



GETTING AHEAD Programme

Annual Report 2010-11

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1. Overview of Programme

- 1.1 GETTING AHEAD is a programme of employability skills conferences for Tower Hamlets secondary schools. Volunteers act as Group Advisors and work with small groups of students through several exercises.
- 1.2 Tower Hamlets Education Business Partnership has delivered GETTING AHEAD since 1991. GETTING AHEAD is made available to all the secondary schools in Tower Hamlets through the EBP's standard service level agreement.
- 1.3 GETTING AHEAD is delivered to young people aged 13 to 16, in Years 9, 10 and 11. The beneficiaries are of mixed gender and ability, with most eligible for free school meals. Their ethnicity reflects the mix in Tower Hamlets, with over half of the young people of Bangladeshi background.



- 1.4 The conference is divided into various workshops, each one covering a certain area of work. These areas include first impressions, employer expectations, team work, problem solving, applying for a job, interview skills, and so on. There are usually around 70 students, 14 to 15 years old, divided into teams of 7 to 8.

Each team has a Group Advisor - an adult volunteer with experience of life/work/business. Their role is to guide, support and motivate their team as they work through the sessions. They also maintain the order and focus of their group, though teachers are on hand at all times to deal with any serious problems. The Advisors are briefed thoroughly on the morning of the event and are given guidelines and materials to use in each session. The Group Advisors act as role models and add real experience and credibility to the event.

No prior training is required. Volunteers also do not need to undergo a Criminal Records Bureau check. There is no cost involved. We welcome teams of volunteers as well as individuals from companies. Companies can either send volunteers along on an ad hoc basis or they can choose a particular conference to focus their volunteers on. It's whatever suits the company.

1.5 Benefits for students

- Exposure to the world of work and employer expectations.
- Improved employability skills and knowledge.
- Positive role models.
- Increased self confidence and self esteem.
- Broadening of horizons.
- Helps students identify their own skills and achievements.

1.6 Benefits for volunteers

- Develop communication and management skills.
- A good team working opportunity for colleagues volunteering together.
- Chance to do something different and have a positive impact on the development of local young people.
- Opportunity to test skills in a new, challenging environment.
- Helps to put work into perspective.
- Opportunity to learn about different cultures and religions.
- Exciting team building opportunity for colleagues volunteering together.
- Chance to meet Advisors from other organisations.



2. Aims and Objectives for 2010/11

2.1 GETTING AHEAD's overall aims are to:

- Improve the employability skills and knowledge of the young people of Tower Hamlets.
- Raise the aspirations of the young people who take part.
- Bring young people into contact with volunteers from the business community.
- Encourage employer engagement in schools.
- To offer the programme to all schools in Tower Hamlets.

2.2 The goals and objectives for 10/11 were as follows:

- Continue to fulfil the key aims of the programme (see section 2.1).
- Maintain or increase the number of schools using the GETTING AHEAD programme.
- Maintain or increase the number of volunteers and companies/organisations taking part.
- Keep the programme interesting and relevant to young people.
- Update student 'GETTING AHEAD – Business and Employability Resource' booklet.

3. Outputs

3.1 This year 13 secondary schools, out of the 15 in Tower Hamlets, have held GETTING AHEAD conferences.

3.2 Break down of conferences

School	YG	Dates	Length	No. Events	No. days	No. of Students	No. of Volunteers ¹	No. of Volunteer Days ²
Bishop Challoner Boys	10	14th and 15th Sept 10	1	2	2	91	23	23
Bishop Challoner Girls	10	16th and 17th Sept 10	1	2	2	116	28	28
Stepney Green	10	5th, 6th and 7th Oct 10	1	3	3	156	21	21
George Green's	10	2nd, 3rd and 4th Nov 10	1	3	3	168	56	56
Sir John Cass	11	24th and 25th Nov 10	1	2	2	158	28	28
Morpeth	10	31st Jan, 7th and 28th Feb, 7th Mar 11	0.5	4	2	169	59	29.5
St Paul's Way	10	28th, 29th and 30th Mar 11	1	3	3	134	38	38
Bow	10	5th Apr 11	0.5	1	0.5	115	11	5.5
Mulberry Girls	10	5th May 11	1	2	2	166	35	35
Bethnal Green	10	28th and 29th Jun 11	1	2	2	90	28	28
Oaklands	9	5th and 7th Jul 11	1	2	2	105	23	23
Central Foundation Girls	9	11th, 12th and 13th Jul 11	1	3	3	214	39	39
Langdon Park	10	20 th Jul 11	0.5	1	0.5	126	35	17.5
			Total	30	27	1808	424	371.5

