

Trustees' annual report (including Directors' report) for the period

From: 1st January 2021 to 31st December 2021

Charity name: Social Mobility Business Partnership

Charity registration number: 1174309

Company number: CE010808

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The objects of SMBP are to advance the education of young people from low income backgrounds in particular but not exclusively by:</p> <p>(a) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and</p> <p>(b) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>A volunteer-led charity, SMBP is a collaboration of over 140 commercial organisations, professional services firms and professional sports teams working to deliver Work Insight and Skills weeks across fifteen towns and cities in the UK.</p>

		<p>All the SMBP Partners are committed to supporting Year 12 and Year 13 students from low income backgrounds in their pursuit of a career in business¹. Since 2014, SMBP has grown from offering opportunities to 20 students in London, to over 700 student places across the UK in 2022.</p> <p>Students benefit from spending a day with four different businesses in a week, learning through interactive business games, and spend the fifth day at a professional sports club where they learn about the psychology of resilience. A SMBP Career Mentoring Platform (via https://smbp.org.uk/group-mentoring/) then supports them through their journey to a career by providing access to advice on the creation of Personal Statements, CVs and completion of application forms and guidance on how to prepare for interviews.</p> <p>In addition to the aforementioned website and career mentoring site maintenance, student travel and Resilience Day costs, the other main area of expenditure is staff, advisory costs and administration.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The guidance issued by the Charity Commission on public benefit has been circulated to Trustees and the Trustees have had regard to the same at all relevant times.

¹ Year 12 and Year 13 students in England and Wales, Year 13 and Year 14 students in Northern Ireland, S5 and S6 students in Scotland.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	SMBP is not a grant making charity
Policy on social investment including program related investment	Para 1.38	SMBP does not engage in investment activity
Contribution made by volunteers	Para 1.38	<p>SMBP is supported by over 700 volunteers across 22 clusters. Key roles are Cluster Head, Student Sourcing Lead and Resilience Lead, supported by volunteers from all our partners who help to deliver the programme on the day and chaperone students during transportation.</p> <p>The Cluster Head takes overall responsibility for project managing the cluster working closely with the Student Sourcing Lead and Resilience Lead. They manage and maintain relationships with all commercial partners and employee volunteers and arrange regular meetings to ensure they are on track to deliver an interactive and engaging day for the students and to prevent any duplication of material.</p> <p>Safeguarding is key to the welfare of students and Cluster Heads are responsible for ensuring that all partners have completed and submitted a health & safety assessment relevant to their premises. They also ensure DBS certificates are in place for a lead chaperone who volunteers to accompany students on long train or coach journeys during the programme.</p>

		<p>The Student Sourcing Lead is the main contact for law firms and education partners at recognised schools and colleges and will often visit schools and colleges to promote the scheme. Their role is to ensure selected students fit the criteria of the programme and will work closely with the brokerage / education contacts to ensure this is adhered to. They work with the cluster head to ensure all relevant forms are completed in a timely and regulatory manner.</p> <p>The Resilience Lead works with the sporting partner for each cluster to assist with the delivery of the SMBP resilience day.</p> <p>Each participating business partner within all of the 22 clusters could not run their SMBP day without the help of the three or more employees that volunteer their time to assist with the delivery of the day on their site.</p> <p>Where coaches or long group train journeys are arranged by SMBP for travel, employees also volunteer as chaperones to ensure students are accompanied, with one lead chaperone completing an enhanced DBS check.</p>
Other		N/A

