

Speakers for Schools.

Trading as:

**FUTURES FOR ALL**

Registered charity in England  
and Wales (no 1150411) and  
Scotland (SC046586)

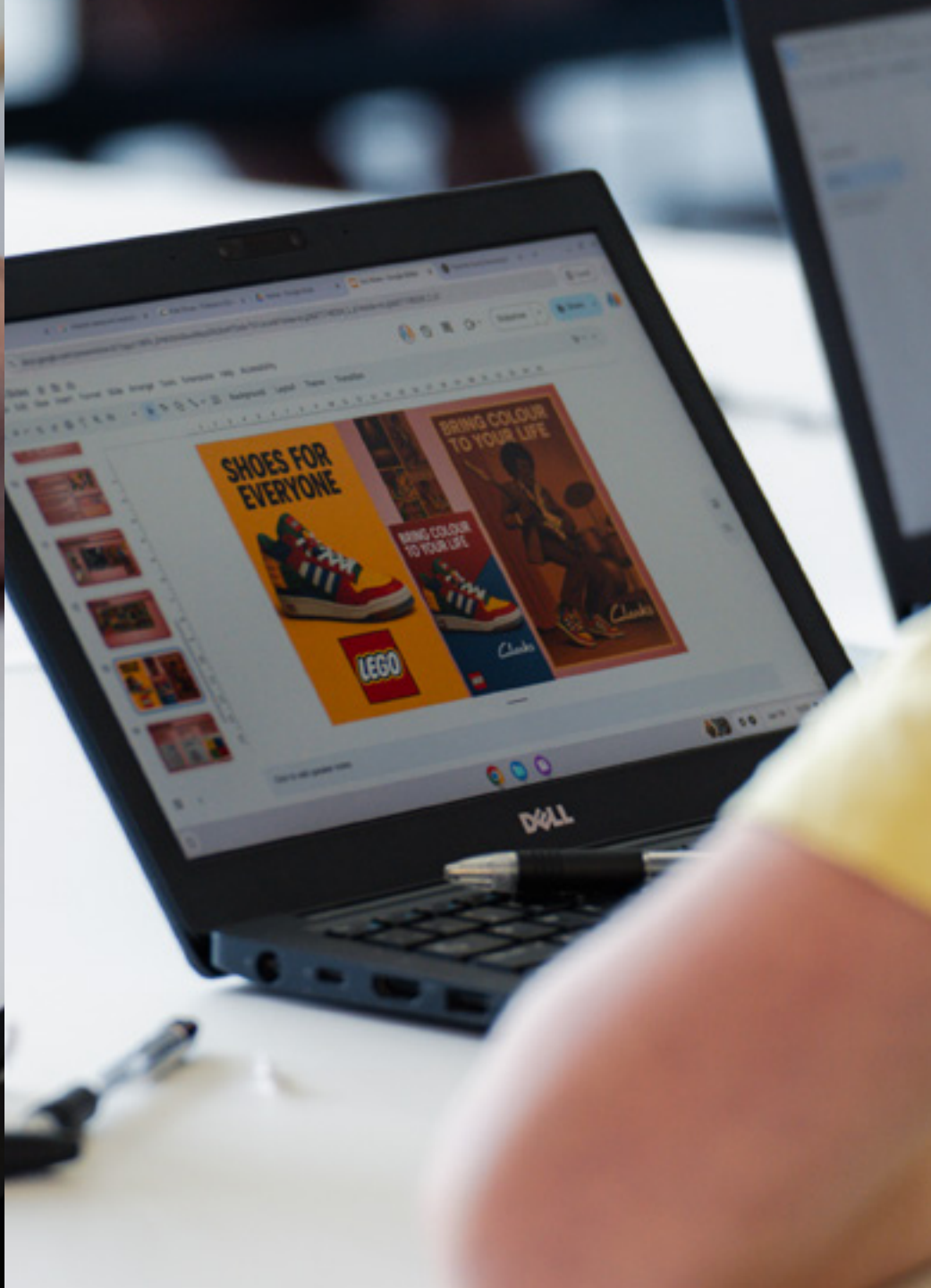
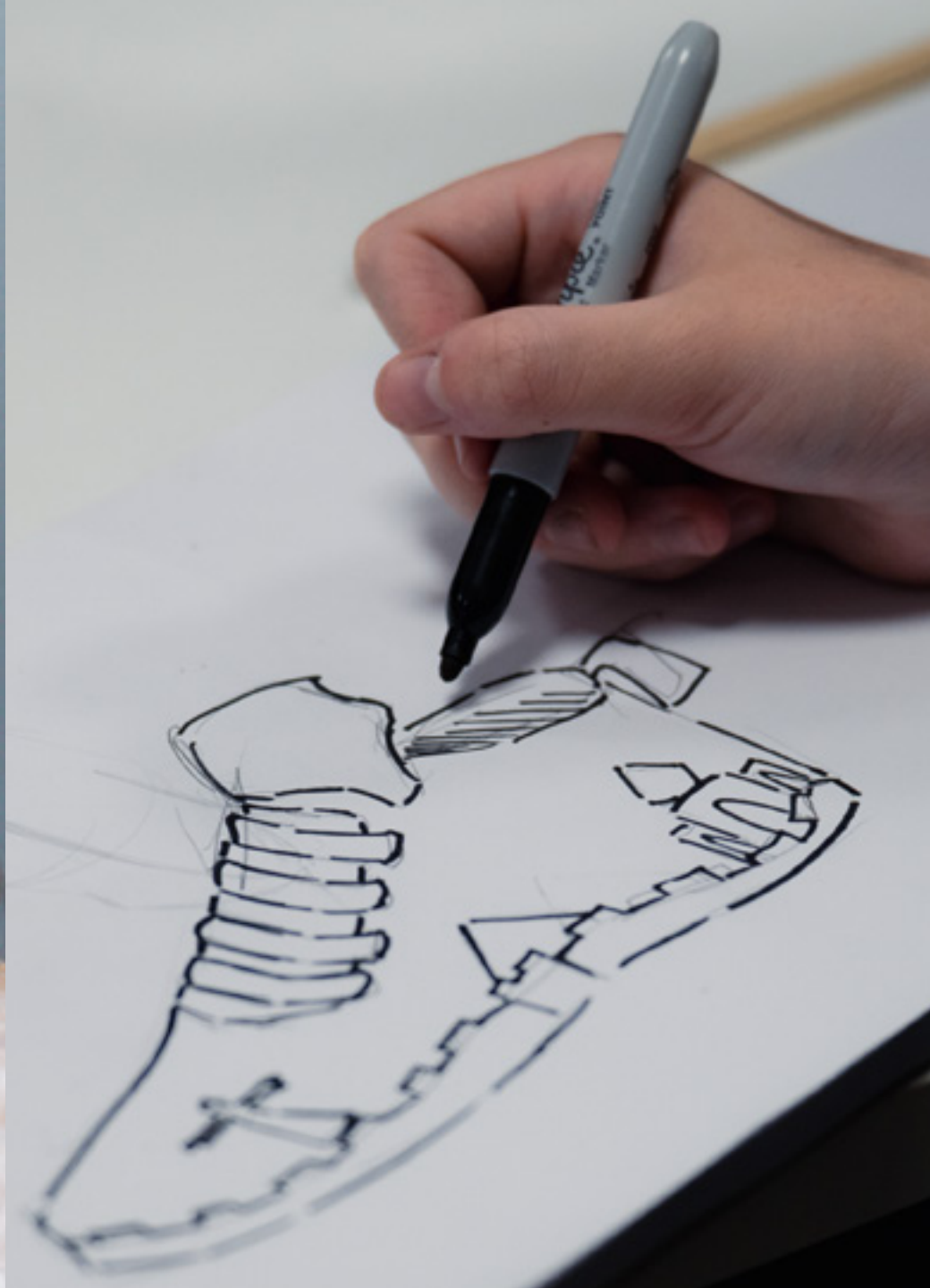
# Annual Report

2024 to 2025

–

Report of the Board  
of Trustees And  
Financial Statements

Year ended  
31 August 2025



consciousness, technological  
advancements, and the rising  
popularity of athleisure fashion  
trends.



Photography: Vantage Media Productions & Ben Shakespeare

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### Cover: Featured placement

Explore our Digital Work Experience pilot, a partnership with The Hg Foundation and Evo Academy, on [page 19](#).



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# Foreword

## The reflections of our Chair



“The UK does not lack talent. It lacks access. At Futures For All, our mission is clear: to make meaningful work experience a reality for every young person, wherever they live and whatever their background. We are building the infrastructure to connect potential with opportunity at scale. Work experience changes lives. It raises aspirations, builds confidence, and opens doors. Yet too often, it remains out of reach for those without networks or connections. That is not acceptable—and it is not inevitable. We now have the tools to change it.

This year, we launched the **Work Experience Finder**: a national platform that makes it simple for employers to offer placements and for young people to access them. It is a step-change in how opportunity is delivered—unlocking access at a scale the system has never seen before.

Momentum is building. Last year, we delivered **12,000 placements**—our highest yet—and we are set to go further this year. Through partnerships with Combined Authorities and Careers Hubs, we are embedding this platform into local systems and laying the foundations for a truly national infrastructure for early career opportunity.



But we need more. We are deeply grateful to the employers, speakers and partners already working with us—you are making a real difference. Now we are calling on more organisations, across every sector and every part of the UK, to step forward. If we are serious about unlocking talent and driving growth, this must be a collective effort.

I would like to thank our trustees, our Chief Executive Nick Brook, and the entire Futures For All team for their commitment and drive. Together—and with broader support—we can ensure that every young person gets the chance they deserve.”

**Andrew Law,**  
**Chair of the Board of Trustees and Principal Funder, Futures For All**





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# Foreword

## A word from our Founder



“When I set up Speakers for Schools in 2009, I did so because of my growing concerns about inter-generational unfairness, the dramatic deterioration in the life chances of young people compared with my school days.

The spur, in a nutshell, was that young people could not be confident they would be more prosperous than their parents, in stark contrast to my own hopes and dreams when I was their age.

This is not a deterioration of “vibes”, or at least not exclusively so. It was and is underpinned by depressing data, brutal facts, which show social mobility has diminished along with growth in productivity and national income.