1 The numbers stated refer to the number of volunteers attending each day of a conference rather than individuals.

2 A standard day is 7 hours long.

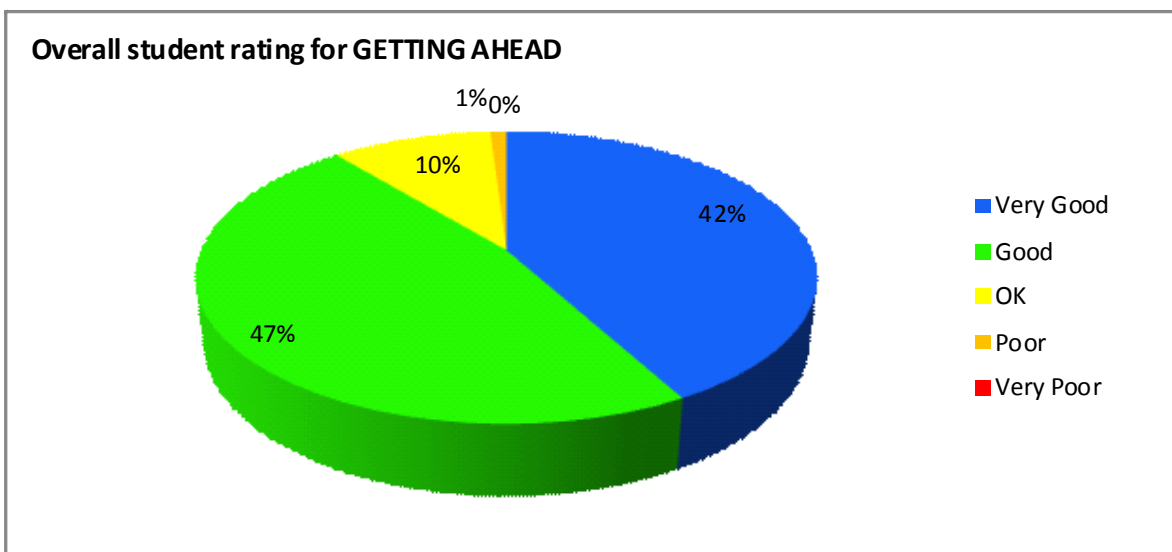
1808 students working with 424 volunteers from 44 companies!



4. Feedback from Students

4.1 Feedback from students has been excellent:

- **90%** feel more prepared for the world of work because of GETTING AHEAD.
- **92%** feel they know more about the world of work
- **92%** found GETTING AHEAD enjoyable and interesting
- **98%** felt their volunteer/Group Advisor was supportive and helpful.



89% of students rated GETTING AHEAD as either 'Good' or 'Very Good'!

4.2 Student comments:

What did you enjoy about GETTING AHEAD?

"Learning what skills you need to have in a job."

"The activities were fun and made me understand more about the world of work."

"I really enjoyed the activities but mostly enjoyed working with the advisor. They were the best! Helpful and fun."

"I enjoyed presentation work and the fact we were treated like adults."

"That we were called colleagues not students and I got to be an assistant director of my company."

"I enjoyed the second half of the conference because we worked as a team. It also showed us that in life we all need each other to get somewhere."

"I really loved working with my group and our advisors were the best and very supportive."

"To be honest I enjoyed every single part about the conference."