Achievements and Performance

<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>Working with Year 12 and Year 13 state school students from low income backgrounds, the charity works to broaden access to business, with a focus on showcasing how commercial teams work seamlessly with their legal and finance colleagues to deliver business strategy. It is the first and only programme in the UK that enables students to see all three key elements of business in this way.</p> <p>Students attend a Work Insight and Skills week, spending a day at four different businesses and a fifth day at a professional sports club where students learn about the psychology of resilience and goal achievement models, supported by our delivery partner Cleartrack Performance.</p> <p>In total there are 22 clusters spread across the UK, supporting students from Birmingham, Blackpool, Bradford, Brighton, Bristol, Dorset, Glasgow, Leeds, Greater London, Manchester, Norwich, Oldham, South Yorkshire and Reading.</p> <p>In 2022, in line with an ongoing commitment to increase the number of student placements across the UK, the Scheme aims to extend its programme to include students from Cardiff, the North East and Cambridge and reintroduce student placements in Belfast following a dormant year due to the pandemic. SMBP employs two full time members and two part time members of staff and is grateful to the 700 plus volunteers within the participating businesses, who deliver content on SMBP days or take responsibility for central functions under the direction of the SMBP team.</p> <p>All students who attend the Programme can register on SMBP's bespoke Career Mentoring Platform. Participating students can draw on the experience of business, legal and finance professionals for advice on writing impactful CVs and personal statements, completing university and job application forms and prepping for an interview. As well as guidance, students can opt to receive information and signposting to employment opportunities and recruitment events at our partner organisations.</p>
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		<p>SMBP is affecting a sea change in the way work experience in the UK is delivered by creating a model which tackles the issue of lack of resource and budget to deliver meaningful employer experiences.</p> <p>Our full Impact Report can be found here: https://smbp.org.uk/impact/</p> <p>Students who attended the 2021 Scheme and completed the Impact Survey concluded:</p> <p>100% said they would recommend the SMBP Programme to other students. 90% came away with relevant experience they can include on CVs and talk about in interviews. 89% have learnt about practical things they can do to ensure that I reach my career goals. 90% stated that the experience will strengthen their personal statement for university. 91% understand better how a business operates and what they are looking for in employees. 89% have an understanding of the qualifications needed to study law. 58% have an understanding of the qualifications needed to study accountancy. 93% felt motivated to achieve their career goals. 94% had a better understanding of the different career opportunities in business.</p> <p>SMBP's Student Experience team is run by three alumni students on a volunteer basis. Each are responsible for different stages of a students' placement with us:</p> <p>The Head of Student Engagement is in charge of all comms that go to students. It is vital all students feel prepared ahead of attending the SMBP week to avoid unnecessary student dropouts. This includes student onboarding comms, the SMBP Student App registration process and simple user guides designed to prepare students for the week e.g. How to get the most out of the SMBP Career Mentoring Platform</p>
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		<p>The Head of Student Experience is responsible for the curation of the common core elements of a SMBP week (including the Induction session) and impact reporting. They review the content and the impact survey results each year to ensure reoccurring student feedback is factored into the delivery of the following year.</p> <p>The Head of Student Alumni oversees our various touchpoints with students once they have completed the SMBP week. This includes a LinkedIn Network for students once they are over 18, "Recruitment Bites" which inform students of further SMBP partner opportunities (including paid internships and employment opportunities) and a Quarterly Newsletter.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	(see above)
Performance of fundraising activities against objectives set	Para 1.41	N/A Running costs met by corporate funding partners
Investment performance against objectives	Para 1.41	N/A
Other		N/A

Financial review

Review of the charity's financial position at the end of the period	Para 1.21	<p>As at 31.12.2021, the charity holds £207,159, in unrestricted funds, being our cash in bank. Nothing is held in restricted funds. The charity has no other fixed or current assets.</p> <p>The only liabilities the charity has is a £3,589 creditor to HMRC, which was settled within 30 days of year end (31.12.2021).</p> <p>The total income for the period was £217,877. The total expenditure was £184,977. The reserves of £203,152 amount to 110% of the total Year 4 spend and 85% of the forecast spend in Year 5. With a healthy cash position, we do not envisage any problems in meeting our expenses as they fall due.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>We will always aim to have £120,000 of funds in reserve. This level was chosen as it amounts to approximately half of the average annual funding requirements. All Tier 1 and Tier 2 Funders have expressed a nonbinding intent to fund for a minimum of five years. Should funders choose not to fund SMBP beyond year 5, it will be able to continue to operate for at least six months providing sufficient time to find further funding.</p> <p>The reserves policy will be reviewed annually to take into account any changing financial circumstances. Finances will be regularly monitored by the Head of Finance, and should they fall to the reserve level, The Board will be promptly notified.</p>
Amount of reserves held	Para 1.22	£203,152
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A

Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity's ability to continue as a going concern. Funding has been secured to cover all forecast expenses of the 2022 scheme. All partners and trustees are still on board. Key personnel remain in place, and our network of volunteers continue to support the charity.
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Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	SMBP is based on the spirit of collaboration and the principle that all participating organisations give their time without charge. The running costs of the charity are met by funding from a number of organisations.
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A The charity does not make any investments or social investments.
A description of the principal risks facing the charity	Para 1.46	N/A The charity financial risk is underpinned by its corporate funders and the financial reserves policy, as noted above.
Other		N/A