The challenges for young people are only intensifying. There have been the economic and social shocks of Brexit, Covid and this new era of regional wars. There is the proliferation of hate and cultural conflict promoted by social media. And there is the incipient revolution of our entire way of life being caused by artificial intelligence.

This is why the work of the charity, renamed Futures For All, becomes only more necessary, year after gruelling year - because it has never been more important that schools should be much more than vehicles for the acquisition of academic knowledge and techniques to pass exams.

The most important function of Futures For All’s programmes of work experience and speeches are to be **a bridge between classrooms and a complex changing world.**

We have always tried to encourage ambition among people. We have always tried to **level the playing field between state schools and the fee-paying independent sector**, where the kind of services we provide has often been built into the school programme for generations.



Everything we do today is also to help young people be resilient, creative, confident as communicators, excellent as team workers and knowledgeable about how AI is creating new opportunities and closing down others.

In this report you will learn about how Futures For All is at the forefront of combatting what is a national emergency of growing numbers of young people excluding themselves from employment, education or training.

More than anything else, **we aspire to create and deliver what would be seen as the benchmark for young people’s first proper experience of the world of work.**

What we do is important. It would be impossible without the dedication and imagination of Nick Brook and the brilliant Futures For All team, the speakers who year after year inspire the students and the employers who excite and motivate teenagers by demystifying the workplace.

Many thanks to all of you.”

**Robert Peston,**  
**Founder of Futures For All and ITV’s Political Editor**





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# Foreword

## A year of real-world impact



“Over the past year, Futures For All has helped young people translate opportunity into real progress – strengthening their confidence, building skills and expanding their sense of what is possible. In a system where access to the world of work remains deeply unequal, we have been clear about what success looks like: not simply reaching large numbers of young people but ensuring that our programmes genuinely change what they know about themselves, the choices they feel able to make, and the futures they can imagine.

This year, **more than 150,000 young people engaged with our work** – through our **Speakers for Schools talks** and our **Work Experience programme** – but the real story sits beneath that headline. For many, this was their first meaningful connection with the world of work: hearing directly from people with diverse journeys into different sectors, and then, for thousands, stepping into workplaces themselves to develop skills, test ideas and understand what different careers actually involve. The evidence shows clear shifts in confidence, capability and career clarity, particularly among those facing the greatest barriers. These are not marginal gains, they are changes that shape decisions and trajectories.

**We see this impact reflected powerfully in individual stories across the report.** Inspirational talks help broaden horizons and challenge assumptions about who succeeds in which careers; work experience then turns that inspiration into action. Young people like Ryan and Sophia used work experience placements not simply to observe, but to explore ambition in practice – refining their goals and progressing into apprenticeships and further opportunities. Through initiatives such as IntoTech, young people challenged assumptions about who belongs in certain sectors, gained insight into real pathways, and began to see roles that once felt distant as genuinely attainable.



What sits behind these outcomes is our continued commitment to quality. Great work experience is not about exposure alone – it is about helping young people recognise their strengths, understand the skills employers value, and make informed choices about what comes next. This year, we strengthened the foundations for that impact through the launch of our *Framework for High-Quality Work Experience* and the *Work Experience Finder*, alongside deeper collaboration with employers and educators. **Together, our network contributed £14 million of in-kind value to the education and skills system** – a reflection of both scale and shared purpose.

What gives me greatest confidence is what young people themselves tell us: that these experiences broaden horizons, challenge assumptions and change how they see their own potential. My sincere thanks go to our staff, Trustees, partners, volunteers and supporters who make this possible. Together, we are not just widening access to opportunity – we are helping young people change the direction of their lives.”

**Nick Brook,**  
**Chief Executive Officer, Futures For All**





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# Our Youth Council:

## A powerful voice



Our Youth Council is an important part of our charity, providing insight and advice that helps shape our programmes. This diverse group of young people from across the UK joins us to attend events, engage with industry leaders and MPs, and enrich their own experiences and skills along the way.

**Our heartfelt thanks go to all our Youth Council members, who play a vital role in keeping youth voice at the heart of our conversations, decisions, and the changes we make as a charity.**

This year, Youth Council members Imani and Cara shared their reflections on what Futures For All has meant to them, and to other young people across the country.



“Being part of Futures For All has shown me that it’s okay to try something new, even if I’m not sure that it’s meant for me, or I don’t see people like me doing it. I’ve learned that stepping into new space or industries can lead to amazing experiences and growth. You never know what you’re capable of until you do it.

Futures For All has made it possible for young people like me to prepare for the world of work and explore different careers and industries that feel meaningful and fulfilling.”

**Imani Joseph-Obiorah,**  
**Youth Council member**

“I first discovered Futures For All through a work experience placement, which was incredibly rewarding as it exposed me to the law industry and helped me build confidence while networking with a wide range of professionals. I strongly believe in Futures For All’s mission to transform work experience for young people and level the playing field for state-educated students, which inspired me to apply for the Youth Council.

This charity is leading the way in redefining how young people engage with the workplace, ensuring that opportunity is based on talent and ambition, not background or privilege. I hope the next 15 years see Futures For All continue to grow its impact and change young people’s lives for the better.”

**Cara Field,**  
**Youth Council member**







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# 15 years

## of building stronger Futures For All

1,850,000

Young people  
supported



10,720

Inspirational  
talks



35,866

Young people  
attending work  
experience



**While our name has changed, our mission remains the same as when we began over 15 years ago.**

Our new name, Futures For All, reflects the full scope of our work and our continued commitment to social mobility, ensuring every young person has the chance to explore their potential and shape their future.

In the 2010 school year, we started delivering our programme to bring influential speakers into classrooms nationwide. Fifteen years on, we have grown into one of the UK's leading social mobility charities and the largest provider of work experience in the country.

Thanks to our partners, speakers and supporters, we have reached over 1.8 million young people in state secondary schools and colleges, offering high-quality, high-impact programmes that inspire ambition, build confidence and open doors to opportunity.

**In March 2025, guests joined our Founder Robert Peston, our Chair of the Board of Trustees Andrew Law, our CEO Nick Brook and a panel of inspirational speakers at the iconic Tate Britain to celebrate fifteen years of impact and to hear how we plan to expand access to work experience for even more young people in the years ahead.**

[Read the full story here](#)







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# Success Stories

## Young people: experience to employment

**Hear from Ryan and Sophia** as they share their powerful work experience stories, revealing how their placements have inspired, fuelled and shaped their journey into early careers.



**Ryan, 18, from Bournemouth**, has just finished sixth form and is now doing an apprenticeship with JP Morgan. His Futures For All story started when he was sixteen, on work experience with the Ministry of Justice and SSCL. Ryan reveals how these placements opened his eyes to getting as much varied experience as possible, reflecting that “you can’t be what you can’t see.”

“Work experience is about equipping the next generation with skills and insight into what they want their futures to be like. It’s the most valuable thing.”

**Watch Ryan’s story.**



**Sophia, 20, from Bristol**, having taken a gap year and now living in London, has started work as a degree apprentice with Deloitte. Her Futures For All work experience story started with Morgan Sindall and Danny Sullivan Groups. Sophia reveals that these placements introduced the idea of apprenticeships, without understanding the significance it would have on her life and early career.

“Meeting other apprentices at the time was really, really important for me, and I think was the catalyst to where I am today.”

**Watch Sophia’s story.**





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# Success Stories

## An employer's perspective on work experience

**Hear from Emma, Amy, and Kav** as they share their own organisation's journey in partnership with us – explaining their journey, programme highlights, work experience perspective, benefits, and impact.



**Emma Metcalf, Head of Talent, Leadership and Engagement, Boots UK**, shares their experiences of offering programmes of remote placements and discovery sessions, which open doors to all areas of the business and a wealth of career opportunities for young people. "Our programmes have skill development at their heart, helping students prepare for the world of work."

**Watch Emma's story.**



**Amy Shocker, Head of Corporate Social Responsibility, UK and Ireland, Tata Consultancy Services**, shares their ambition to get more young people interested in being in the tech industry from an earlier age.

Amy's advice for any organisation thinking about offering work experience is to "just do it."

**Watch Amy's story.**



**Kav Sangha, Vice President of HR, UK and Ireland, Equifax UK**, shares her organisation's work experience initiatives, reflecting on how they give back to communities and enable students to enhance their experience of the world of work and financial literacy.

"Futures For All, to me, is all about opportunity!"

**Watch Kav's story.**





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# Activity, Reach and Impact

Our achievements from 2024 to 2025

 **151,496**

This year we reached **151,496 young people** across **2,286 state schools**.

Building on last year’s success, we maintained our dual focus on expanding multi-day placements and elevating programme quality (**View practical guides**). The result: multi-day work experience placements increased by over a third, delivering deeper, more transformative experiences for young people. Alongside this, **587 industry professionals shared their career journeys through our Speakers for Schools Programme**, bringing the world of work directly into schools.

## Marketplace

We partnered with **14** employers to deliver **26** additional external placements through our marketplace. In total, these offered **1,266** places: **726** multi-day work experience opportunities and **540** one-day opportunities.

## Work Experience Programme

**15,224 young people** stepped into the workplace through our Work Experience Programme:

**11,576** attended multi-day work experience placements.

**3,648** participated in insight days.

We delivered these opportunities through **393** workplace experiences in partnership with **289** employers across diverse sectors.

## Speakers for Schools Programme

**136,272 young people** were directly inspired by professionals from a wide range of industries through our Speakers for Schools Programme:

**76,515** attended **643** in-person talks, hearing directly from leaders and professionals about their career journeys.

**54,657** engaged with **126** live broadcasts and career talks.

**2,878** young people engaged with a talk from our online library.

**2,222** attended the National Teen Book Club.

**587** speakers shared their experiences, broadening horizons and challenging assumptions about what’s possible.





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# Activity, Reach and Impact

## Our contribution to the education and skills system

Through our national network of leading speakers and employer partners, **Futures For All contributed an estimated £14 million of in-kind value to the education and skills system this year.**

This includes **£11.7 million from senior leaders, industry experts and public figures** who volunteered their time to speak in schools, and **£2.3 million from employers** delivering high-quality work experience and insight opportunities. These figures reflect the real economic value of planning, preparation and delivery undertaken across hundreds of organisations – a contribution that would simply not exist without the collective commitment of our network.