"I absolutely loved it. We worked in groups amazingly well. Our volunteers were amazing and it was a whole load of fun."

"We had the opportunity to ask about any concerns we may have had regarding work."

"Finding out what kind of person you are and what kind of job suits you."

"I enjoyed working with my advisor as she talked about her work and how she felt when she was a teenager. It was very helpful and supportive."

"Getting the chance to get a qualification."

"I enjoyed the team building activities, especially the tower building one as it allowed everyone to be creative, practical and work together."

"It was fun and enjoyable. I have learnt many new things that will help me in the future. I have also made new friends."

"I enjoyed seeing things from a professional point of view."

"It was different from usual class work and it was challenging sometimes. The day went really quick because the activities were enjoyable."

"I enjoyed the group that I was working with. I usually don't speak much to the people that I worked with. It was a fun day. The group advisors, Matthew and Vicky, were very supportive."

"Me managing a group. Our group did do ok in the presentation which made me proud."

What did you learn from GETTING AHEAD?

"I've learnt that first impressions are very important."

"How to write a CV, work in a group and do an interview."

"It's not about being the best it's about trying your best."

"How to be a good employee."

"I learnt how to make a good presentation and cooperate with others."

"To be confident and brave about things. Also how businesses work - the different roles."

"I learnt that teamwork is vital"

"I learnt that there's lots of interesting jobs in the world of work"

"I have learnt what job type suits me best"

"That our CV needs to be neat simple and have no mistakes."

"That employers will not waste a second on bad job applications."

"How to become a good business woman."

"How to be more confident and prepared for work and future."

"My strengths and how to correct my weaknesses."

"Valuable skills to use in lessons and for the future."

"I learnt that I am able and confident enough to make a presentation in front of an audience."

"How it feels to work to a deadline."

"The world of work is definitely tough, a struggle and strict but it is definitely worth it."

"To work together, respect others and be independent."

"How to carry myself in the world of work."

"About jobs. How to face your fears. How to be confident working with different people."

"Communication is very important if you want to succeed."

"I learnt how to build up my self confidence and how to support others."

"That there is a whole world out there that is open to me if I want to work and get it."



Is there anything you would change about GETTING AHEAD?

"I would add more time or even more activities"

"No, it was very enjoyable and we still learnt something so overall it was great."

"No, it was lovely the way it is and a new, refreshing experience."

"Nothing really, it was an exciting lesson and very enjoyable."

"Not really. The volunteers were too awesome and super nice."

"Yes, I want the volunteers to come to the school more!"

