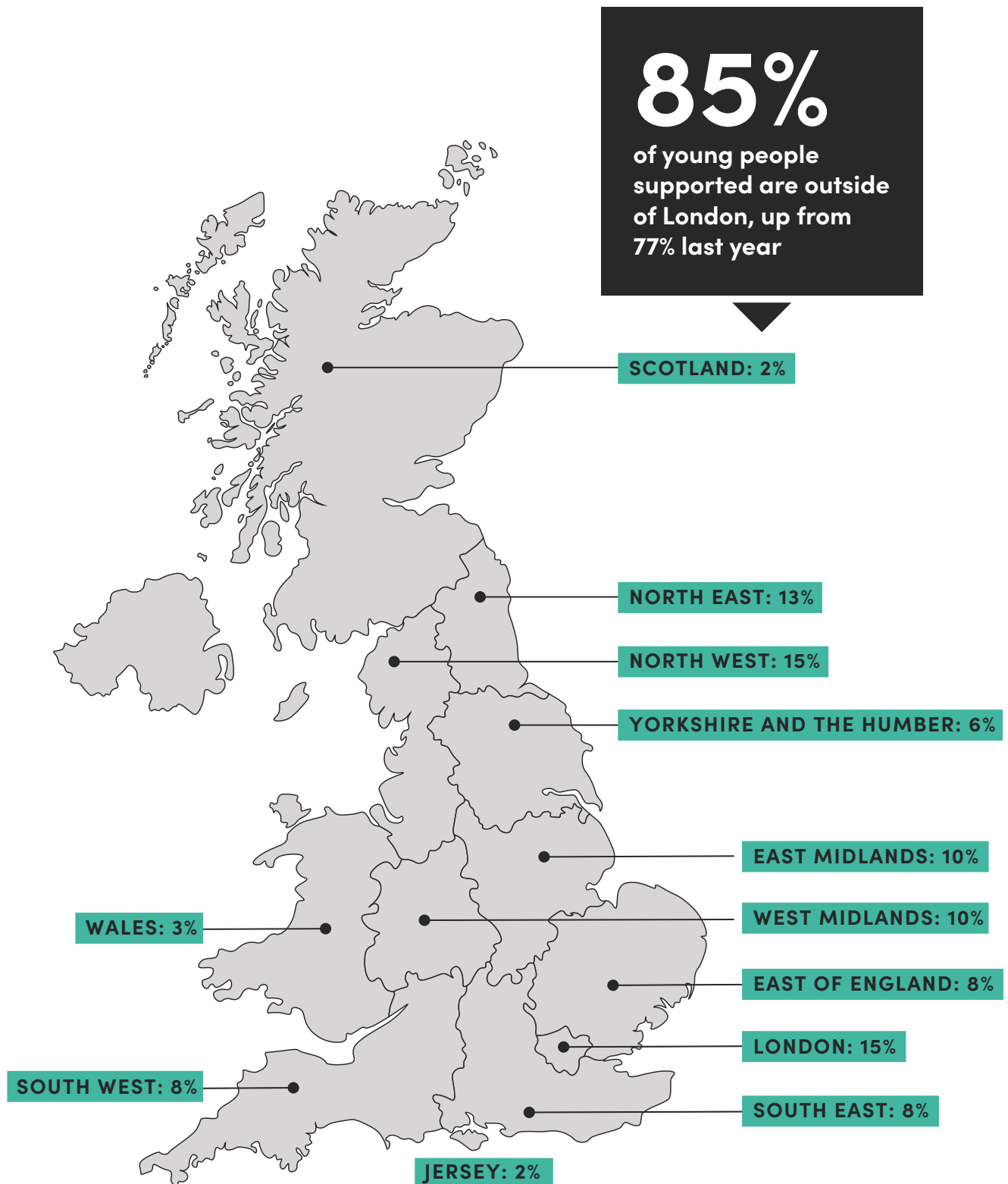
Now, the board meets more frequently in regions where the charity operates, and recruitment follows a clearer skills matrix, ensuring expertise in early years education and better regional representation. This has equipped the board to guide the Trust's next strategic steps.

“We received support that required minimal resources from our pro bono partner yet brought an invaluable external perspective to our work, making it far more powerful than anything we could have put together ourselves.”

Ed Marsh, CEO of The Tutor Trust



Where our portfolio partners work



Managing our portfolio

Impetus currently supports 22 organisations with the core components for making a tangible impact.



We build long-term partnerships with the organisations we support. Our Investment Directors work closely with the CEOs, building strong relationships based on high trust and high challenge. This creates an open space to discuss and address each leader's biggest strategic roadblocks.

In practice, our support follows a phased approach – this journey typically takes a minimum of 7 years. Each phase builds on the last with clear goals and milestones.