Structure, governance and management

Description of charitable trusts:		SMBP does not have any charitable trusts.
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Type of governing document:	Para 1.25	SMBP is governed by its Constitution as published on the Charity Commission's website.
How is the charity constituted?	Para 1.25	The Charity is registered as a CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are generally selected from one of the 152 businesses that support SMBP, based on their expertise in running similar schemes and large-scale CSR projects.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>When a new trustee is voted in, the General Counsel will undertake the following process:</p> <ul style="list-style-type: none"> • Send a form to the new trustee to collect information required for Charity Commission registration; • Register trustee with the Charity Commission; • Notify Head of Operations to conduct a DBS check for the trustee; • Send a copy of SMBP's Constitution to trustee; and • Send copies of the following policies: <ul style="list-style-type: none"> ◦ SMBP's Safeguarding Policy (along with link to guidance at https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees); ◦ SMBP's Criminal Finances Act Policy; ◦ SMBP's Data Protection Policy (internal); ◦ SMBP's Statement of Purpose, Objectives and Values; and ◦ Charity Commission's 3 pieces of guidance on Public Benefit:
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<p>The charity's organisational structure and any wider network with which the charity works</p>	<p>Para 1.51</p>	<p>SMBP has 14 Trustees; 12 from the following organisations: Osborne Clarke, Overture London, Provident Financial, Mishcon de Reya, Simply Business, Slaughter and May, Reed Smith, CMS Cameron McKenna Nabarro Olswang, Squire Patton Boggs, Clifford Chance, Burges Salmon and BT and two independent trustees.</p> <p>The charity employs a Programme Director (FTE), a Head of Operations (PTE) a Senior Operations Executive (FTE) and a Student Sourcing Manger (PTE).</p> <p>This employee team is supplemented by consultant support from the Lexjam Consulting (Principal Consultant of LJC being the Founder) and the following volunteer executive roles: Head of Resilience, Head of Finance, Head of Technology, Safeguarding Officer, General Counsel and the Student Experience team consisting of Head of Student Sourcing, Head of Student Experience and Head of Alumni</p>

Relationship with any related parties	Para 1.51	<p>SMBP works in collaboration with other charities to improve social mobility including the Sutton Trust and IntoUniversity.</p> <p>SMBP also partners with the regulatory bodies for the professions who co-author student materials for the SMBP Student App. They are: SRA; CILEx; Bar Standards Board; Faculty of Advocates; Law Society of Scotland; ICAEW; ICAS; and ACCA.</p>
Other		<p>Charity Governance Code 2017 https://www.charitygovernancecode.org/en</p> <p>As noted above, SMBP arranges an annual training session for the trustees, delivered by a charity department at a law firm, on the responsibilities of trustees, with a focus on the Charity Governance Code.</p> <p>SMBP's Statement of Purpose, Objectives and Values that is followed by the Trustees is also based on the Code (See Appendix 1).</p> <p>Charities (Protection and Social Investment) Act 2016</p> <p>SMBP does not meet the threshold above which additional reporting is required under the Charities (Protection and Social Investment) Act 2016.</p>

Reference and administrative details

Charity name	Social Mobility Business Partnership
Other name the charity uses	SMBP
Registered charity number	1174309

Charity's principal address	Osbourne Clarke, One London Wall, London, EC2Y 5EB
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Names of the charity trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Andrew Garard	Chairman	18.08.2017 to current	
Russell Johnstone		30.01.2019 to current	
Joanne Theodoulou		26.09.2018 to current	
Robert Halton		24.05.2018 to current	
Carole Mehigan	Safeguarding Officer	24.01.2018 to current	
Robert Elvin		24.01.2018 to current	
Guy Norman		24.01.2018 to current	
Jamie White		24.01.2018 to current	
Dominic Robertson		01.06.2020 to current	
Ray Berg		18.08.2017 to current	
Kevin Gold		18.08.2017 to Current	
Sarah-Jane Macdonald		24.01.2018 to current	
Tanya Francis		09.06.2021 to current	

Robert Lawson	17.10.2019 to current
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Corporate trustees – names of the directors at the date the report was approved

N/A

Name of trustees holding title to property belonging to the charity

N/A

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Names and addresses of advisers (optional information)

Type of adviser	Name	Address
General Counsel	Shelley Bezalel	Osborne Clarke, One London Wall, London, EC2Y 5EB
Consultant	Isambard Innovation Limited trading as Lexjam Consulting	James House, 70 Chipstead Park, Sevenoaks, TN13 2SH
Head of Finance	Robert Henson	Osborne Clarke, One London Wall, London, EC2Y 5EB
Head of Technology	Annette Brown	Osborne Clarke, One London Wall, London, EC2Y 5EB

Name of chief executive or names of senior staff members (optional information)

Rose Firth (Head of Operations) and Jessica Organ (Programme Director)

Exemptions from disclosure

N/A

Other optional information

N/A


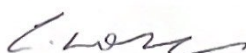
Declarations

The company has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have approved the trustees' report (including directors' report) above.