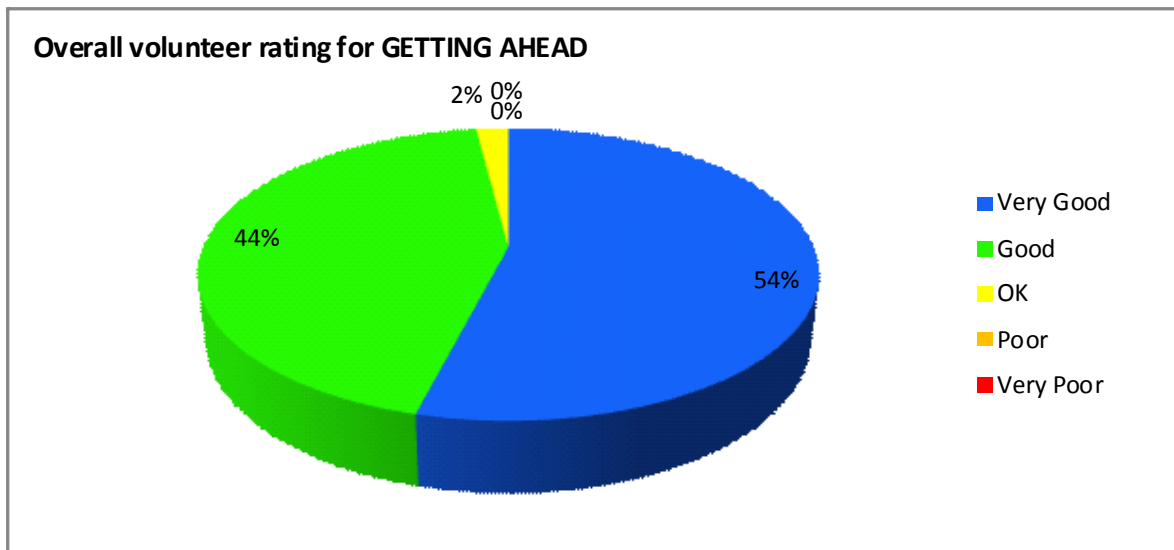
5. Feedback from Volunteers

5.1 Feedback from volunteers has been great:

- **83%** felt the students are more prepared for the world of work.
- **94%** felt the horizons of the students were broadened.
- **85%** felt the students were introduced to employers and their expectations.
- **92%** felt the students had found the conference interesting and enjoyable.

In terms of conference organisation the volunteers were happy:

- **100%** found the briefing and workshop instructions clear and helpful.
- **99%** felt supported by the THEBP Chair throughout the day.
- **97%** were happy with the 'domestics' (venue, refreshments, etc).



98% of volunteers rated GETTING AHEAD as either 'Very Good' or 'Good'!

5.2 Volunteer comments:

"During the day the students grew in confidence and stature, using ideas, working better with each other and learning what they should be doing."

"Really powerful for the students and encouraged by their level of engagement."

"Chair did a great job at explaining the schedule and calming 'first time' nerves."

"The structure of the day works in that the delegates' attention was maintained throughout."

"What a fantastic idea. Definitely provided the students with plenty of food for thought."