SUPPORT	EDUCATION ORGANISATIONS	EMPLOYMENT ORGANISATIONS
FIND: Invite applications and assess mutual fit		
Focus 1-2 years: Clarify purpose and direction	<ul style="list-style-type: none"> • Empire Fighting Chance • Get Further • School of Hard Knocks • The Co-op Academies Trust • The Two Counties Trust 	<ul style="list-style-type: none"> • Breadwinners • Business Launchpad • Coach Core Foundation • Streets of Growth • Volunteer It Yourself
Build 3 years: Build foundations for impact and growth	<ul style="list-style-type: none"> • Jon Egging Trust • Khulisa • Kids Inspire • MCR Pathways 	<ul style="list-style-type: none"> • Generation UK • IMO Charity • Sister System
Grow 3 years: Evidence impact and accelerate growth	<ul style="list-style-type: none"> • Voice 21 • The Difference 	
Scale +3 years: Drive large scale adoption	<ul style="list-style-type: none"> • Action Tutoring • Football Beyond Borders • The Tutor Trust 	
Alumni: Maintain connection to Impetus community	<ul style="list-style-type: none"> • The Access Project • AllChild • IntoUniversity 	<ul style="list-style-type: none"> • Spear (Previously Resurgo) • ThinkForward

Our impact

We know that our approach works. We have built a long and strong track record of helping our partners improve their impact and grow.

Our partners become stronger and more resilient by growing their income, so they can reach more young people. On average, our partners have achieved 3 times growth in income and 5 times growth in reach during their time with us.

We work alongside our partners to deliver meaningful outcomes. This means they are:

- **Measurable**
- **Transformative** – i.e. staying in school, attending school regularly, achieve age-expected grades, becoming and staying employed.
- **Attributable** – outcomes that would not have happened without our partners' support.

We support our portfolio partners to improve their impact

School engagement – improved attendance



School attainment – GCSE maths pass



Employment – in employment after one year



Impetus helps charities to build in a strategic and concrete way on what they have already achieved...to an extent that they would struggle to achieve alone. **Game-changing.** Anonymous charity CEO survey 2025

The journey to evidenced impact

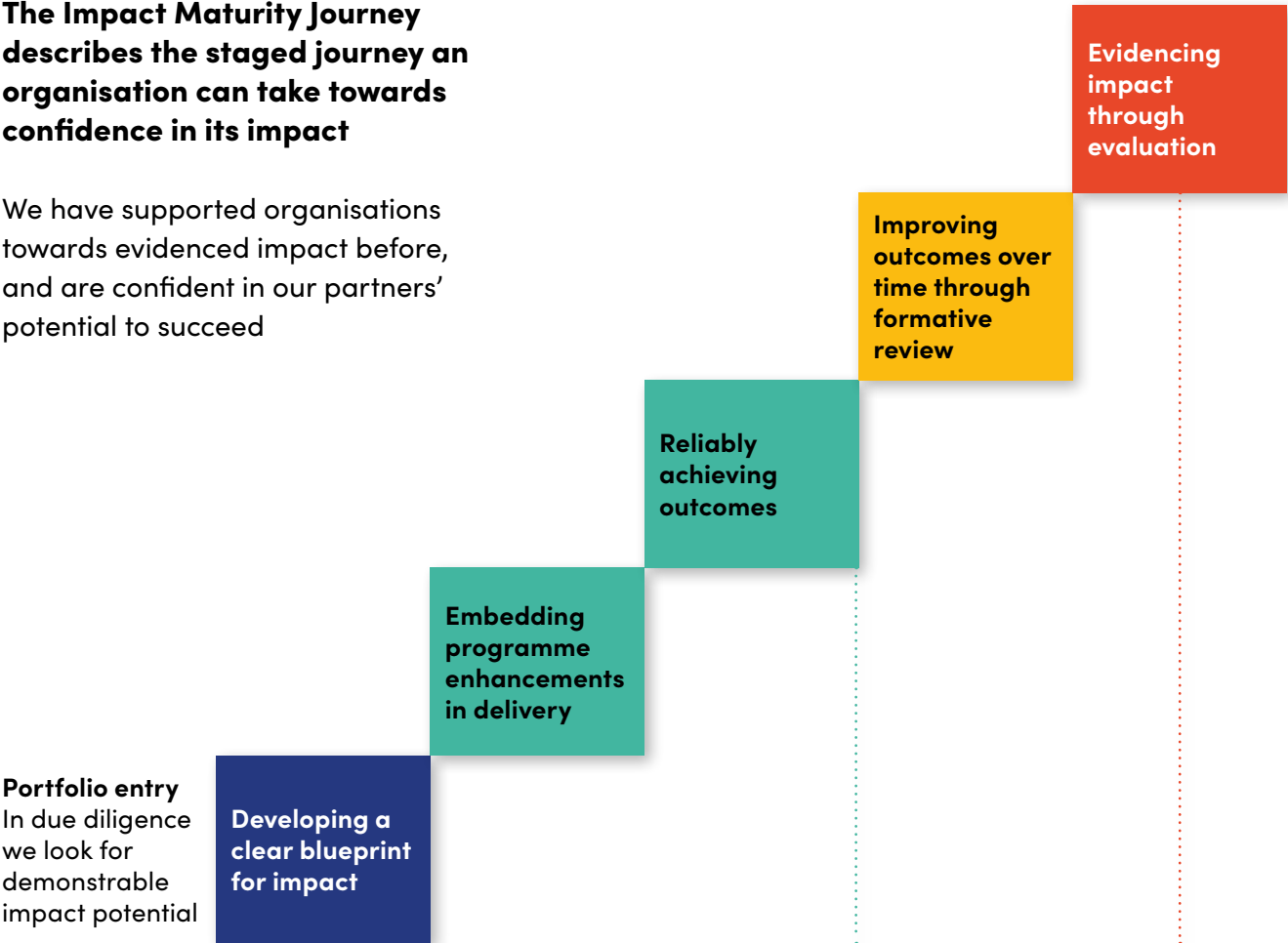
We have developed an impact maturity framework that we use to structure our work with partners and to track their progress towards evidenced outcomes.