This highlights the scale of the ecosystem behind our impact and the strength of our collaborative model; demonstrating the tangible contribution our partners make to the wider system: strengthening career readiness, widening access to opportunities and enriching the learning experience for young people nationwide. This evidence also reinforces the strategic value of our network — an asset that supports policy ambitions, drives employer engagement and delivers high-quality experiences at a scale that is both cost-effective and nationally significant.







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# Work Experience Programme

## Introduction

### Building bridges, breaking barriers

Talent is everywhere, but opportunity is not. 36% of the ‘top jobs’ in this country are held by privately educated people, despite them representing just **7% of the student population**. Our Work Experience Programme exists to change this.

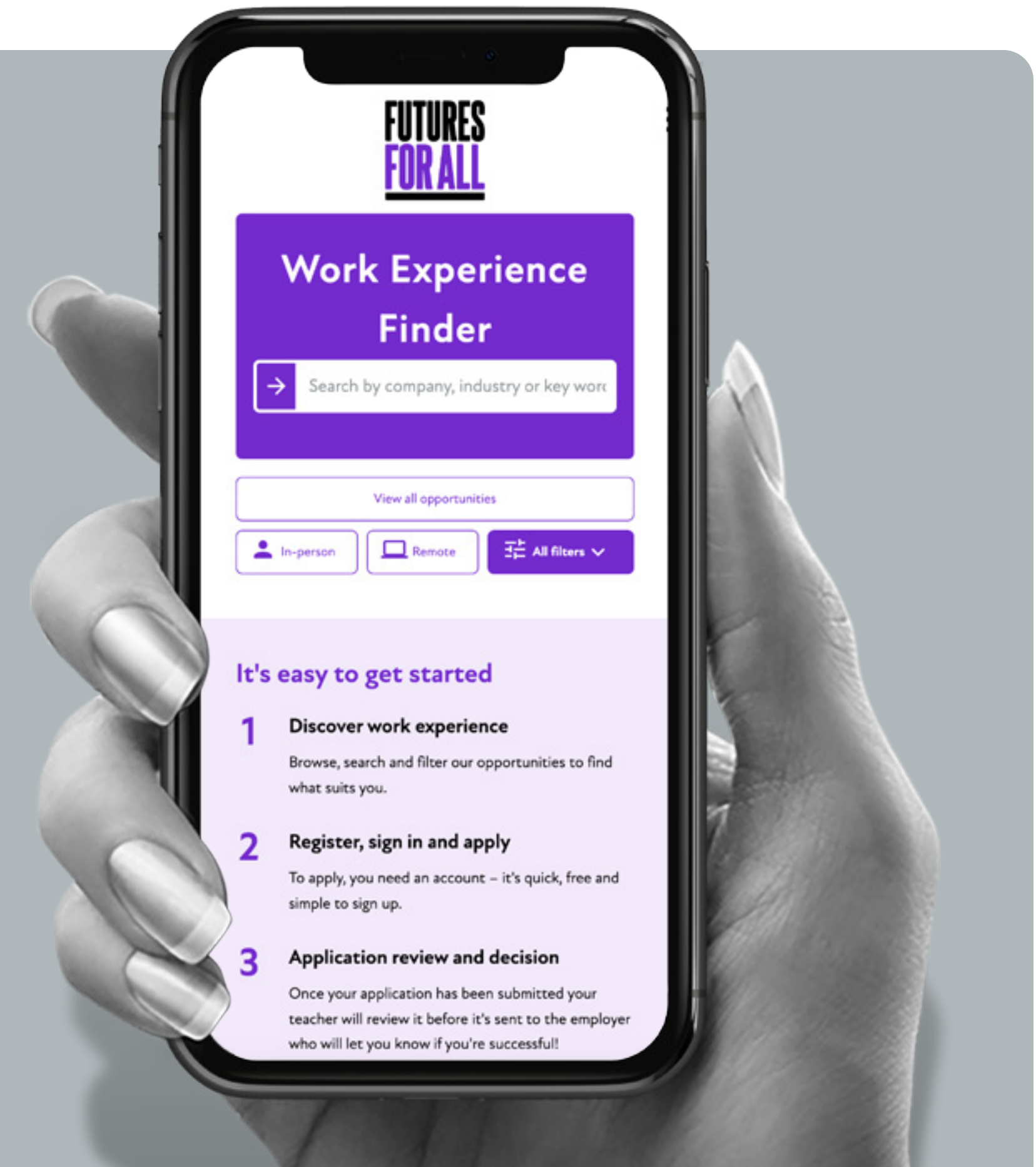
The 2024–25 academic year marked another pivotal year for us, with a continued focus on expanding reach and deepening quality. We achieved our highest-ever participation levels in multi-day opportunities, while continuing our journey into embedding robust quality assurance benchmarks across everything we do.

Alongside this, we piloted innovative delivery models, including Year 9 placements, two-day experiences and Evening WEX, to expand access and meet young people where they are. This commitment to accessibility was strengthened by the **launch of the Work Experience Finder, the UK’s first free national platform** connecting young people with local work experience opportunities. Funded by AL Philanthropies, the platform allows employers to reach schools and students at scale while helping young people discover opportunities they might not otherwise find.

This work is made possible by a growing coalition of Social Mobility Partners, including Tata Consultancy Services, NHS, Cisco, Lloyds Bank, Equifax, Capita, Boots and Reed Smith, all committed to building a future where access to opportunity is not shaped by background.

“Offering work experience is a chance to inspire the next generation and help them see the exciting opportunities in your sector. It’s a way to give back, showcase the variety and impact of your work, and connect with the next wave of people who could make a real difference.” **Ben Tucker, QinetiQ**

[Find Social Mobility Partners here](#)



Interested in offering work experience with us, or listing your own programme on our Finder? Get in touch: [employers@futuresforall.org](mailto:employers@futuresforall.org)





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# Work Experience Programme

## Participants

### Who benefited from our Work Experience Programme?

In the 2024/25 academic year, our Work Experience Programme continued to reach the young people who need it most, with **53%** of participants living outside London and the South East.

In our **STEM placements**, a field where many young people are still underrepresented, **58%** of participants came from ethnic minority backgrounds and **42%** were female.



### Supporting young people from a disadvantaged background

On average, across all our multi-day Work Experience Programmes, approximately **25% of young people who attended were eligible for FSM**. Within our targeted programmes, however, our reach extends further: **35% of participants in our special projects**, such as the Year 9 and IntoTech programmes, were FSM students, demonstrating that our focused approach is particularly effective in engaging young people facing the greatest barriers.

Technical note: FSM (Free School Meals) reach is calculated using educator-confirmed data where available and school-level FSM rates are applied to cohorts where individual data are not available. Using this approach, we estimate 2,878 FSM participants out of 11,527 total participants (24.9%).

**38%**

For **38%** of participants, this was their first ever work experience.

**14%**

**14%** were returning participants, choosing to build on their first experience with us.



Female: **55%**

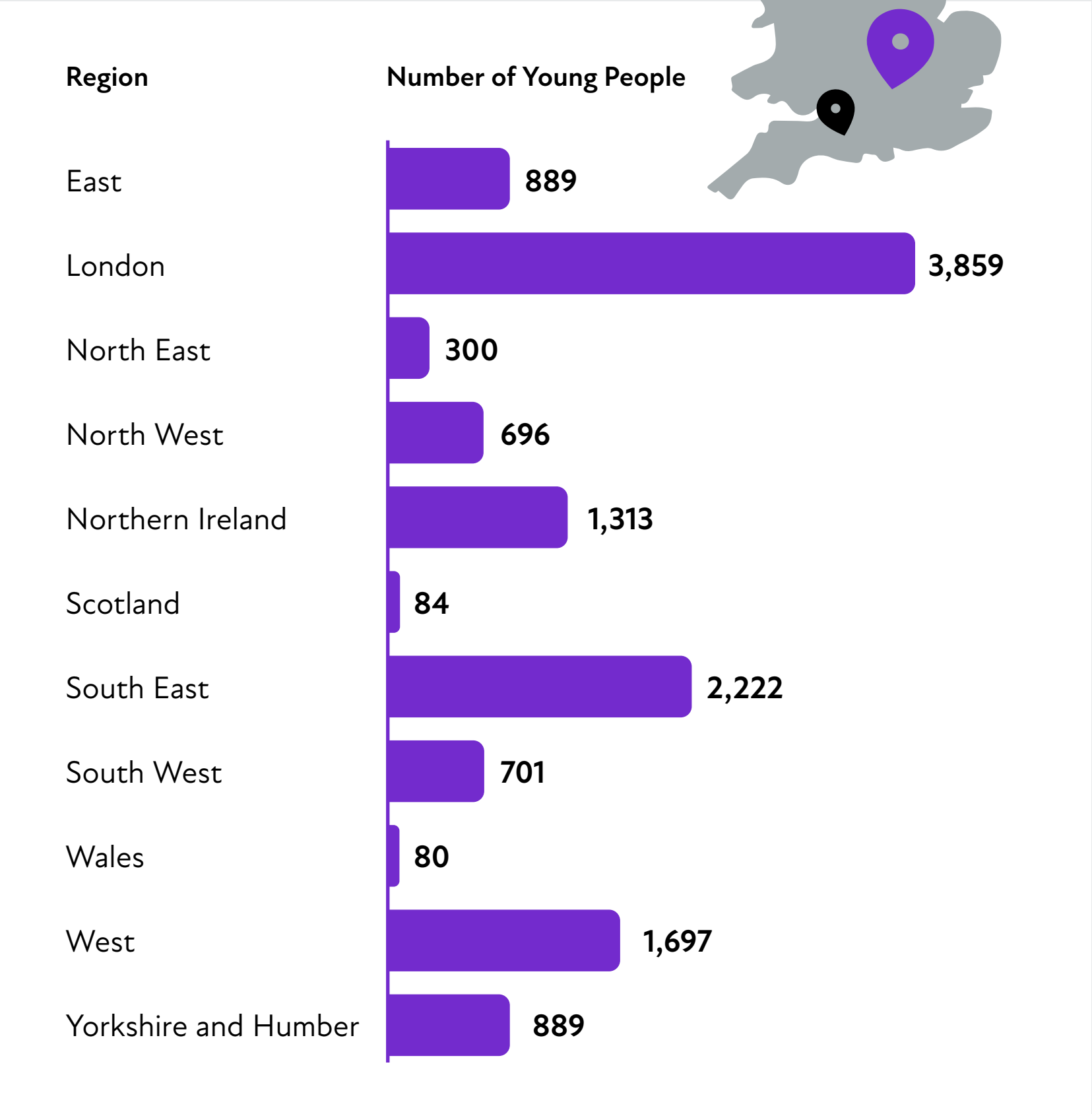


Male: **44%**



Non-binary: **1%**

Location data for **12,730** of the **15,224** who participated in our Work Experience Programme:







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# Work Experience Programme

## Impact

### Making a lasting impact

Our vision is simple: level the playing field for state-educated young people by ensuring everyone can access high quality multi-day work experiences. **We care about reach, but we are driven by outcomes.** What truly matters is whether those experiences build confidence, grow skills and open doors that would otherwise stay closed.