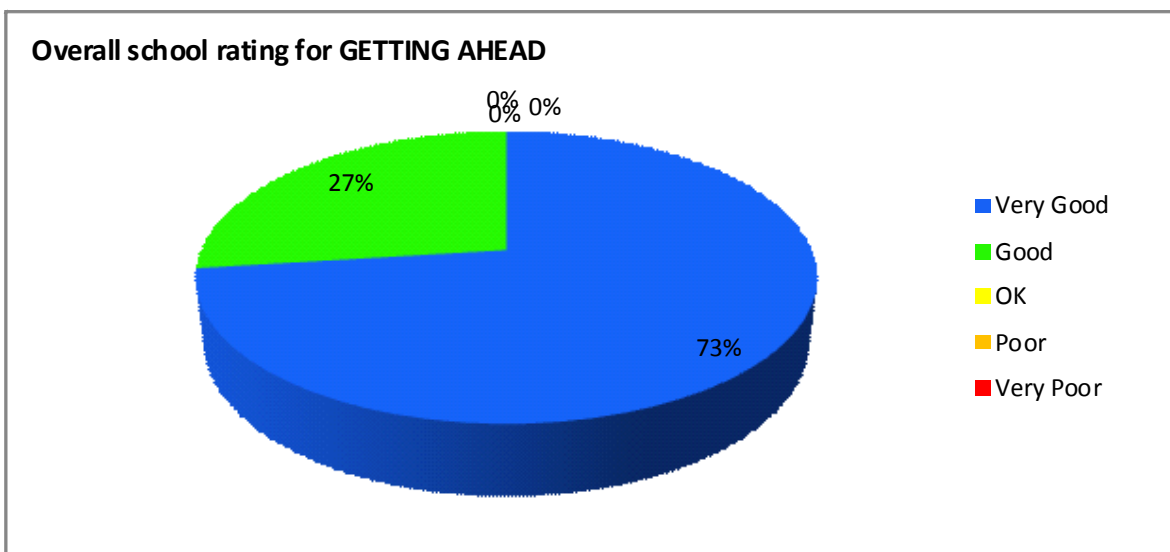


- "The instructions and directions to the conference were very clear and I felt support throughout."*
- "The students appeared to enjoy themselves and at the same time appeared to be learning - their responses were very thoughtful."*
- "They enjoyed the last exercise so much they didn't want to go to lunch!"*
- "The conference was well organised, engaging and informative. There was a good mixture of interactive, dynamic learning and more focused writing activities."*
- "Excellent conference - it's a fantastic initiative and it was very enjoyable, as well as a privilege, to be a volunteer here today."*
- "This is my second GETTING AHEAD conference and I continue to think these are a valuable and fun experience for the students."*
- "Chair very helpful throughout and beforehand in preparing us for the day."*
- "Fantastic lunch and great support from the chair. Extremely professional and enthusiastic."*
- "Great course and the students changed in just a day from being quite shy to confident individuals giving a presentation."*
- "Extremely rewarding to take part and a great opportunity for the students. I feel we all gained skills and confidence from today."*
- "Well run, interactive and a good introduction to career planning, CVs, team work and presentation skills."*
- "Very impressed with the students and how well they embraced the day and the concepts we introduced."*
- "Loved it - very well run and feel like it makes a big difference."*
- "Genuine problems were presented to students with very real-world time pressure!"*
- "Useful and clearly defined activities to get the students introduced to what the world of work is like. I wish I had the same opportunity at their age."*
- "Excellent. I would definitely volunteer again for this. I was made to feel welcome by THEBP, the school and the students."*
- "Impressed with the inspirational and confidence boosting nature of the Chair's style."*
- "A great day, the time flew as it is so well organised. I will happily work on this again."*
- "Really well organised and pitched perfectly. Students in group were exceptional - well behaved, enthusiastic and really engaging."*
- "The day was well organised, and we were provided with all necessary materials and instructions. We were well informed at all times of what the day would consist of and what was expected of us, as well as the students."*
- "The children were nervous at first (which is to be expected) but fully engaged by the end. I felt that they appreciated me giving up my time to be there, and wanted to participate as much as possible."*
- "A very worthwhile workshop that genuinely prepares students for the working environment."*

6. Feedback from Schools

6.1 Feedback from schools and teachers was very good:

- **100%** felt students were more prepared for the world of work.
- **100%** felt the students' horizons were broadened.
- **100%** felt the students were introduced to employers and their expectations.
- **100%** felt the students had found GETTING AHEAD interesting and enjoyable.
- **100%** felt that there was good communication between school and THEBP in the run up to the Conference.
- **91%** felt the venue of the Conference was appropriate, with the rest unsure.
- **100%** felt the Conference was well organised by THEBP.



100% of schools and teachers rated GETTING AHEAD as either 'Very Good' or 'Good'!

6.2 School and teacher comments:

'A great day for the boys, they developed a range of skills.' Edward Lloyd, Head of Year 10, Bishop Challoner Boys School.

"The pupils and staff really enjoyed the getting ahead conference. I was pleased with the interaction between pupils and volunteers. Ian Pope was an excellent and organised host." Amy Ronan, Head of Year 10, Bishop Challoner Girls School.



"Students were fully engaged throughout the conferences. The large number of volunteers really focused the students. The volunteers all helped to support the social development of students." Jill Moore, CPKSE Co-ordinator, Morpeth School.

"The pupils enjoyed the venue and the event. Volunteers played a huge role in including and supporting some of our most vulnerable pupils. A huge thanks to Ian, the EBP and the business volunteers." Shirley Peterson, Economic Wellbeing Coordinator, George Green's School.

"Students were very excited and positive about the whole day. The tasks were enjoyable and appropriate which got them engaged from the start. This conference gave the students the opportunity to express themselves in ways which is not possible in the classroom." Aaron Johnson-Chapman, Year 10 Team Leader, St Paul's Way Trust School.

"The students found this a positive experience and I have received good feedback from their form teachers." Morag Robertson, Enrichment and Careers Coordinator, Langdon Park School

"The project is great for students and the EBP coordinator, Ian Pope, was very professional and organised as per usual." Angela Hussain, Work Related Coordinator, Oaklands School

7. Outcomes and Developments

7.1 For the fourth year in a row the number of volunteers taking part in GETTING AHEAD increased – from 382 to 424. There was also an increase in the number of events – 27 to 30 – and the number of students who took part in the programme – 1736 to 1808.