The stages of that journey include designing a blueprint for impact, transforming the programme to deliver intended outcomes, refining the intervention over time, and ultimately evaluating outcomes against a meaningful benchmark.

- Most partners have developed a strong blueprint for impact (theory of change) and invested in refining their programme and delivery
- Many who have been on the journey for longer have made programme enhancements and data shows they are reliably achieving positive outcomes for young people
- The most mature organisations, including those that have graduated from the portfolio like The Access Project or Spear, have achieved a high standard of impact evidence through evaluation

The Impact Maturity Journey describes the staged journey an organisation can take towards confidence in its impact

We have supported organisations towards evidenced impact before, and are confident in our partners’ potential to succeed



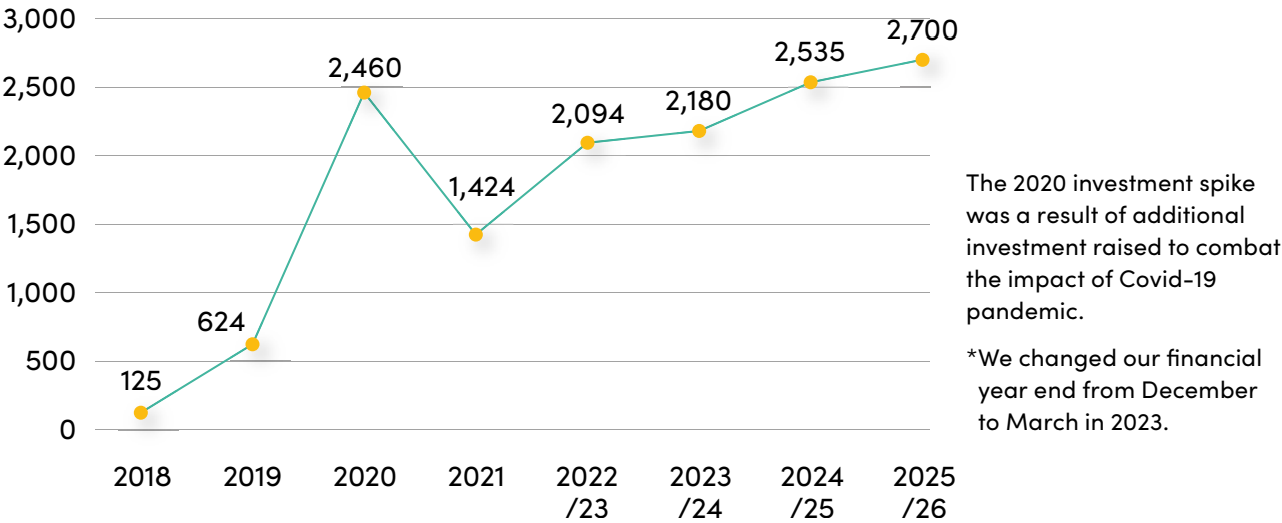
We support our portfolio partners to become stronger and more resilient organisations

Our portfolio partners grew their income by an average of 13% over the last year compared to a national benchmark of 5.1%



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)



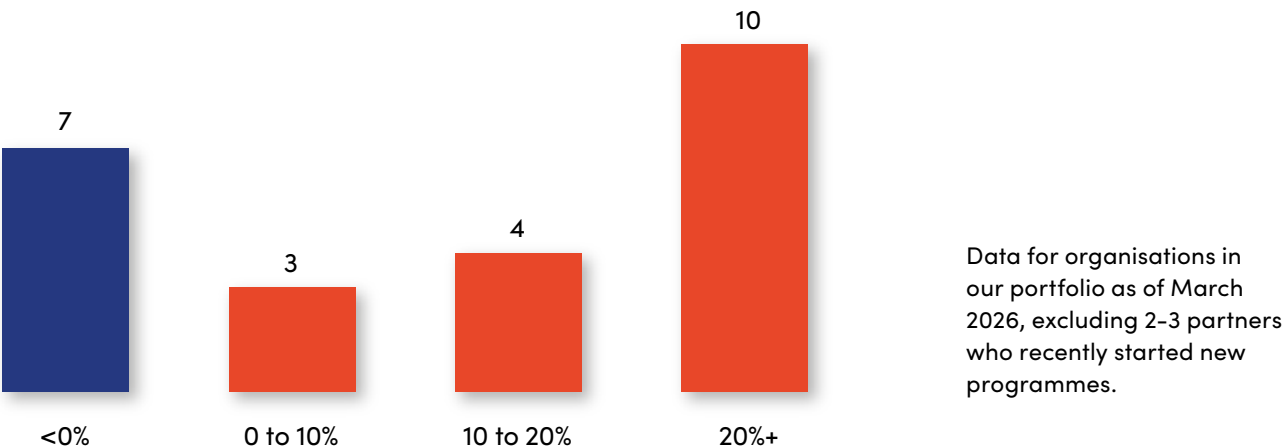
The constructive challenge and honest conversations [are] ensuring we stay ambitious while remaining accountable. Anonymous partner CEO survey 2025