We asked young people what they hoped to gain from our Work Experience Programme, and then we measured whether we delivered on those expectations. The data that follows is just a snapshot of what we achieved, but it tells a powerful story: when we listen to what young people need and design our programmes around those needs, transformation happens.



### Developing Specific Skills

Over half of all participants said one of the main reasons they wanted to do work experience was to develop specific skills.

#### Following their experience...

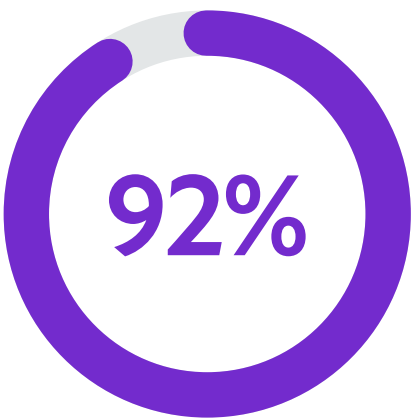
**89%** enhanced their creativity.

**86%** improved their problem-solving skills.

**84%** improved their teamwork abilities.

**80%** improved their speaking and communication skills.

**75%** developed leadership skills.



**92%** of young people agreed that their placement left them more knowledgeable about their own skills and where to improve, rising to **94%** among those eligible for Free School Meals.

“It has helped me develop new skills such as communication and teamwork through the various tasks we did, which I have enjoyed.” **Student, 18, South East**

Photography: Vantage Media Productions & Ben Shakespeare





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# Work Experience Programme

## Impact

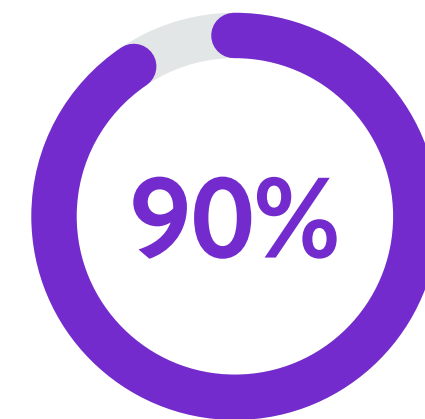
### Exploring Career Paths

**54%** of participants wanted to explore whether a particular career path was right for them.

#### Following their experience...

Post-placement, **90%** agreed they had enough information to make an informed decision about whether they wanted a career in that industry, compared to just **67%** before their placement.

**1 in 2 young people** said their experience helped them decide on the job they want to do in the future.



For young people eligible for FSM, the confidence boost was even more striking: **90%** felt confident they could achieve their career ambitions.

“For me, the best part of the placement was listening to how the different speakers got into the positions they are in, and the path they took to achieve success. I found this useful as I will try take some ideas from them and implement them into my own journey.”

**Student, 17, London**

**Overall, young people rated their satisfaction at 4.4 out of 5**



### Understanding the Day-to-Day Reality

**49%** of participants wanted to understand the day-to-day reality of a particular job or industry.

#### Following their experience...

**85%** felt well-informed about roles and responsibilities at the employer, compared to just **38%** pre-placement.

**84%** felt well-informed about the skills needed for the roles with the organisation their experience was with, up from **47%** before their experience.

“This has GREATLY improved my knowledge of what it will be like to take art further and as a career. I have been able to learn so much more about the courses, and it was incredibly helpful to be able to ask someone who is working in the industry any questions I have had.” **Student, 15, London**





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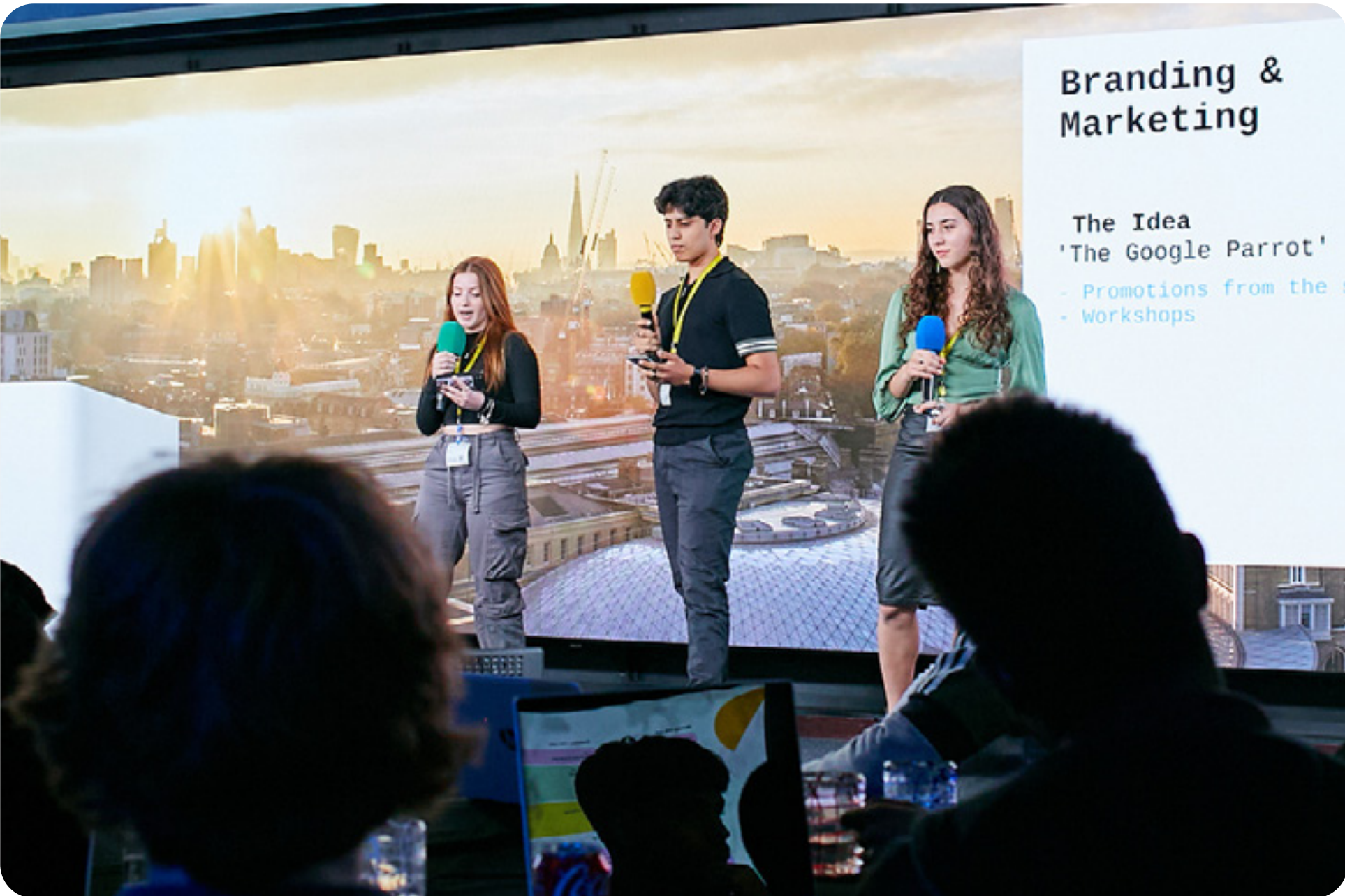
# Work Experience Programme

## Impact

### Supporting Those Who Support Young People

Our Work Experience Programme only succeeds when it works for everyone involved. Young people need meaningful opportunities, but employers need structured support to deliver them, and educators need partners they can trust to provide safe, high-quality experiences for their students.

When we get this right, the benefits ripple outward: employers access diverse talent pipelines and fulfil their social mobility commitments, educators see their students gain clarity and engagement, and young people get the transformative experiences they deserve. The statistics below show we’re delivering value across the board.

