

## Helping young people from low-income communities to access the best universities and careers

The move to university or the first tentative steps into a new career can be life-changing moments. For young people from low-income homes the challenges can be daunting; for some, insurmountable.

Access to Higher Education in the UK is far from equal. In absolute terms, more low-income students are going to university, but they still are four times less likely to enter a top university than their more affluent peers.

Meanwhile, the labour market is constantly evolving and work-literacy is far from reality for many young people

– especially those from low-income backgrounds. Poorer pupils are almost twice as likely to be not in education, employment or training post-16, compared to their more affluent peers.

Deloitte Access is an innovative education programme delivered by Deloitte and national education charity Teach First. The programme aims to improve social mobility and support a fairer society by giving young people from low-income communities the ambition, skills and opportunities they need to access professional careers at companies like Deloitte.



**Teach First Futures:** one-to-one mentoring for Sixth Form pupils to guide them while they are making choices about university and their future.



**Business Mentoring:** 160 mentors offered one-to-one professional skills development, broadening pupils' insights into the world and raising aspirations beyond school.



**Micro-Tyco:** an entrepreneurial challenge run by WildHearts Foundation, a Deloitte Social Innovation Pioneer.



**Technology, Media & Telecommunications Predictions Schools Challenge:** a national competition to pitch entrepreneurial and innovative business ideas to industry experts.



**The Week:** current affairs discussion group, developing communication and analysis skills.



**Book Club and Reading Mentors:** supporting young secondary school pupils to improve their literacy and develop a life-long passion for reading.



**Deloitte ASPIRE:** 39 students took up a place on Deloitte's experience of work programme, chosen from hundreds of applications from schools across the country.



**Employability workshops:** focusing on practical skills including writing a good CV, how to send a professional email and delivering excellent presentations.

In 2014-15



**1,616** Access Volunteers  
delivering  
**6,258** hours of support  
Reaching **4,441** pupils



“We are delighted with our partnership with Deloitte and the immense benefit it has brought to the school. We have tailored our activities to **enhance opportunities, broaden horizons and grow ambitions and skills** in readiness for the world of work. We have developed **an outstanding model for the future** which could guide other schools and businesses who wish to form successful partnerships.”

Trude Feiweles, Assistant Headteacher, Tong School, Bradford

“I can’t begin to describe the difference on our pupils. It has been **totally transformational**. It stretched them, brought out their leadership skills, boosted all of their **confidence and self-esteem** and made them realise that **hard work leads to results**. All of the students come from difficult circumstances – I cannot begin to explain what this has meant to them and how positively it will affect their futures.”

Debbie Gockelen, teacher at Milton Keynes Academy

“I am so grateful to you for including Alex in the Business Mentoring programme! University and the world of work are now **tangible, achievable goals**. Alex has thrived on the opportunity to **explore his options** with a mentor. He wouldn’t have had the **confidence** to ask so many questions in a classroom situation.”

Parent from Morpeth School, London

“Deloitte e-mentoring has proven to be an **invaluable source of aid and support**, in both my academic and personal life, without which I cannot imagine myself being in the position I am at the moment. I feel very fortunate to have an expert in my field of professional interest whom I can rely on and ask for advice at any time; **guidance that I would not otherwise have had the chance to receive.**”

Camillo, pupil from St Mary Magdalene Academy

**Our pupils:**  
What help do they need?



How did Deloitte Access help pupils?