I love the balance of challenge and support. The external voice has been invaluable on our Board and in my conversations one-to-one.

Anonymous partner CEO survey 2025

We support our partner organisations to become bigger – to help more young people.

Growth from 2024/25 to 2025/26: Number of partner organisations growing their reach by:





Education

Only 45% of young people with experience of poverty pass their GCSE English and maths exams, compared to 72% of their better-off peers. Pass rates drop further to 3.6% 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. Young people with experience of poverty are 40% less likely to pass crucial GCSE English and maths, compared to their better-off peers.

Our portfolio partner: Action Tutoring works across the country providing trained volunteer tutors to deliver targeted support for pupils with experience of poverty, helping them pass crucial 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 – after 10 or more sessions with Action Tutoring, pupils were 20% more likely to reach the expected standards in maths, and 29% more likely to reach the expected standard in reading, at the end of primary school than other students who have experienced poverty nationally.



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 of Action Tutoring



Year joined:
2014



Investment phase:
Scale



Income (2024/25):
£2.9 million



Young people supported:
4,274



Age range:
9-16



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

Football Beyond Borders

The need: In 2024/5, 33% of pupils who were eligible for free school meals missed 10% of their lessons compared to 13% of pupils who were not eligible. This equates to a month away from school per year, and more than a whole year over the course of a school career.

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 skills and qualifications they need to successfully transition into adulthood. Their four-year programme drives social and emotional learning through classroom-based group work, one-to-one therapeutic mentoring, and pitch-based football sessions, ultimately improving engagement and attainment in 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 production and delivery 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've loved working with Impetus. They have been so important in keeping us focused on impact, while supporting us to take difficult decisions necessary for commercial viability at scale. And as a co-founder and chief executive, I've developed so much through the rigour, wisdom and expertise that the Impetus Investment Directors and pro bono partners have brought to my decision-making and leadership."

Jack Reynolds, CEO and co-founder of Football Beyond Borders



Year joined:
2019



Investment phase:
Scale



Income (2024/25):
£3.9 million



Young people supported:
2,664



Age range:
11-16



Location: Greater Manchester; Liverpool; London; West Midlands

Get Further

The need: Securing GCSE English and maths unlocks opportunities for further study, training, and work, and is one of the strongest protective factors against becoming not in education, employment, or training (NEET) in adulthood. But young people with experience of poverty are twice as likely to miss out on these crucial qualifications than their more affluent peers. For those who resit their GCSEs in Further Education (FE) colleges, the challenge is even steeper, with current resit provision too often stretched thin.

Our portfolio partner: Get Further supports students with experience of poverty to secure gateway English and maths qualifications through GCSE resits and Functional Skills. Working with students at FE colleges and through local authorities and training providers, their tuition programmes provide weekly small-group tutoring (up to 3 students) with trained subject specialist tutors, following a bespoke curriculum to build foundational knowledge and confidence ahead of exams.

Our impact: We're working with Get Further to scale their impact, supporting them to improve the quality of their programmes while continuing to work collaboratively on policy solutions that improve the resit system. Since we started working with Get Further, they have expanded their advocacy role and have been actively involved in two national policy campaigns.



Almost ten years ago, I attended the launch of Impetus's Life After School report. The research not only highlighted how crucial English and maths qualifications are for the life chances of young people from disadvantaged backgrounds, but also that the right support and resources rarely reach those who miss out on these qualifications at school. Being part of the solution to this challenge was a key motivation for setting up Get Further."

Sarah Waite, founder and former CEO of Get Further



GET FURTHER



Year joined:
2026



Investment phase:
Focus



Income (2024/25):
£1.6 million



Young people supported:
711



Age range:
16-19



Location: Across England and branching out to Wales

Jon Egging Trust (JET)

The need: Young people with experience of poverty facing adversity in their lives may have lost self-belief and struggle to focus. This can present as low engagement in the classroom, disruptive behaviour, or persistent absence, with knock-on effects of 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 resilience and self-belief, and help young people to re-engage with school and improve their grades. Their flagship 3-year programme combines in-school sessions with experiential learning in STEM workplaces and environments to inspire young people to challenge themselves.

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, 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 of JET



Year joined:
2022



Investment phase:
Build



Income (2023/24):
£1.4 million



Young people supported:
796



Age range:
12-15



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

Khulisa

The need: Children with experience of poverty have, on average, weaker social and emotional learning (SEL) skills at all ages. This can lead to poorer mental health, lower academic achievement, and weaker employment outcomes. Evidence suggests that SEL interventions can lead to gains in academic performance.