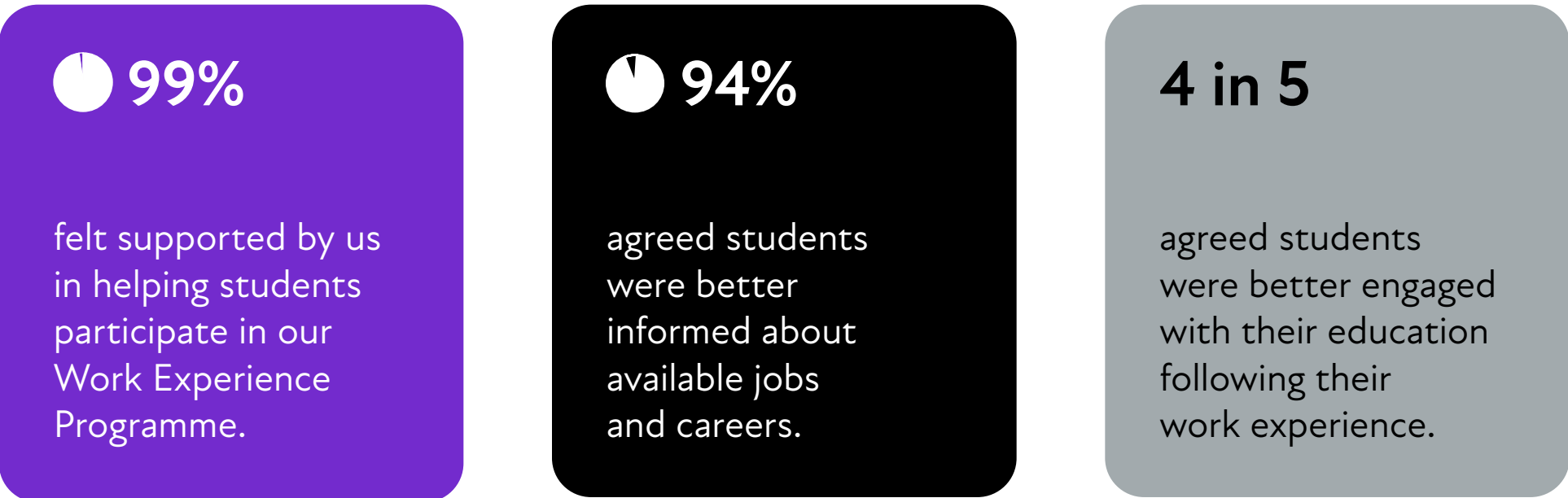


### Employer Stats



“We couldn’t have embarked on such an initiative on our own; without the processes, structures and support provided by Speakers for Schools.”  
**Probation Board for Northern Ireland**

### Educator Stats



“They are always at the end of the phone if we need anything and try hard to provide a good range of experiences both in person and virtual. I depend on them a lot and am very grateful for all they do.” **Educator, Northern Ireland**





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# Work Experience Programme

## Experiences

### From School to Screen: Remote Work Experience in the Film Industry

**INTO  
FILM**

Into Film is a charity putting film at the heart of children and young people's educational, cultural and personal development.

In July 2025, young people took part in a **3-day remote work experience** with an exciting main project: create a new television show. Participants met with industry professionals who shared expert advice and insights, before working in groups to share ideas, then pitch concepts and strategies.

“Seeing the students from different schools and colleges supporting each other and collaborating so successfully – it really got people to work together which is a beautiful thing and part of what working in film, TV and the wider screen industries is all about.”  
**Eva and Cerys, Into Film**

“Using breakout rooms to partake in group projects massively helped me to develop my speaking, teamwork, creativity and leadership skills alongside others.” **Student**

**90% of young people** were confident that they could achieve their career ambitions after taking part in the placement.



[Read the full story here](#)





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# Work Experience Programme

## Experiences

### Mission Accomplished: Remote Work Experience in Defence and Security

QINETIQ

#### Defence and Security with QinetiQ

QinetiQ is a British defence and security technology company that provides testing facilities, and technical, engineering and scientific expertise in defence. QinetiQ hosted **3-day remote work experience** placements for young people in October 2024 and July 2025. Students met professionals across the company to hear about their different roles and routes into the industry. They also participated in group tasks, with a main project based on a real-world (yet hypothetical) brief: create and present a solution for a space transport system.

“We offer work experience because we want to inspire the next generation and show them the breadth of opportunities within cyber security and defence. It’s a sector that makes a real difference... and there’s space for a wide range of talents and interests.”

**Ben Tucker, QinetiQ**

“I liked hearing about what QinetiQ entails and the different insights of what the people working there do and what they had to do to get into that field. I found these both informative and interesting in helping me develop my own thoughts on what I want to do in the future.” **Student, 17**

**90% of young people** said they were able to improve their problem-solving skills through the placement



[Read the full story here](#)





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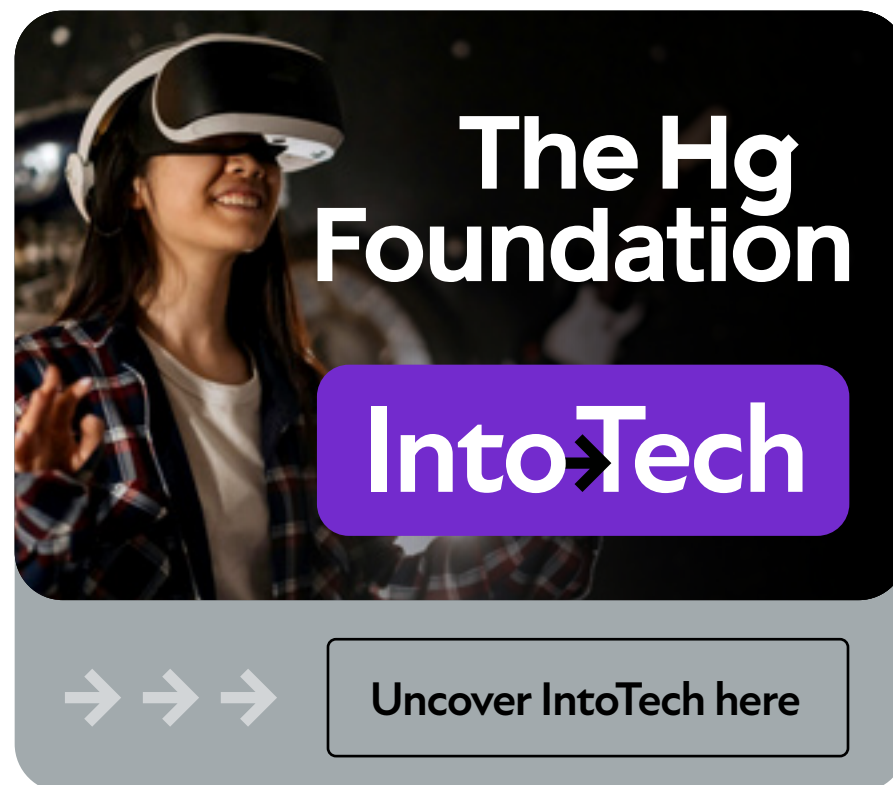
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# Work Experience Programme

## Experiences

### Opening Doors to Technology Careers

Funded by **The Hg Foundation** and Futures For All, IntoTech addresses a critical challenge: young people, particularly girls and those from disadvantaged backgrounds, don't see tech careers as 'something for them.' The programme aims to change that by inspiring young people and highlighting pathways into the sector.



### The Pilot Year

In 2024-25, IntoTech ran its pilot year with 21 schools. The results were striking:

**21** inspirational talks delivered to over **3,525** young people.

**927** young people attended insight days and **351** experienced tech work placements.

**23** employers participated, including the NHS, Met Office, Spotify, Tata, and Jackson Engineering.

### Impact

Young people responded powerfully: **87%** felt confident they could achieve their career ambitions after their IntoTech placement, and the same percentage gained a better understanding of what skills employers are looking for. **82%** said the experience met their expectations. Independent evaluation by the National Foundation for Educational Research (NFER) found that talks challenged stereotypes about tech being boring or requiring top grades. Schools made lasting connections with employers, and speakers reported increased confidence and job satisfaction from working with underrepresented groups.

### IntoTech in Action: NHS North Thames Genomic Medicine Service

The NHS delivered a **3-day remote work experience for 46 students** (**57%** eligible for Free School Meals, **52%** female). Students created resources about genomic concepts that impressed staff so much they're being developed for the organisation's website.

**Dr. Shazia Mahamdallie, Health Equity Lead at NTGMS, explained:** "Work experience is vital because it helps level the playing field for young people. Seeing someone like you in a role can be transformative, proof that it's possible." **One student said:** "I enjoyed learning about new technology as this helped me reconsider a future career path I might take."

### What's Next

Following the pilot's success, **IntoTech is scaling to around 150 schools** with a randomised controlled trial to evaluate impact. Participants will also access mentoring to build on their learning from talks and placements.

### The Future of In-person Work Experience – Opportunity meets innovation!

Together with **The Hg Foundation** and **Evo Academy**, we teamed up to pilot a bold new approach reimagining what in-person, multi-day work experience can look like.

[Watch the highlights from our pilot here.](#)



Over four weeks, groups of **Year 10 students worked alongside digital entrepreneurs and Clarks**, using AI and creativity to design brand-new shoe concepts for their generation. Culminating in the launch of their very own prototype shoes!

Building on this success and its transformative impact, we are expanding the number of places available in 2025/26.





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# Speakers for Schools Programme

## Introduction

### The power of a story

Fifteen years on, our inspirational talks still do what they've always done best: show young people what's possible. From livestreamed broadcasts to in-person school visits, thousands of speakers over the years have shared their journeys, helping students see themselves in new roles, industries, and futures.

Over the last 15 years, we've facilitated talks from an extraordinary range of voices: from CEOs to adventurers, from comedians to barristers, and everyone in between.

This year alone, **we reached over 130,000 young people with speakers** who challenged assumptions, broadened horizons, and proved that there's no single path to success.

The momentum continues: we've already opened 25/26 with amazing speakers like Louis Theroux, building on the foundation of an exceptional 24/25. Here's what made this year so impactful.

"Hearing from inspirational speakers is important for young people because it motivates us to set goals, overcome challenges, and believe in our potential. It provides us with a role model we can look up to and learn from by hearing about their experiences and the lessons they've gained along their journey." **Cara Field, FFA Youth Council member**







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# Speakers for Schools Programme

## Participants

Who benefited from our Speakers For Schools Programme?

45%

of our in person talks took place outside of London and the South East.

