



envision

Baily Garner LLP

Impact Report 2023/24

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Our Programme

Envision empowers young people from less-advantaged backgrounds, who are underrepresented in the world of work, to develop the essential skills and confidence proven to support their education, employment and well-being. Young people from less-advantaged backgrounds too often miss out on these opportunities, meaning they are twice as likely to be out of work as their peers.

Over the 12-week programme, young people worked with trained Envision staff and a team of mentors from Baily Garner to design, develop, and deliver a social action project to make a positive change in their school or college community. Working towards key milestones, they built the essential skills and confidence they need to succeed.

Envision would like to say a huge thank you to Baily Garner for your support over the last year. By getting involved with Envision, you are helping us build a society where a young person's background doesn't determine their future.

What we have achieved together

This year, we worked with...



1,220

young people from 57 schools and colleges across the U.K



647

mentors from 47 corporate business partnerships



96%

of young people met at least one of our target criteria

Our Impact

Funding from Baily Garner supported 3 teams of young people to complete the Envision Programme in 2023-24 and develop their essential skills and confidence.



young people from 2 schools across Birmingham and London completed the programme with your support



were eligible for Pupil Premium or Free School Meals



Haberdashers' Crayford Academy

93% of young people you supported said that taking part in the Envision programme has helped them to develop their confidence!

Essential Skills Development

Young people complete an Envision Essential Skills self-evaluation survey at the beginning and end of the programme, so we can assess their development across our four skills. Of the young people surveyed from the teams you supported:



89% demonstrated improvement in their **Communication**



93% demonstrated improvement in their **Creativity**



86% demonstrated improvement in their **Determination**



75% demonstrated improvement in their **Teamwork**

Social Action Projects

BIRMINGHAM: King Edwards CostCutters



In the Autumn Cohort in Birmingham, 12 young people from King Edward VI Aston School formed “King Edwards CostCutters”. They designed, developed, and delivered a social action project to raise awareness of the cost-of-living crisis in their school community. A team of mentors from Baily Garner worked with King Edwards CostCutters throughout their journey to develop their essential skills and confidence.

Together, the team created a poster competition for year 7. To enter, each student had to bring an item in to be donated to Aston and Nechells food bank. This was a highly successful event, attended by around 30 students from year 7s, and the winner got a box of chocolates. Many necessary items were donated, which had a wider impact on the local community too.



Social Action Projects

LONDON: The Eight

In the Autumn Cohort, 8 young people from Haberdashers' Crayford Academy formed "The Eight". They worked together to design, develop, and deliver a social action project to address wellbeing in their school community.

The team chose to deliver a wellbeing club at lunch time to focus on physical wellbeing (sports) and mental wellbeing (kindness/positivity/arts).

At the Final, the team presented with passion about successfully completing the wellbeing club and shared the positivity box they created. The judges were impressed by the determination and creativity they used to share their message!



"I am proud of completing the club!"

Falisha,
Envision Graduate

LONDON: Envisionaires

In the Spring Cohort, a second team of 12 young people from Haberdashers' Crayford Academy decided to raise awareness of social media and mental health, forming "Envisionaires".

With the support of their mentors from Baily Garner, they planned to deliver a tutor time presentation about the impact of social media on mental health and promote alternatives for young people (e.g. sports, arts).

It was fantastic to see how much their skills had grown by the Final event. They presented confidently about their project, aims, and took home the Envision trophy after being crowned the winning team!



"The Baily Garner mentors helped us understand things better! They were able to share their own experiences in order to help us!"

Envision Graduate
Envisionaires,

Mentor Engagement

In 2023-24, 16 employees volunteered as mentors on the Envision Programme. Below is an outline of the approximate total volunteering hours provided by these staff:

Mentor Name	Mentor Name
Ben Lambon-Ralph	Andrew Little
Ben Nixon	Joe Ames
Lisette Castillo Guzman	Oliwia Tyburska
Charlotte Hollands	Sarina Mattu
Kirsty Miles	Satvir Bhamra
Laura Day	Syed Ahmed
Natalie Mayhew	Esha Birdi
Graeme Sargood	Waqaar Zamin
Total hours volunteered	142



“I’m applying what I’m learning in the Envision Programme to my own professional life!”

Lisette Castillo Guzman,
Baily Garner

Congratulations to Baily Garner for being awarded Mentor Team of the Year in the London Final in May!

In our end of programme survey for all mentors that took part on the Envision Programme nationally this academic year:

- 92%** felt they had developed their own essential skills and confidence
- 95%** felt they had made a positive difference
- 96%** feel more connected to their colleagues as a result of working as a mentoring team
- 100%** felt proud that their employer partners with Envision
- 100%** would recommend being a mentor with Envision to a colleague

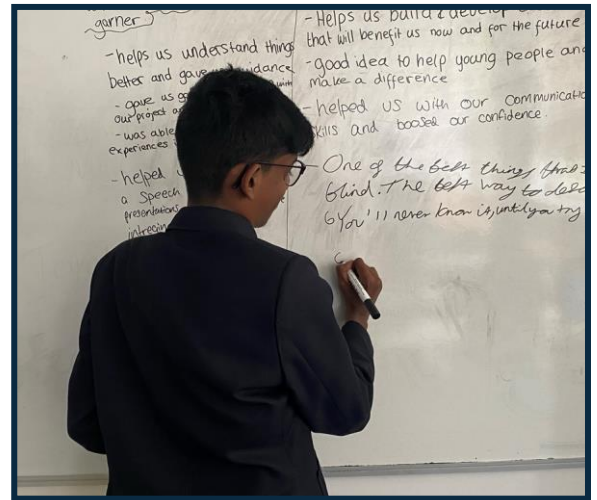
Shane's Story

Something new

Shane is a Year 9 student from London who loves chess, cricket, and swimming! In week 1 he felt "a bit shy, nervous and curious" about what the Envision Programme entailed, but was determined to try things outside his comfort zone.

A transformational journey

Shane was part of 'the Envisionaires'. The team was dedicated to raising awareness about the impact of social media on young people's mental health because many "are addicted, can't study or do their work and this is bad because it affects their mental health and future". Shane helped to create an engaging PowerPoint with his teammates, containing key information and providing alternatives to social media.



"My confidence level is higher than a mountain! If you have an opportunity, take the full purpose of it and don't waste it!"

Shane,,
Envision Graduate

Throughout the programme, Shane worked hard to build his teamwork and creativity skills, fondly remembering the memory game Skills Starter in week 8. His confidence grew within the team and his mentors and teammates played a big role in that.

He thoroughly enjoyed working with the Baily Garner mentors and valued the important role they played in his programme experience. He explained that they were "the main people who supported us throughout to help us do our presentation and build confidence". Shane also awarded Baily Garner the Mentor Team of the Year award at the Final!

During rehearsals for the Final, Shane introduced the idea of a countdown before saying the last line of their presentation. The team all agreed this was a fantastic idea to help them feel prepared! Shane's goal for the Programme was to develop his confidence and he did just that, inspiring us all along the way!

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Working in partnership with:



Envision is a register charity number 1095328 based at Canopi Borough, 7-14 Great Dover Street, London, SE1 4YR



@envisionUK



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www.envision.org.uk