Our portfolio partner: Khulisa works with marginalised young people at risk of exclusion, equipping them with the skills they need to regulate their emotions, improve resilience as well as relate positively to their peers and teachers. The programme is aimed at improving young people's social and emotional skills, as well as delivering 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 to support enduring sustainability.



In a sector where many charities feel pressured to prioritise short-term outcomes to demonstrate impact and stay competitive for funding, it is truly refreshing to have Impetus by our side. Their recognition of our potential, and their commitment to walking the journey of realising it with us, empowers us to innovate, reflect honestly, and refine our approach. This ensures we deliver meaningful, holistic impact for young people, while building a model that is both sustainable and scalable."

Matt Plen, CEO of Khulisa



Year joined:
2022



Investment phase:
Build



Income (2024/25):
£1 million



Young people supported:
185



Age range:
11-16



Location:
Birmingham; Greater Manchester; London

Kids Inspire

The need: Young people with experience of poverty have weaker SEL skills at all stages of education than their more affluent peers, resulting in poorer mental health, lower academic attainment and poorer employment outcomes. Research suggests that SEL approaches can lead to gains in academic achievement and engagement.

Our portfolio partner: Kids Inspire provides therapeutic support from trained professionals 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, helping them 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 and impact to help meet the increasing mental health 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 of Kids Inspire



Year joined:
2022



Investment phase:
Build



Income (2024/25):
£2.3 million



Young people supported:
1,226



Age range:
0-25



Location:
Essex; Southend;
Suffolk; Thurrock

The Tutor Trust

The need: Good GCSE grades are gateway qualifications for further study and fulfilling work. Only 45% of young people with experience of poverty pass GCSE English and maths compared to 72% of their better-off peers.

Our portfolio partner: The Tutor Trust provides small group tuition for pupils with experience of poverty in primary and secondary schools in the north of England. Tutors work closely with pupils to improve their confidence and grades in key subjects.

Our impact: Since entering the Impetus portfolio, The Tutor Trust has nearly tripled its reach, from 2,470 pupils in 2018 to 6,035 in 2025. Impetus has supported the organisation to grow with impact. In 2024/25, the charity tutored over one thousand Year 11 pupils. On average, these pupils achieved one whole grade of progress after 10 hours of tuition.



Together with Impetus we created a new 3-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 of The Tutor Trust



Year joined:
2019



Investment phase:
Scale



Income (2024/25):
£3.4 million



Young people supported:
6,035



Age range:
7-16



Location:
Greater Manchester;
Merseyside;
West Yorkshire

Voice21

The need: Strong oracy skills have been linked to better attainment, employment and wellbeing outcomes, but children with experience of poverty start school with significantly lower spoken language development than their better-off peers on average.

Our portfolio partner: Voice 21 provides a membership offer to help schools develop a high-quality education in being able to help young people express their thoughts verbally, as well as listen and respond. 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 also can 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 310,000 young people eligible for free school meals in over 1,100 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 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 of Voice 21



Year joined:
2019



Investment phase:
Grow



Income (2024/25):
£4 million



Young people supported:
321,000



Age range:
4-18



Location:
Nationwide



Education: The Engage Fund

If school systems do not keep young people engaged, then they cannot learn – but young people with experience of poverty are disproportionately losing learning.

Young people with experience of poverty are nearly 3 times more likely to be persistently absent, more than 4 times as likely to be suspended, and 5 times more likely to be permanently excluded from school.

Together with The Henry Smith Foundation, we're tackling lost learning in all its forms: reducing absences and exclusions while also improving outcomes for young people in alternative provision (AP) in England.

The Engage Fund offers unrestricted funding and capacity-building support to social sector organisations, mainstream schools, and alternative provisions that are supporting young people at the highest risk of lost learning, so they can re-engage with education and ultimately go on to lead fulfilling lives.

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

Funded by:



**HENRY SMITH
FOUNDATION**

Co-op Academies Trust

The need: The number of children missing school has risen dramatically post-pandemic – the equivalent of 34 million days of learning was lost through unauthorised absence and suspension in the 2023/24 academic year, compared to 19 million days before the pandemic. Young people who have experience of poverty are disproportionately losing learning as they are 2.7 times more likely to be persistently absent.

Our portfolio partner: Co-Op Academies Trust has 38 schools across 4 regional hubs in the north of England and the Midlands. They are rolling out internal alternative provision (IAP) to offer enhanced support to the students most at risk of losing learning. The trust aims to reduce lost learning and improve outcomes by giving these young people the support they need to succeed in school.

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



We believe every young person deserves the opportunity to succeed, regardless of their background or the challenges they face, and this ongoing partnership has enabled us to enhance the tailored support we provide to students at risk of exclusion. The work we do together ensures young people remain engaged in their education and continue to feel a strong sense of belonging in our school and communities.”