Signed on behalf of the charity's trustees/directors:

Signatures

	
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Full names

Andrew Garard

Carole Mehigan

Position

Chair and Co-founder

Safeguarding Officer

Date

19/10/22

20/10/22

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Appendix 1: SMBP's Statement of Purpose, Objectives and Values

Statement of Purpose, Objectives and Values

Purpose

SMBP's purpose is as set out in its Constitution:

"The Objects of the CIO are to advance the education of young people from low income backgrounds in particular but not exclusively by:

- (1) providing and facilitating opportunities for them to obtain work experience with organisations working in or with the professions of law and accountancy, and such other professions and fields as the Trustees in their absolute discretion see fit; and
- (2) advising and assisting them to achieve the necessary qualifications and to enter and progress in careers in such professions and fields."

Objectives

SMBP is dedicated to broadening access to the legal and accountancy professions by delivering work insight and skills training and ongoing coaching support to secondary state school students from low income backgrounds. This does not mean that only students who want to go into law and accounting are accepted on the programme. Ultimately, even if a participant decides that a career in law or accountancy is not for them, we consider the programme to have been successful in enabling that student to take informed decisions about their future and improving their understanding of business.

SMBP's objectives can be summarised as follows:

- (1) break down psychological 'fitting in' barriers students may experience when entering the world of business by providing them with an opportunity to experience different working environments and meet the professionals within them;
- (2) develop students' commercial awareness and skills in the following areas: communication, teamwork & leadership, creativity & problem solving, resilience & goal planning;
- (3) arm students with multiple corporate brand names to create stand out Personal Statements and CVs;
- (4) provide engaging business game and focussed work insight experiences to create anecdotes to enable students to confidently answer competency questions asked during university and job interviews; and
- (5) assist students with each step of their career journey through online career mentoring on Personal Statement/CV creation, completion of application forms and interview preparation.

Values

SMBP aligns its values to the Charity Governance Code. This is a 'best practice' code set up by the Charity Governance Code Steering Group; a voluntary, cross charity sector collaboration. The Charity Commission acts as an observer to this group.

SMBP's values are as follows:

- (1) SMBP's trustees are clear about SMBP's aims and ensure that these are being delivered effectively and sustainably. They provide strategic leadership in line with SMBP's aims and values.
- (2) The trustees act with integrity; adopting values and creating a culture that helps achieve SMBP's charitable purposes. The board of trustees is aware of the importance of the public's confidence and trust in charities and trustees undertake their duties accordingly.
- (3) The trustees make sure that their decision-making processes are informed, vigorous and timely.
- (4) The trustees work as an effective team, using the appropriate balance of skills, experience, background and knowledge to take informed decisions.
- (5) The trustees' approach to diversity supports SMBP's effectiveness, leadership and decision-making.
- (6) The trustees lead SMBP in being transparent and accountable. SMBP is open in its work, unless there is good reason for it not to be.



Social Mobility Business Partnership		1174309		
Annual accounts for the period				
Period start date	1/1/21	To	12/31/21	