7.2 The GETTING AHEAD Business and Employability Resource Booklet continues to be a great resource for students. This year it was updated and even more activities were added.

7.3 GETTING AHEAD continues to be a key component for the Passport to Employability programme. 'Passport to Employability' helps secondary school students in Tower Hamlets gain the necessary soft



skills in order to compete successfully for jobs in the City and Docklands. Students complete units and build up a portfolio which can be accredited to Grade B GCSE equivalent.

GETTING AHEAD now delivers Unit 14 of Passport to Employability – Communicating Solutions to Others. The Unit is worth two credits.

- 7.4 Morpeth School returned to the GETTING AHEAD programme after a gap of several years. The school had a half day programme focused on team work and communication skills, tied into the Passport to Employability programme.
- 7.4 GETTING AHEAD has continued to change and adapt reflecting real world changes in employability and working trends, while also building on the feedback of students, volunteers and teachers.



8. Moving Forward

- 8.1 The integration of GETTING AHEAD into 'Passport to Employability' will continue. Evidence will now be collected after the conferences.
- 8.2 Tower Hamlets EBP is developing a new website – Wise Up For Work. GETTING AHEAD will have its own section on this website. Volunteers will be able to watch training videos before the conferences and look at the materials they are going to use.
- 8.3 The programme will continue to be updated and developed.



9. Conclusion

- 9.1 Another successful year for GETTING AHEAD. Student and volunteer numbers have increased.
- 9.2 GETTING AHEAD continues to develop and change to suit the changing requirements of students, schools and volunteers.
- 9.3 Feedback from all stakeholders is very positive.
- 9.4 The aims and objectives of GETTING AHEAD are being met.

CONFERENCE DATES 2011-12

SCHOOL	YEAR	DATES	VOLUNTEER SPACES AVAILABLE	VENUE
Morpeth School Mixed school (Half day x 2)	9 & 10	Thu 15 th Sep 11	8	School
		Tue 20 th Sep 11	8	
Stepney Green Maths & Computing College Boys school (1 day x 3)	10	Tue 22 nd Nov 11	18	School
		Wed 23 rd Nov 11	18	
		Thu 24 th Nov 11	18	
Sir John Cass's Foundation and Redcoat School Mixed school (1 day x 2)	11	Wed 7 th Dec 11	20	School
		Thu 8 th Dec 11	20	
George Green's School Mixed school (1 day x 3)	10	TBC	18	TBC
		TBC	18	
		TBC	18	
Bow School of Maths & Computing Boys school (Half day x 2)	10	Thu 1 st Mar 12	18	School
		Fri 2 nd Mar 12	18	
Bishop Challoner Boys School Boys school (1 day x 2)	10	Tue 13 th Mar 12	18	TBC
		Wed 14 th Mar 12	18	
Bishop Challoner Girls School Girls school (1 day x 2)	10	Thu 15 th Mar 12	18	TBC
		Fri 16 th Mar 12	18	
St Paul's Way Trust School Mixed school (1 day x 3)	10	Mon 26 th Mar 12	18	School
		Tue 27 th Mar 12	18	
		Wed 28 th Mar 12	18	
Mulberry School for Girls Girls school (2 day x 2)	10	Thu 3 rd May 12	40	School and Toynbee Hall
		Fri 4 th May 12	40	
Bethnal Green Technology College Mixed school (1 day x 3)	10	TBC	18	TBC
		TBC	18	
Swanlea School of Business and Enterprise Mixed school (TBC)	10	TBC	TBC	TBC
Oaklands School Mixed school (1 day x 2)	9	TBC	18	TBC
		TBC	18	
Central Foundation Girls School Girls school (1 day x 3)	9	TBC	18	School
		TBC	18	
		TBC	18	
Langdon Park Mixed school (TBC)	10	TBC	TBC	School

COMPANIES AND ORGANISATIONS 2010-11

GETTING AHEAD relies on the hard work, commitment and enthusiasm of its volunteers and company/organisation co-ordinators. Thank you to all those who have supported the programme this year.