Chris Tomlinson, CEO of Co-Op Academies Trust



Academies Trust



Year joined:
2024



Investment phase: Focus



Income (2024/25):
£202 million



Number of pupils in secondary:
12,365



Young people supported in IAP:
444



Age range:
3-19



Location: Manchester; Merseyside; Staffordshire; West Yorkshire

Empire Fighting Chance

The need: Children with experience of poverty are 5 times more likely to be permanently excluded from school than their better-off peers, and only 45% of these young people get the English and maths GCSEs that will help them achieve meaningful job outcomes later in life. Up to half of excluded pupils also struggle with mental health challenges, and those who have been suspended or excluded are over 4 times more likely to self-report engaging in violent behaviour.

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 and a national 'Boxing for Good' network of partners. 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.



"Impetus has been far more than a funder. Their unrestricted investment gave us the freedom to build our organisational capacity, while their expert challenge and pro bono support have strengthened our programmes and improved how we measure outcomes. This means we can now reach more of the young people who need us most and give them the resilience they need to move forward with their lives.

Jamie Sanigar, CEO and Co-founder



Year joined:
2023



Investment phase:
Focus



Income (2024/25):
£2.7 million



Young people supported:
1,753



Age range:
8-25



Location:
Bristol and the South West

MCR Pathways

The need: Not all young people experience secondary school the same. Those who have experience of the care system or face other challenges like special education needs, living in poverty or suffered a parental bereavement, 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 and to the end of college. They provide trained, volunteer mentors who are carefully matched to young people. By providing a trusted adult relationship for these young people, MCR works to improve their life chances and ultimately achieve equality of educational outcomes and career opportunities.

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 (2024/25):
£5.1 million



Young people supported:
7,174



Age range:
10-18



Location:
Hertfordshire; London;
Surrey; Scotland

School of Hard Knocks

The need: Suspensions have risen by 80% compared to pre-pandemic levels, while persistent absence and severe absence rates are near record highs. School leaders are increasingly looking to specialist interventions to re-engage students, improve attendance and reduce exclusions.

Our portfolio partner: School of Hard Knocks empowers young people who are not thriving in school and those experiencing economic disadvantage to fully realise their potential. Working with secondary school pupils at risk of exclusion and disengagement, SOHK delivers a holistic programme to drive improved attendance and reduce suspensions and exclusions. The scheme combines high-impact rugby sessions, group social and emotional learning (SEL) sessions, and 1-2-1 mentoring. All of this work focuses 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 have recently launched their new strategy for expansion across England, Scotland, and Wales, developed through pro bono support from Bain.



It is no exaggeration to say that School of Hard Knocks' partnership with Impetus has been genuinely transformational. The weekly input and encouragement of Danny (Investment Director) and Chloe (Investment Manager) have empowered us to scale our ambition, fine-tune our programme and more ably demonstrate impact. I feel more confident than ever about the future of our charity and that of the young people we are privileged to work with.

Ken Cowen, Founder and former CEO of School of Hard Knocks



Year joined:
2023



Investment phase:
Focus



Income (2024/25):
£1.3 million



Young people supported:
655



Age range:
11-16



Location:
Hertfordshire; London;
Scotland; Wales

The Difference

The need: Nearly 11,000 students were permanently excluded from school in 2023/24, compared to almost 8,000 pupils before the pandemic. We know that young people with experience of poverty are 5 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 through their flagship inclusive leadership course for school leaders. They also raise awareness and provide systemic solutions for the challenges surrounding school exclusion with key policymakers.

Our impact: With Impetus and The Henry Smith Foundation, The Difference has strengthened its programmes and doubled its reach while also securing policy wins. In 2024/25, 90% of The Difference's partner schools reduced levels of lost learning, bucking the national trend of rises.



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 of
The Difference

The
Difference



Year joined:
2021



**Investment
phase:**
Grow



**Income
(2024/25):**
£1.6 million



**School leaders
supported:**
205



**Young people
supported:** 106,300



Age range:
14-16



Location:
Nationwide

The Two Counties Trust

The need: The number of children missing school has risen dramatically post-pandemic. Young people with experience of poverty are disproportionately losing learning: they are 4.4 times more likely to be suspended than their better-off peers.

Our portfolio partner: The Two Counties Trust is a multi-academy trust with 10 secondary schools across Nottinghamshire and Derbyshire. They have ambitions to roll out high quality, inclusive internal alternative provision (IAP) within the mainstream school system. Offering targeted support for students with higher needs, the trust strives to improve outcomes for young people at risk of losing learning.

Our impact: Together with The Henry Smith Foundation, we've invested £100,000 per annum for 2 years to help TTCT expand its IAP centres to all schools by the 2026-27 academic year. With our support, TTCT will provide targeted and appropriate interventions for higher-need pupils in their IAP. We expect this to improve outcomes for these students and, in time, demonstrate best practices for the sector.



We have greatly benefited from working with Impetus and The Henry Smith Foundation. Through impact workshops, we have identified the essential components and KPIs to hold ourselves accountable going forward. We are excited about the future of our partnership and the opportunities to further enhance life choices."