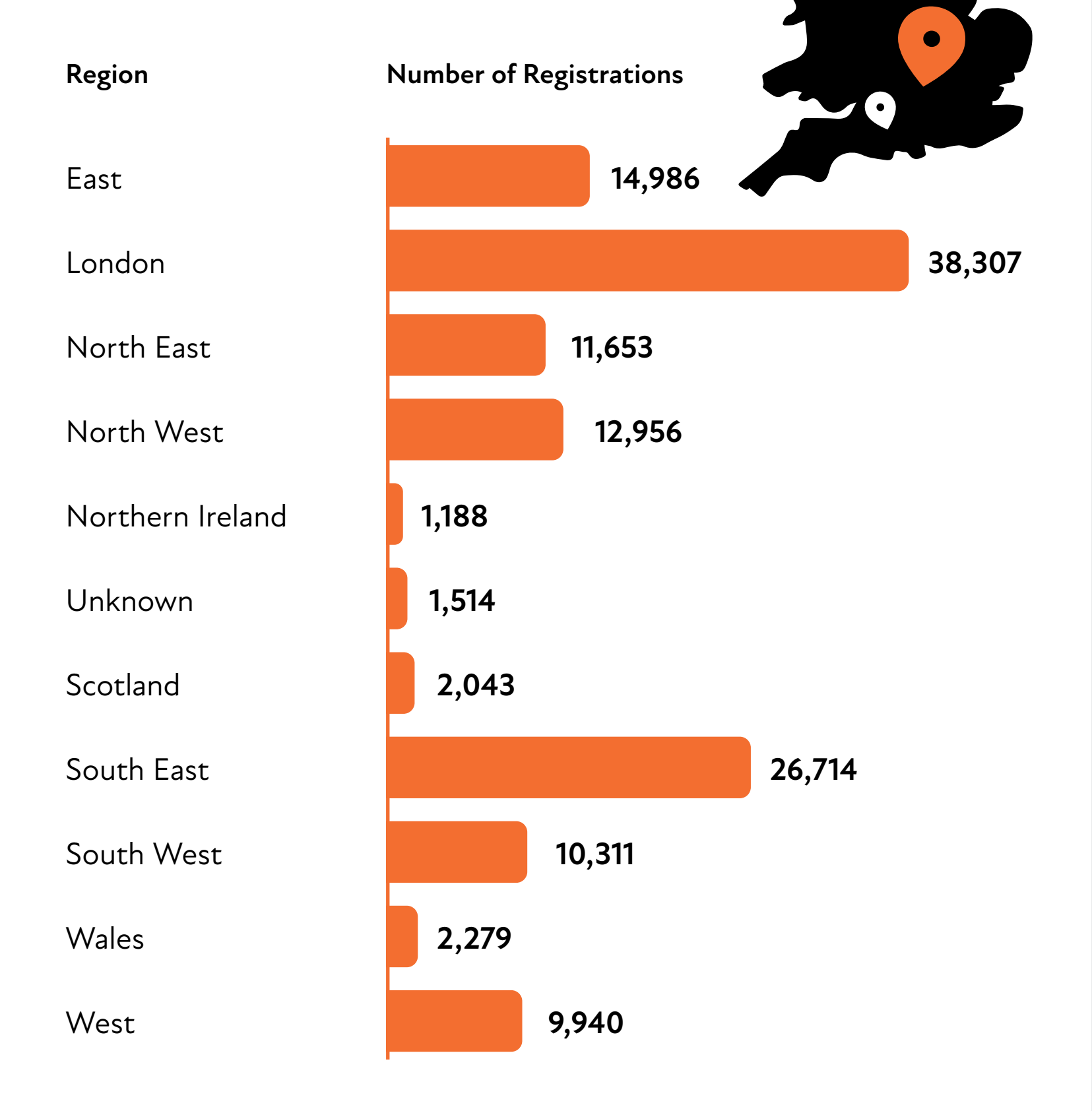
1 in 3

of all in-person talks took place at high or very high need schools in our network.

56%

of talks took place at schools with an above average percentage of students eligible for Free School Meals (FSM).

Location data of **131,891** young people who either registered for broadcasts and career talks or attended an in-person talk as part of our Speakers for Schools Programme:







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# Speakers for Schools Programme

## Impact

Every young person carries assumptions about who succeeds in which careers, often shaped by what they see around them. Our Speakers for Schools Programme exists to challenge those assumptions by putting real people with diverse backgrounds and unexpected journeys in front of students.

But does it actually work? The data and stories that follow show that it does: our speakers aren't just inspiring, they're changing how young people see themselves and the careers available to them.

 **81%**

of young people felt they could achieve whatever career they set their mind to after attending a talk.

 **75%**

of young people agreed that they gained insight into a sector they had no previous knowledge of.

 **88%**

of educators say their students' stereotypical views about jobs and careers were challenged.

**3 in 4**

educators say attending a talk increased their students' confidence.



"It was inspiring to see how well the speaker has done, and it shows that you can build yourself up from anywhere, no matter what upbringing or background you may have."  
**Female student, 17**

"The talk I attended was truly inspiring, and it has motivated me to continue pursuing my dreams." **Male student, 15**





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# Speakers for Schools Programme

## Impact

### Supporting Those Who Support Young People

In the 24-25 AY, our Speakers for Schools Programme **worked with over 1,145 schools**, connecting educators and speakers in meaningful exchanges. Educators see their students engaged and asking new questions, while speakers discover the impact of their contribution.

4.7 out of 5

Speakers rated us 4.7 out of 5 on average for planning, curating, and delivery.

98%

of speakers would recommend our programme to others.

100%

of educators felt supported by the Speakers for Schools team.

87%

of educators reported student participation against Gatsby benchmarks or equivalents.

“Students thoroughly enjoyed the talk, which was evidenced by the queue waiting at the end of the presentation to ask further questions.”

**Head of Post-16**

“The speaker made the connection between transferrable skills and career progression that was relevant for the students. She was very engaging.”

**Assistant Principal**

“The students were really engaged and had been given prep notes beforehand, they asked varied, detailed questions and took real interest.”

**Amy Lawson, Chief Brand and Corporate Affairs Officer, Sage**

“You are an amazing team. Keep up the inspirational work so that talented young people from all walks of life can contribute to building the future.”

**Anjana Ahuja, Award-Winning Science Journalist**





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# Speakers for Schools Programme

## Inspiration

### Gabby Logan MBE at Lordswood Girls’ School: “Challenges Make You as a Person”

On January 29, 2025, broadcaster and former gymnast Gabby Logan MBE delivered an inspirational talk to students at Lordswood School for Girls and Sixth Form Centre in Birmingham, sharing her journey from Blue Peter appearances to becoming one of the UK’s leading sports broadcasters.

Gabby spoke candidly about being one of the only female sports broadcasters in a male-dominated industry, the challenges she faced breaking into sports journalism, and how she persevered to land her dream role covering the Olympics for the BBC. She also highlighted the explosive growth of women’s sports and the vast range of careers now available in the industry, from accountancy to reporting and beyond.

Students from Years 7 to 11 were captivated throughout, asking questions ranging from her favourite Lioness to the hardest part of preparing for major sporting events. For many, it was the first time they’d considered careers in sports broadcasting or seen someone who looked like them succeeding in the field.

Headteacher Kerry Cooney encouraged students to reflect on what they’d learned and think about their own career paths. The talk demonstrated exactly what our Speakers for Schools Programme aims to achieve: challenging assumptions, broadening horizons, and proving that success has many different routes.

[Read the full story here](#)







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# Speakers for Schools Programme

## Inspiration

### Marcus Wareing at Maghull High School: “No Dream is Out of Reach”

Michelin-starred chef Marcus Wareing returned to his roots when he visited Maghull High School in Southport, bringing his journey to culinary excellence into sharp focus for students considering their own futures.

Rather than delivering a traditional talk, Marcus was interviewed by two students in front of their peers, a format that created an honest, engaging conversation about what it really takes to succeed in hospitality. Marcus spoke candidly about his biggest lessons, the challenges he faced, and the realities of building a career in a demanding industry.

**Students were captivated by his authenticity, with one sharing:** “The highlight was the way he engaged with our interviewers and answered all our questions so honestly.”  
**Another simply said:** “I want to go into hospitality.”

For an industry facing a talent shortage, moments like these matter. Marcus didn’t just inspire students, he showed them that hospitality is a viable, exciting career path, and that success doesn’t require a privileged background or a straight line from A to B.

His message resonated: **no dream is out of reach. For the students at Maghull High School, that message came from someone who proved it.**



### Jasmine Dotiwala in Conversation with The Global Academy

Broadcaster, producer, director and columnist Jasmine Dotiwala visited The Global Academy to speak with sixth form students about her career journey and the skills needed to succeed in the media industry.

More than 200 students attended the session, hearing first-hand how Jasmine built her career from a runner at Channel 4 to becoming a presenter and senior producer. She shared practical advice on how young people can stand out when applying for roles, particularly in competitive creative industries.

**Students were deeply engaged throughout, describing Jasmine as** “a very inspirational character” and appreciating “how she got to where she is right now by being herself.”  
**One student said,** “How relatable and welcoming Jasmine was made it seem more possible for me to achieve a similar career as her.” **Another reflected,** “I liked how it showed us the other sides to the media industry beyond acting and directing.”

For many students, Jasmine’s openness and honesty brought the media world within reach. **She showed that success in the industry comes from self-belief, hard work, and staying true to who you are.**