Aberdeen Asset Management PLC

Amy	Dawes
Allison	Hopcraft
Antonia	Lee
Mary	Verghese-Dipple

Amlin

Ian	Simons
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Army

Doug	Douglin
Dave	Lawson
Mark	Wilshire
Sharon	Wilson

Ashurst

Elaine	Hatton
Greg	Kennaugh
George	May
Alison	Owen
Mike	Richmond
James	Risean

Bank of England

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Olly	Fyfe
Gill	Hammond
Priya	Kothari
Rohit	Nag
Kim	Oakes
Natasha	Taylor

Barclays

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Clare	Bland
Victoria	Brustolin
Laura	Burden
Lynda	Dobranja
Matthew	Dobson
Steve	Imrie
David	Jackson
Naomi	Kilburn
Denise	Knox
Nadia	Kureemun
David	Leadbetter
Philipp	Leibfried
Frank	Lennox-Hennessey
Laura	McVicker
Geraldine	Naude
Max	Savoie
Cameron	Stuart
Christina	Turton
Catrin	Wright

Anna	Wyse
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Barclays Wealth

Hafi	Ali
Anne-Marie	Antoine
James	Arthey
Emily	Bansemmer
Jamie	Barter
James	Blashfield
Lisa	Blythin
Joan	Bryans
Nicola	Coleman
Ben	Covey
Karl	Craig
Paul	Deen
Aly	Dieng
Hayley	Dos Santos
Peter	Emery
Laurence	Gagen
Matthew	Guy
David	Hill
Jayna	Hirani
Saira	Khan
Kristy	Lee
Andrew	Lewin
Johann	Lloyd
Denise	Macey
Nick	Manning
Justine	McGarry
Ben	Nightingale
Krishna	Patel
Jenny	Patrick
Cherida	Perrin
Matthew	Quade
Tom	Scarborough
Wayne	Sheridan
Laura	Vinsome
Jackie	Wood

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Maureen	Turnbull
Gemma	Zabbar

Bouygues UK

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Stuart	Heaysman
Danielle	Jackson
Sarah	Moss
Martin	Smith

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Canopus

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Shahnara	Begum
Tracy-Anne	Chapman
Mike	East
Richard	Heasman
Sophie	Holsgrove
Gary	McInally
Gaynore	Moss
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Helen	Green
Sama	Mirza
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Maria	Talbot

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Linda	Farlie

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Davina	Pilkington
Emma	Sirett

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Holly	Bradley
Be	Coleman
Stephen	Glasper
Tomasz	Jedrowski
Shinoj	Koshy
Michael	Lukes

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George	Morgan
Akima	Paul
Colt	
Jaimini	Chatwini
Hui Min	Ch'ng
Martin	Josephs
Vandana	Kathuria
Martin	Kelly
Mike	Parri-Hughes
Audra	Simons
Cheryl	Taft
Nicki	Talbot
Stewart	True
Henny	Valder

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Martin	Cox
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Lasitha	Leelasena
Christopher	Marrow
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Federation of Small Businesses

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Sean	McKone

ITPER

Andrew	Bull
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Lloyds

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Richard	Haslam
Nadia	Mensah
Hannah	Payson
Natalie	Tickle

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Bruce	Balfour
Alero	Cave
Mike	Chappell
Gershon	Cohen
Nick	Cole
Tracy	Connolly
Ed	Corry
Kristin	Dahlstrom
Lucianna	Dannemann
Michael	Donn
Edward	Freeman
Sean	Garman
Peter	Gladwin
Sara	Hamilton