**Wesley Davis, CEO of
The Two Counties Trust**



Year joined:
2024



**Investment
phase:** Focus



**Income
(2024/25):**
£93 million



**Number of pupils
in secondary:**
12,365



**Young people
supported in IAP:**
64



Age range:
11-18



Location:
Nottinghamshire;
Derbyshire



Employment

Young people with experience of poverty 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 and life.

Coach Core Foundation

The need: Almost one million people in the UK are not in education, employment, or training (NEET). Our research shows that young people with experience of poverty are twice as likely to be NEET as their better-off peers, with qualifications only accounting for half the difference.

Our portfolio partner: Coach Core Foundation provides inclusive apprenticeships in the sports industry to young people who traditionally experience barriers, discrimination and lack of opportunities. Working with national and local employers across the UK, young people are empowered to step into apprenticeship. In doing so, they create a ripple of positive change in their communities, with over 40% their apprentices living in the top 30% most deprived areas in the UK.

Our impact: We're working with Coach Core Foundation to release the full potential of their programme to support their apprentices into meaningful education, employment and training outcomes for young people with experience of poverty.



We are privileged and extremely excited for this long-term partnership with Impetus. This partnership will enable us to expand our multi-award-winning apprenticeships for marginalised young people while deepening and enhancing the experience they receive on our programmes. Thank you to the Impetus team for this opportunity – we know this is going to create significant impact for all parties over the coming years!”

Gary Laybourne, CEO of Coach Core



Year joined:
2026



Investment phase:
Focus



Income (2024/25):
£940,000



Young people supported: 112



Age range:
16–24



Location:
Nationwide

Generation UK

The need: Young people with experience of poverty are twice as likely to be neither earning nor learning (NEET) than their better-off peers.

Our portfolio partner: Generation UK's programme combines the technical skills demanded by employers, the wraparound support that young people with experience of poverty need, and exceptional employer links to get young people into employment. They deliver profession-specific skills bootcamps in a range of occupations in technology, healthcare and the green economy. In 2025, 71% of the learners on Generation UK's programmes were from ethnic minority backgrounds.

Our impact: We are supporting Generation UK to lay the groundwork to scale with impact, helping them redesign how they attract learners, diversify their programmes, continually improve employer engagement, and capture and use data to maximise impact.



Working with Impetus has strengthened us in lots of ways. We have a clearer picture of theory of change, a view of impact that is baked into the organisation and talked about far more frequently, and more clarity on who we exist to serve."

Michael Houlihan,
CEO of Generation UK

Generation



Year joined:
2022



Investment phase:
Build



Income (2024/25):
£5 million



Young people supported: 971



Age range:
18+



Location:
UK-wide

Volunteer It Yourself (VIY)

The need: 1 in 8 young people in the UK are not in education, employment, or training (NEET). Our research shows that young people with experience of poverty are twice as likely to be NEET as their better-off peers, with qualifications only accounting for half the difference.

Our portfolio partner: Volunteer It Yourself (VIY) provides targeted, on-the-job construction training to young people who are NEET or at risk of becoming NEET. Under the guidance of professional industry mentors, young people gain crucial trade skills and a City & Guilds and/or NOCN accredited qualification while volunteering to renovate local community spaces, with 89% of projects located in the 30% most deprived neighbourhoods.

Our impact: We're working with VIY to release the full potential of their programme to support their learners into meaningful outcomes in education, employment and training. Impetus is supporting VIY redesign their programme to maximise their impact.



This partnership will allow us to better support our learners, especially those aged 16+ and NEET, to successfully progress beyond the end of their VIY experience into apprenticeships and jobs. By combining Impetus' insight and investment with VIY's hands-on, community-based approach, we can ensure more young people gain the confidence, skills and pathways they need to succeed."

Tim Reading, CEO,
Volunteer It Yourself



Year joined:
2026



Investment phase:
Focus



Income (2024/25):
£2.6 million



Young people supported: 2,037



Age range:
14-24



Location:
Nationwide

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 with experience of poverty are twice as likely as their better-off peers to be out of education, employment, or training – and we know that young people from minority ethnic 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 minority ethnic backgrounds in the UK and to promote systemic change towards a more racially equitable society.

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

As part of the race equity work that inspired the Connect Fund, we also established the Impetus Leadership Academy (ILA) in 2021. In partnership with the Bank of America (founding partner) and State Street (lead supporter), the ILA delivers a unique programme of management training, personal development, and corporate mentorship to support talent from minority ethnic backgrounds in the UK youth sector to progress into senior leadership roles.

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

Funded by:

CD&R
FOUNDATION

KKR

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 'minority ethnic 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 83,000 people applied for asylum in the UK in 2025 – 4,077 of which were between 16 and 17 years old. 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 supports young refugees and asylum seekers through their first steps into employment, work experience, and entrepreneurship through the opportunity to sell artisan organic bread across London and Brighton's best farmers markets and wholesale for social and environmental-focused corporates, restaurants and cafes. Breadwinners seek to improve EET (education, employment and training) outcomes for the young people on their programme, with 43% of participants progressing to external employment within one year.