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# Research and Policy

## Shaping high-quality work experience

### Our First Policy Report on the Work Experience Guarantee

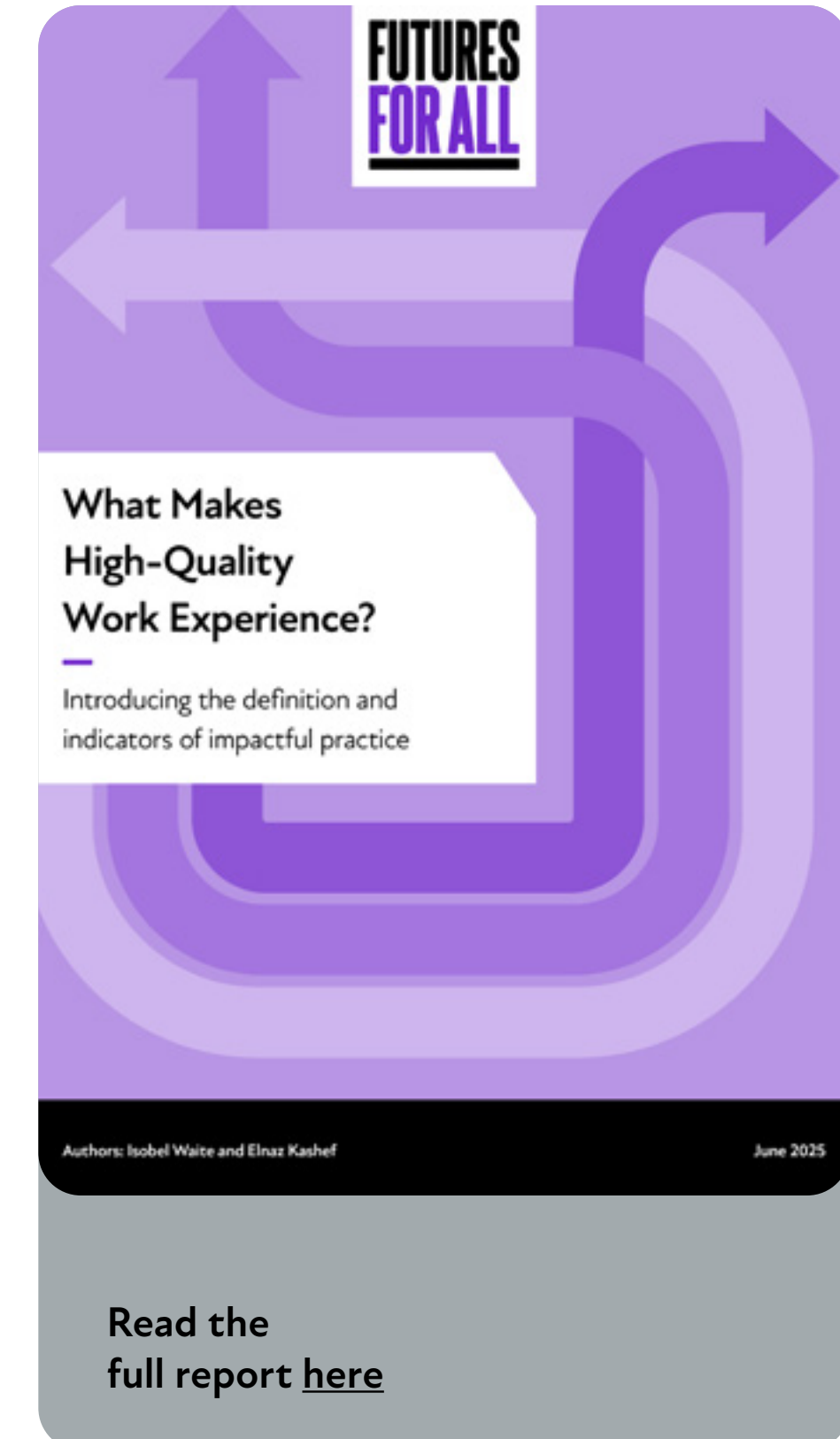
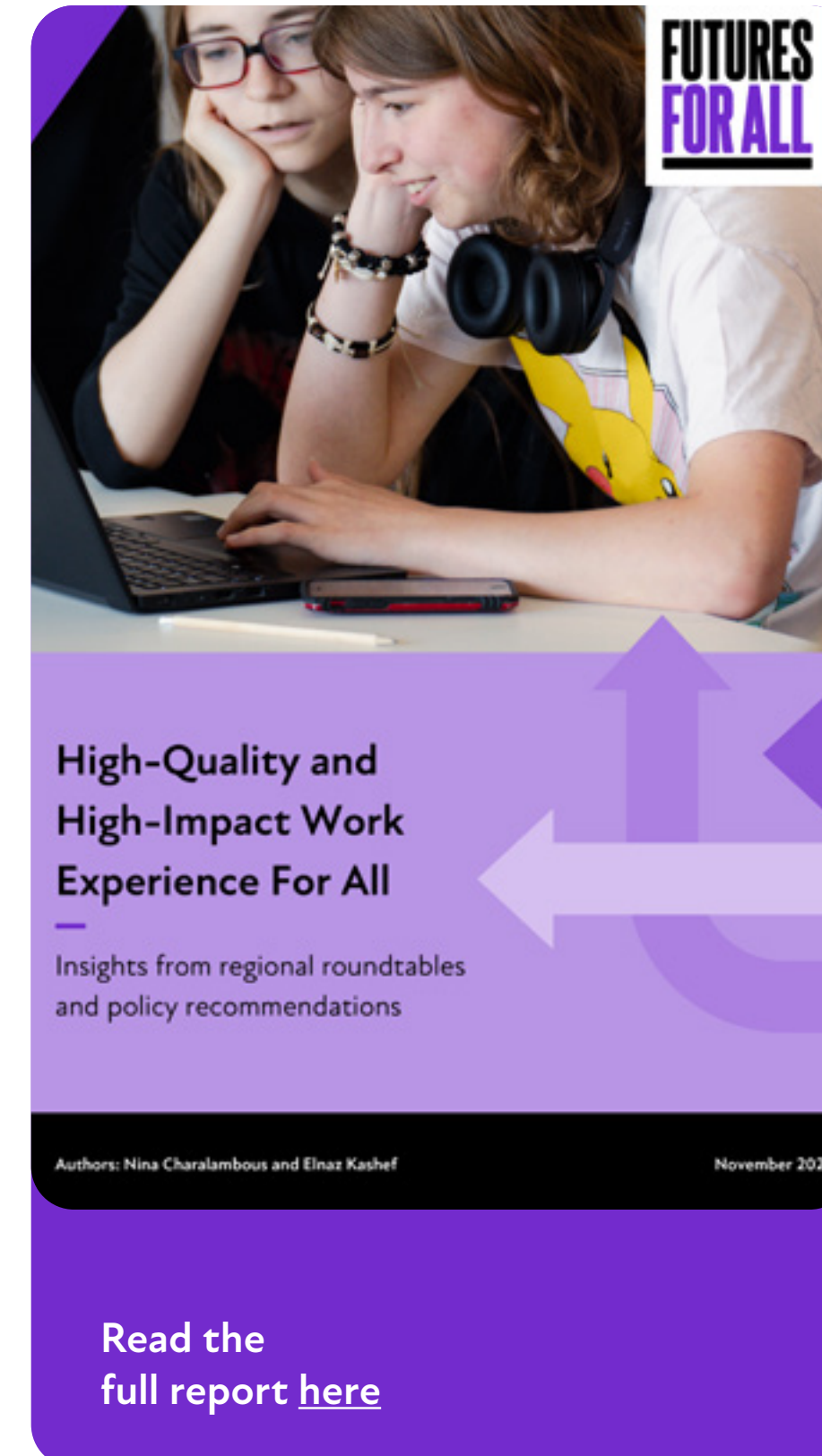
To help deliver on the government’s ambition of two weeks of high-quality work experience for every young person, we published a new policy report setting out practical, scalable solutions. As recent policy announcements signal renewed focus on careers education and smoother transitions into the world of work, this new paper – **High-Quality and High-Impact Work Experience for All** – sets out a clear and implementable roadmap to scale access in a way that is fair, sustainable, and responsive to the needs of both employers and schools.

Drawing on extensive regional consultations with employers, educators, and local authorities, the report reflects real-world insights from those supporting young people directly – and highlights the building blocks needed to make the national ambition a success.

### Our Commitment to Quality

At Futures For All, we’ve long recognised that work experience is a vital part of the careers curriculum, supporting young people as they explore the world of work. However, access to high-quality opportunities remains unequal. In 2024/25, our research focused on addressing this by exploring what makes work experience truly impactful.

This work culminated in the June 2025 launch of our landmark report: **What Makes High-Quality Work Experience?** Introducing the Definitions and Indicators of Impactful Practice. The research took place across three phases: an initial stakeholder engagement phase, a second phase of in-depth interviews with employers and delivery organisations, and a final testing phase, kindly funded by CET.







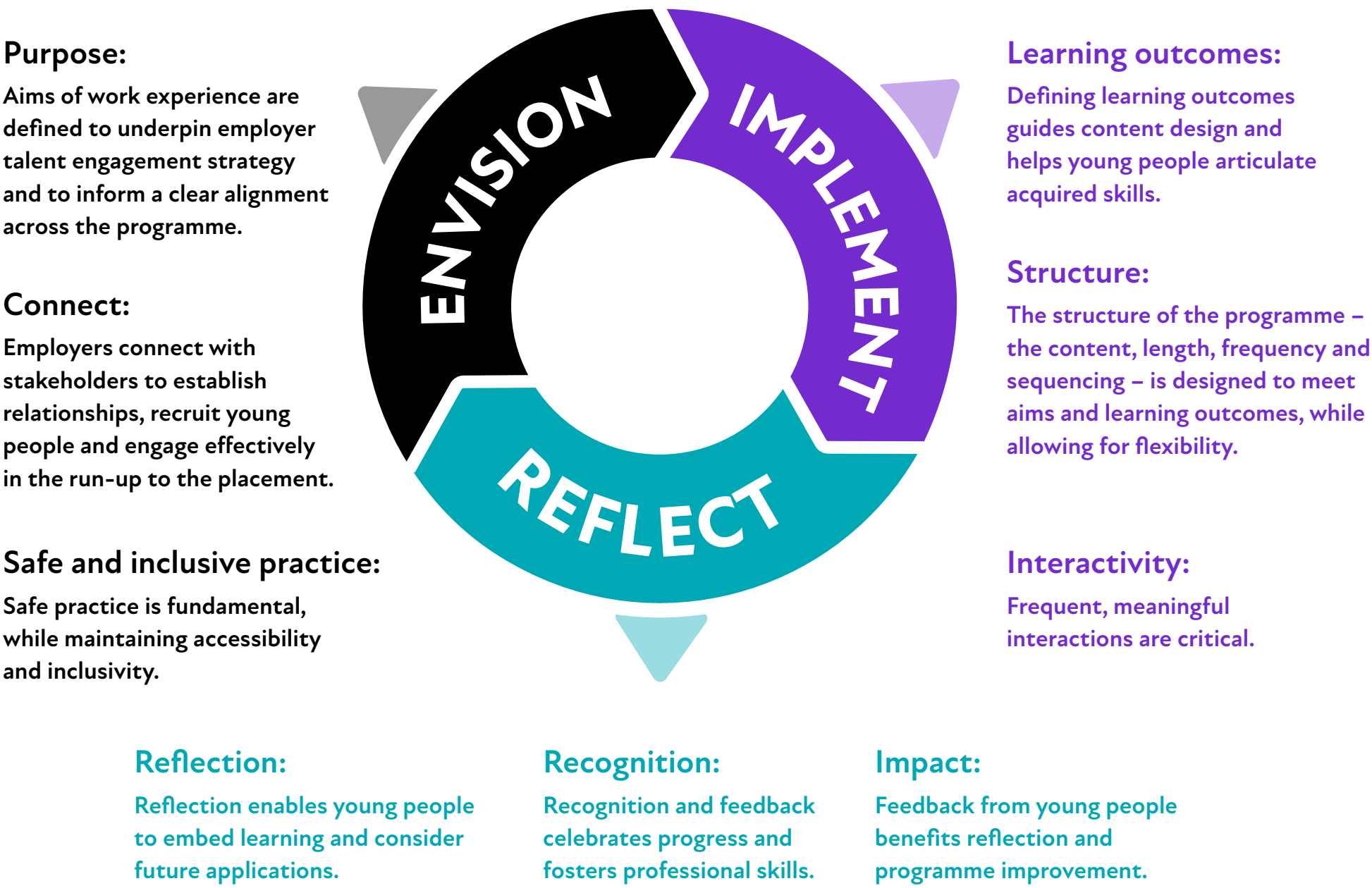
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# Research and Policy

## Shaping high-quality work experience

**The result is our evidence-based Framework for High-Quality Work Experience**, developed over 18 months. It brings together insight and expertise from across the organisation into a clear, practical resource. The framework also introduces quality standards we can use to benchmark our own and others’ practice, forming the foundation for future work to improve access to high-quality, assured work experience.