Kate	Hardy
Graham	Hart
Nicola	Johnston
Marlene	Keil
Deepali	Kidambi
Angela	Large
Annita	Nicolaidou
Matthew	Pescud
Prini	Pithouse
Gisele	Puchy
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Alan	Caughy
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Sarah	Hargreaves
Ulla	Harker
Bodrul	Hussain
David	King
Gopal	Krishna
Julia	Kubis
James	Miller
Jolyne	Oviawe
Pirkka	Padmanabhan
William	Palmer
Jason	Payne
Simone	Portersmith
Malcolm	Powell
Rebecca	Pun
Andy	Purkiss
Gabriele	Sarais
Jeremy	Smart
Matthew	Smith
Mohammad	Suleman Chaudhy
Byron	Thomas
James	Watson

Nomura

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Sally	Dallison

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Victoria	Hoe
Gary	Moss
Nigel	Rayner
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Nikolaus	Zeeb

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Shelly	Jones
David	McCluskey
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Reynolds Porter Chamberlain LLP

Almut	Blocker
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Stuart Gambel
Pierre Kacary
Jenny Pitt-Jones
Katy Shepherd
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Matthew Baust
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Larysa Brecko
Paul Brough
Lawrence Carnie
Sue Chadwick
Jyotsna Chandrani
Ruby Childs
Jayraj Chokshi
Graeme Clayton
Chris Conway
Paul Dex

Hasnain Dhalla
Jan Dubsky
Caroline Edwards
Tim Elliott
Jelena Fedotova
David Fiber
Andrew Findlay
Stephen Gargiulo
Susan Goater
Helen Goodwin
Pete Harland
Andry Hartono
David Hopkins
Tariq Hussein
Ugo Isiadinso
Grant James
Tracy Jarrold
Mike Jubb
Poonam Kapadia
Abul Kasam
Akeel Kazmi
Ban Son Khoo
Raghav Khosla
James Koni
Priya Kooner
Paras Kothari
Alan Kung
Eleftherios Kyriacou
Biagio Lapolla
Emma Layton
Kevin Liddy
Adam Lister
Arjun Malhotra
Alexander Maltby
Wing Yin Man
Soleman Maudarbocus
Patti Mazhude
Christopher Meehan
Sajjad Meghjee
Shyam Mehta
Glen McGowan
Kunal Mistry
Sanjay Mistry
Alison Moon
Steve Nevin
Kelly Newman
Michael Newman
Lorraine Olson
Peter O'Riley
Matt Parkes
Visha Patel
Hardik Patel
Patrick Perry
Mateja Popovic
Nathalie Robertson-Nugent
Paul Samuels
Ali Sanai
Umut Sasoglu
Benoit Seguret
Sophie Silver
Adam Spink

Christopher Spry
Shaun Staples
Jacqueline Thomsson
Tony Throp
James Tyler
Vesna Vladusic
Claes Wachtmeister
Lorraine Waters
Jessica Waugh
Simon Wayne
Josephine Wong
David Wood
Hocine Yaiche

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Alan Lattimore
Kaethe Lilly
Im Rahman

Trowers & Hamlins

Robert Adjetej
Nasser Akel
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Athina Finding
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Denise Grafe
Helen Hackett
Sam Haines-Nutt
Jodie Heslop
Catherine Innes
Laura Juillet
Janany Kathirgamanathan
Taymour Keen
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Francine Kwadily
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David Mosey
Chris Munday
Faris Nasrallah
Caroline Nugent
Mike Revington
Jessica Taylor
Tom Wigley

Unilever

Lesley Agbarakwe
Sarah Cass
Dawn Connorton
Hayley Cox
Harry Fox
Chris Howe

Wells Fargo

Alison Hanscomb
Carly Palmer

If you would like any further information please contact:

**Ian Pope
GETTING AHEAD Project Manager**

**Tower Hamlets Education Business Partnership
Sunley House, Toynbee Hall, 28 Commercial Street,
London E1 6LS**

**Tel: 020 7655 0308 E-mail: ian.pope@thebp.co.uk
Or visit our website: www.thebp.org**



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