Section A Statement of financial activities

Recommended categories by activity	Guidance Notes	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Prior year funds
		£	£	£	£	£
		F01	F02	F03	F04	F05
Incoming resources (Note 3)						
Income and endowments from:						
Donations and legacies	S01	214,002	3,875	-	217,877	230,853
Charitable activities	S02	-	-	-	-	-
Other trading activities	S03	-	-	-	-	-
Investments	S04	-	-	-	-	-
Separate material item of income	S05	-	-	-	-	-
Other	S06	-	-	-	-	-
Total	S07	214,002	3,875	-	217,877	230,853
Resources expended (Note 6)						
Expenditure on:						
Raising funds	S08	720	-	-	720	501
Charitable activities	S09	180,382	3,875	-	184,257	203,134
Separate material item of expense	S10	-	-	-	-	-
Other	S11	-	-	-	-	-
Total	S12	181,102	3,875	-	184,977	203,635
Net income/(expenditure) before investment gains/(losses)						
Net gains/(losses) on investments	S13	32,900	-	-	32,900	27,218
Net income/(expenditure)	S14	-	-	-	-	-
Extraordinary items	S15	32,900	-	-	32,900	27,218
Transfers between funds	S16	-	-	-	-	-
Other recognised gains/(losses):	S17	-	-	-	-	-
Gains and losses on revaluation of fixed assets for the charity's own use	S18	-	-	-	-	-
Other gains/(losses)	S19	-	-	-	-	-
Net movement in funds	S20	32,900	-	-	32,900	10,418
Reconciliation of funds:						
Total funds brought forward	S21	170,252	-	-	170,252	159,834
Total funds carried forward	S22	203,152	-	-	203,152	170,252

Section B Balance sheet

		Guidance Notes	Unrestricted funds £ F01	Restricted income funds £ F02	Endowment funds £ F03	Total this year £ F04	Total last year £ F05
Fixed assets							
Intangible assets	(Note 15)	B01	-	-	-	-	-
Tangible assets	(Note 14)	B02	-	-	-	-	-
Heritage assets	(Note 16)	B03	-	-	-	-	-
Investments	(Note 17)	B04	-	-	-	-	-
Total fixed assets		B05	-	-	-	-	-
Current assets							
Stocks	(Note 18)	B06	-	-	-	-	-
Debtors	(Note 19)	B07	-	-	-	-	-
Investments	(Note 17.4)	B08	-	-	-	-	-
Cash at bank and in hand (Note 24)		B09	206,741	-	-	206,741	179,682
Total current assets		B10	206,741	-	-	206,741	179,682
Creditors: amounts falling due within one year							
	(Note 20)	B11	3,589	-	-	3,589	9,429
Net current assets/(liabilities)		B12	203,152	-	-	203,152	170,253
Total assets less current liabilities		B13	203,152	-	-	203,152	170,253
Creditors: amounts falling due after one year							
	(Note 20)	B14	-	-	-	-	-
Provisions for liabilities		B15	-	-	-	-	-
Total net assets or liabilities		B16	203,152	-	-	203,152	170,253
Funds of the Charity							
Endowment funds (Note 27)		B17	-	-	-	-	-
Restricted income funds (Note 27)		B18	-	-	-	-	-
Unrestricted funds		B19	203,152	-	-	203,152	170,252
Revaluation reserve		B20	-	-	-	-	-
Total funds		B21	203,152	-	-	203,152	170,252
Signed by one or two trustees on behalf of all the trustees			Signature		Print Name		Date of approval dd/mm/yyyy



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Report to the trustees/
members of

Charity Name

Social Mobility Business Partnerships

On accounts for the year
ended

Charity no
(if any)

1174309

31/12/21

Set out on pages

SOFA - N27-2

(remember to include the page numbers of additional sheets)

Responsibilities and basis
of report

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended DD/MM/YYYY.

As the charity's trustees, you are responsible for the preparation of the
accounts in accordance with the requirements of the Charities Act 2011
("the Act").

I report in respect of my examination of the Trust's accounts carried out
under section 145 of the 2011 Act and in carrying out my examination, I
have followed all the applicable Directions given by the Charity
Commission under section 145(5)(b) of the Act.

Independent examiner's
statement

[The charity's gross income exceeded £250,000 and I am qualified to
undertake the examination by being a qualified member of [insert name
of applicable listed body]]. Delete [] if not applicable.

I have completed my examination. I confirm that no material matters
have come to my attention in connection with the examination (other
than that disclosed below *) which gives me cause to believe that in,
any material respect:

- the accounting records were not kept in accordance with section
130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements
concerning the form and content of accounts set out in the
Charities (Accounts and Reports) Regulations 2008 other than
any requirement that the accounts give a 'true and fair' view
which is not a matter considered as part of an independent
examination.

I have no concerns and have come across no other matters in
connection with the examination to which attention should be drawn
in this report in order to enable a proper understanding of the
accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Date: 6 October, 2022

Name:

ANDREW BOUCHER

Relevant professional
qualification(s) or body (if
any):

ACA

Address:

15 Dealtry Road, Putney London
SW15 2GN

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

No issues noted.