Our impact: Together, we are helping Breadwinners refine their programme and organisation strategy to best support the young people they exist to serve. Since partnering with Breadwinners, Impetus has secured a few pro bono support projects including a financial processes review and a pro bono communications volunteer who developed a marketing strategy.



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 of Breadwinners



Year joined:
2024



Investment phase:
Focus



Income (2024/25):
£755,000



Young people supported: 176



Age range:
16-24



Location:
London and Brighton

Business Launchpad

The need: Young people from minority ethnic 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 a targeted programme of 1:1 coaching, expert-led business skills and mindset workshops, business incubation and hands-on training in local workplaces. Based in Tooting, 88% of the young people on their programmes are from the global majority* and many are NEET.

Our impact: Impetus will work alongside Business Launchpad to further develop their programme offer. In a major step of translating decisions into meaningful delivery, Business Launchpad launched its first full Pathways programme to a cohort of young people in January 2026.

*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 of Business Launchpad



Year joined:
2024



Investment phase:
Focus



Income (2024/25):
£1.5 million



Young people supported: 372



Age range:
18-30



Location:
London

Inspire Motivate Overcome (IMO) Charity

The need: Young people with experience of poverty are twice as likely as their better-off peers to be out of education, employment or training (NEET). Young people from minority ethnic backgrounds also face unique barriers to employment, according to Youth Futures Foundation research.

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

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 with experience of poverty. 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 has been transformative for IMO. With their support, we have started to strengthen our capacity, sharpen our impact, and been able to reach more young people across Blackburn, Darwen and beyond. Together, we are ensuring that disadvantaged young people have the opportunities, skills and confidence they need to thrive."

Mohammed Tayyab Sidat MBE,
CEO of IMO Charity



Year joined:
2022



Investment phase:
Build



Income (2024/25):
£1.1 million



Young people supported: 77



Age range:
13-25



Location:
Blackburn and Darwen

Sister System

The need: Young people with experience of poverty are twice as likely as their better-off peers to be not in education, employment or training (NEET). Gender and experience of care compound this disadvantage with care leavers 3 times more likely to be NEET.

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

Our impact: We are helping them to design, deliver, and evaluate their work for maximum impact and build out the organisational foundations to sustain it. Since becoming partners with Impetus, Sister System has moved from a support service into a codified programme helping improve employment outcomes, built stronger organisational foundations as well as growing its income by around 50%.



Our collaboration with Impetus not only empowers us to build a sustainable, scalable organisation, but is also essential in demonstrating our impact, refining its measurement and collaborating with Impetus' extensive network as Sister System goes on our journey to empower the lives of the thousands of care-affected girls across the UK."

Okela Douglas, CEO of Sister System



sister system



Year joined:
2022



Investment phase:
Build



Income (2023/24):
£1.3 million



Young people supported:
126



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 the London Borough of Tower Hamlets. With one of the highest rates of income deprivation in the country, and in the top 2 in London, young people in Tower Hamlets are twice as likely to be NEET than average.

Our portfolio partner: Streets of Growth works with young people experiencing violence and criminal exploitation in Tower Hamlets to reduce their exposure to harm and support them to re-engage with employment. They intentionally engage and build trust with 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.

Our impact: Impetus is supporting Streets of Growth to refine their model of support and organisation. Built on strong harm reduction foundations, we are helping them develop a more effective programme to support young people into sustained, stable 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:
2023



Investment phase:
Focus



Income (2023/24):
£700,000



Young people supported: 173



Age range:
15-21



Location:
London

Impetus Alumni

When an organisation completes its 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 Alumni network.

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 with experience of poverty, 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.



AllChild

Through its unique model of holistic support, developed over the course of their partnership with Impetus, AllChild has proven their impact on young people's social, emotional and academic outcomes. Expanding from a West London pilot programme, they're now reaching almost 2,000 young people across the UK.



IntoUniversity

Over our 19-year partnership, IntoUniversity scaled from helping 750 young people a year to 61,000. Through their local centres, they offer young people with experience of poverty the necessary information, advice and guidance to get into university, with 58% of IU school leavers progressing into Higher Education compared to 28% nationally.



Spear (formerly Resurgo)

Spear has grown from a small West London project to an employment charity with 18 centres nationwide. Over 70% of those who complete the initial 4-6 weeks of their programme are in work or education a year later.



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.



Previous partnerships

Previous partners that we have worked with are:

Magic Breakfast

When Impetus began supporting Magic Breakfast in 2017, the charity was already helping children start the school day and learn without feeling hungry. Impetus helped it prepare to grow and secure government funding, enabling it to provide breakfasts with Family Action in 1,770 more schools.



Place2Be

Impetus helped Place2Be strengthen its understanding of the impact of its mental health support for young people. With this support, the charity expanded its reach to nearly 300 primary schools and 50 secondary schools, ensuring more pupils could access help when they needed it most.



Venture Trust

Impetus helped Venture Trust make its programme clearer, focusing on helping young people develop skills and making sure it reached those who could benefit most. This gave the charity a clearer way to help young people move into work or training and stick with it.





Impetus

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