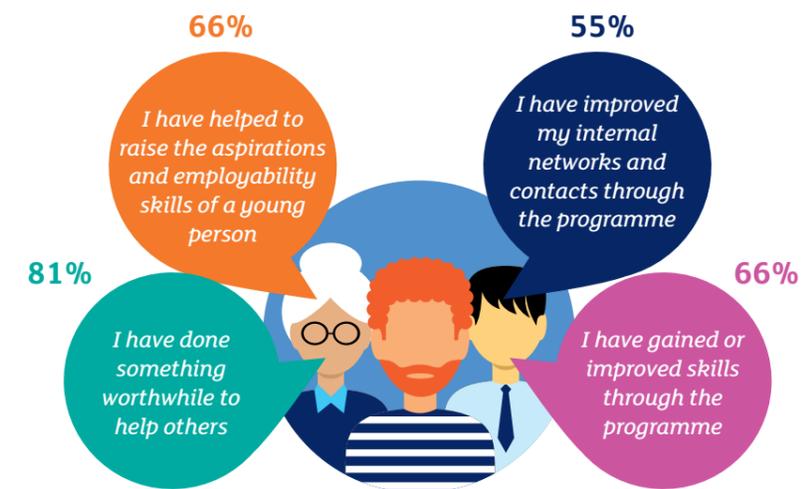


**Understanding of the workplace**



**Confidence & skills**

**Deloitte Access volunteers:**  
What did they get out of it?



“Within half a day practicing their presentation the quietest team member threw his notes away and **grew in confidence, eventually presenting confidently without notes**. I think coaching is about giving the young people confidence and I found it very rewarding.”

Harriet Maule-Ffinch, Deloitte Access Volunteer

“Being allowed to run the programme has given me **the confidence to realise that I have more untapped potential**. I have worked for Deloitte for 25 years and this year has really been the making of me. This, in my mind, is because of the Access Programme.”

Elaine Reeves, Local Deloitte Access Volunteer Coordinator

Due to the response rate, data may not be representative of the entire population of Deloitte mentors, volunteers or pupils.



## A closer look: City of London Academy Islington

Natalie Backes and Louise Brocklebank are Senior Managers in Deloitte's Tax Practice and share the Relationship Manager role for Deloitte's partnership with the City of London Academy in

Islington. The programme has had far-reaching impact at the school, with a broad range of interventions in place. This year, over 200 Tax practitioners volunteered at the school.

"One of key pillars of our work at City of London Academy is the Futures Programme, designed to help sixth form students from low-income backgrounds access the best universities and careers. Deloitte has 21 volunteers working with students at the school, helping them to make ambitious and informed choices about where they want to get to in life."

"Volunteers also **supported five students in their applications and interviews for Deloitte's ASPIRE** experience of work programme. I am sure that the four who were successful will be really thrilled. Please could you pass on our thanks to the volunteers who supported our applicants to the scheme. I am sure that their contributions to **helping the students prepare for their interviews** made all the difference."

Sonja Jacob, Vice Principal

Volunteers with specific subject expertise have also been able to help pupils with their studies. "In our new tutoring programme, unique amongst the school partnerships," explains Louise, "We support teacher-led sessions to help small groups of students with a need to improve in a particular subject. The students have now taken their GCSEs and all our tutors' great input will have helped the students in their exams." A monthly book club was also set up to support younger students in Year 7, exploring topics including politics and feminism, while reading mentors supported pupils needing extra guidance.

"My mentee went from not having too much of an idea what to do after school, to being **well-versed in his options**, especially when considering the fields open to him. I feel the programme has shown him how to **research and understand** this more and I think this will be a habit which should help him going forwards, whether with study or otherwise."

Deloitte Business Mentor

## Our wider partnership

### Working with Deloitte clients to grow networks

Deloitte's support of Teach First expands beyond its partner schools. Across 2014 and 2015, Teach First and Deloitte co-hosted three events in England and Wales, which aimed to support both organisations to engage their client and supporter networks, raise awareness of educational inequality in the regions concerned, and showcase the Deloitte Access programme and partnership with Teach First.

These events led either directly or indirectly to agreements of funding for Teach First from five businesses, totalling financial support of over **£1.5million in 2014/15**.

### Pro bono Support: Expanding the reach of Teach First

In early 2014 Teach First piloted a new approach to partnering with schools that included the many other support services they can provide. A team of volunteers taking part in Deloitte Touche Tohmatsu Limited's STARS programme has been pivotal in shaping this model.

Volunteers consulted school partners, analysed their needs and developed a business plan to allow the charity to adapt and solidify the pilot and transition it to a fully scalable programme.

[www.deloitte.co.uk](http://www.deloitte.co.uk)

[www.teachfirst.org.uk](http://www.teachfirst.org.uk)

Teach First is a registered charity, no. 1098294