Looking ahead to 2025/26, we will continue to share our findings and support employers and providers to deliver high-quality, meaningful work experiences for all young people, improving quality across every aspect of delivery.



Our new Quality Assurance Framework is becoming an integral part of how we support and assess work experience across the country, helping employers understand what quality looks like and how to achieve it consistently. Over the year ahead, we will continue exploring how to verify and recognise quality through kitemarking, helping more opportunities on our platform meet high standards and deliver meaningful impact for young people.

# FUTURES FOR ALL

## Work Experience Quality Guide

A framework for employers

futuresforall.org

Read the full guide [here](#)

# FUTURES FOR ALL

## Wex In A Box Guidebook

A comprehensive guide to delivering high-quality work experience placements

futuresforall.org

Read the full guide [here](#)





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# Partners

## Volunteers, partners, and supporters

### Philanthropic Supporters

As a charity, around 90% funded by grants and donations, the support of donors is vital if we are to continue to grow and to reach those young people who are unable to access our opportunities. **We couldn't change young lives without your help.**



**We are deeply grateful for the continued support of AL Philanthropies** as our principal funder. Their generosity enables us to grow our programmes and make a lasting difference to the lives of young people across the UK.

Founded in 2011, AL Philanthropies focuses on four key pillars — Education, Health, Culture and Environment — to create meaningful change and address long-standing imbalances caused by underfunding or lack of political will. These goals closely align with our own, and their support directly underpins much of the work showcased in this report.

We would like to extend our sincere thanks to our Chairman and the Founder of AL Philanthropies, **Andrew Law**, for his unwavering commitment to our mission, reflected throughout the impact highlighted in these pages.

**A special thank you goes to our key supporters from the 2024/25 academic year, including The Fowler Smith & Jones Trust, The DWF Foundation, The Commercial Education Trust, The Hg Foundation, and the CAF American Donor Fund.**

It is thanks to **The Hg Foundation** that we have been able to make a large investment into inspiring young people, pre-16, to get into the tech industry through our IntoTech programme. We are proud to have delivered a successful pilot year for this long-term partnership, offering young people the opportunity to discover that a career in the tech industry is both available and achievable. We look forward to continuing this invaluable work with The Hg Foundation in the coming years to raise awareness about a burgeoning sector for the next generation of talent.

We are grateful to **The Drax Foundation** for funding their second Work Experience Programme in partnership with us. Their support enabled 600 young people across Selby, York, Hull and Doncaster to take part in STEM-focused placements that combined classroom learning with site visits. These experiences raised aspirations among disadvantaged young people and helped them develop practical STEM skills to guide future careers.

Our thanks also go to **The Infrastructure Industry Foundation**, whose support of our Speakers for Schools Programme made possible a series of online broadcasts and in-person talks. Over the past 18 months, these sessions have helped to demystify the infrastructure industry and highlight career routes within it, reaching more than 1,500 students nationwide. Feedback shows that young people left with a stronger understanding of the opportunities available and how to pursue them.

[Explore supporters here](#)





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# Partners

## Volunteers, partners, and supporters

### Volunteers and Partners



Our work is also made possible by a powerful network of volunteers and partners, whose dedication allows us to deliver these life-changing opportunities at scale.

The **speakers** who power our inspirational talks programme give their time generously, sharing their experiences and expertise to spark ambition in young minds across the country. Through our Work Experience Programme, **hundreds of employers** open their doors, providing young people with valuable insights into the world of work and helping to build a more diverse and dynamic future workforce.

[Discover speaker directory here](#)

[Find Social Mobility Partners here](#)

We are also thankful for the steadfast support of **charitable trusts, foundations** and **local enterprise partnerships**. As demand for our services grows, their commitment enables us to expand our reach and focus our impact where it is needed most. Every new supporter brings us closer to ensuring that all young people, regardless of background, gain access to opportunities that enrich their futures and contribute to thriving communities.

Our mission to level the playing field for young people is only possible through this collective generosity. Both our Work Experience and Speakers for Schools Programmes deliver life-changing impact, but we need continued support to reach the remaining 50% of young people in the UK who have yet to benefit.

If you would like to find out more about how you can support Futures For All, please contact our Director of Fundraising, Edgar Sutcliffe, at [edgar.sutcliffe@futuresforall.org](mailto:edgar.sutcliffe@futuresforall.org).

You can also visit our fundraising page at [futuresforall.org/fundraising](https://futuresforall.org/fundraising) for further details and to make a donation online.



## Thank you for helping the next generation to fulfil their potential, regardless of background.



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# External Factors

## And looking ahead

**A report in 2025 by The Key Group found that while participation in work experience is slowly increasing, the average length of these opportunities is declining. They found that fewer than half of Year 10 pupils in England participated in work experience in 2024/25, a picture that is mirrored across all nations.**

The UK Government is committed to providing universal access for all secondary school pupils to work experience, mirroring our own ambition to make work experience available to all. However, to achieve this objective we need to overcome the twin challenges of mobilising sufficient employers to provide placements and ensuring schools and young people have the time, capacity and resource to access them.

Significant government investment has been announced this year to reduce the number of young people who are NEET (not in education, employment or training). This includes financial incentives for employers to recruit 18-24 year olds who have been on universal credit for six months or more, expansion of the job guarantee scheme and work experience opportunities for young people who are NEET.

Given the scale of the challenge – with nearly 1m young people currently NEET, this is welcome investment. However, attention has so far focused almost wholly on getting young people off benefit and into work, rather than looking further up-stream to strengthen links between schools and employers and improve career pathways, so that young people do not become NEET in the first place. Which is where Futures for All comes in.

In 2025 we launched a first of its kind online platform, the Work Experience Finder, which makes it easy for employers to offer placements and simple for young people to find them, enabling us to unlock opportunity at a scale previously unimaginable – helping to address the shortage of places currently available, and provide pathways for school leavers to reduce the numbers becoming NEET.

This has potential to be a game-changer, but mobilisation of sufficient employers nationally will require collaboration and commitment from all partners, including National Government, the Careers and Enterprise Company, Career Hubs and Combined Authorities, and the support of business groups and representative organisations. And whilst the investment in post-19 (NEET) schemes is essential, there is a risk that the incentive and bandwidth for employers to focus pre-19 is reduced, making expansion of placements for school-aged pupils even more challenging.

Looking ahead, we will focus on building strong, strategic partnerships with regional bodies (Hubs and Combined Authorities) across the country – to provide full access to the Work Experience Finder to employers in partnership regions, and to secure commitment from regional partners, including business groups, to encourage employers to offer placements on it. We will continue to build our relationships with schools, up and down the country, to ensure that we get opportunities in-front of young people that would previously have missed out. And we will continue to expand our portfolio of flagship programmes – combining inspirational talks, career exploration and work experience, to support young people’s journey into work.





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# Public Benefit

The Trustees have taken the Charity Commission’s guidance on public benefit into consideration in managing the activities of the Charity.

## Benefits and Beneficiaries

In accordance with its charitable objectives, the Charity’s core beneficiaries are young people between the ages of 11 and 18, and benefits to those young people are provided through a dispersed network of Futures For All staff supporting and delivering our Speakers for Schools talks and our Work Experience programme in partnerships with volunteers, employers and state secondary schools, colleges and Independent Training Providers across the country. Young people can also engage directly with the Charity’s services through its online services.

## Trustees’ Assessment of Public Benefit

In addition to monitoring the progress of Futures For All in terms of indicators, milestones and benchmarks, the Trustees received a detailed progress report from the Chief Executive Officer at each quarterly meeting. These cover programme impact, programme development, policy changes, new supporters, and funding bids.

The Trustees are satisfied that the information presented demonstrates to their satisfaction that Futures For All continues to benefit the public through its activities targeted to achieve its charitable objectives.

## The Use of Volunteers and Donated Services

The Charity continues to make considerable use of the services of volunteers to manage the Charity at Trustee level, as well as deliver services and other similar project outcomes and benefits to beneficiaries.

The Charity’s Speakers for Schools programme relies on a network of 1,273 speakers who volunteer their time by going into schools and delivering talks to young people.

## Fundraising

Our approach is to raise funds ourselves and not to use third parties. We use techniques that are ethical, legal, that do not inconvenience the public, and that are not detrimental to our good name or standing in the local community. We do not use general solicitation techniques by telephone or door-to-door, and all fundraising activities undertaken follow the fundraising regulator’s Code of Fundraising Practice. We have received no complaints about fundraising during the year.





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# Our People

**At Futures for All, we believe that people are our greatest asset, and our success depends on creating the right conditions for our staff to thrive. As we move into the next phase of our commitment to young people, our focus is to enhance the employee experience, so colleagues feel engaged, supported, and able to do their best work. We are committed to fostering a culture of growth, collaboration, and well-being, where every person feels valued, empowered, and psychologically safe. Through meaningful development opportunities, supportive leadership, and flexibility, we empower our teams to build on their strengths and continuously improve. This supportive culture enables our people to thrive and enhances our ability to deliver brighter futures for young people.**

In the autumn term, we received the outcome of our Investors in People (IiP) assessment. While we did not meet every requirement of the full standard on this occasion, the feedback was exceptionally positive and strongly affirmed the strength of our organisational culture. The assessment highlighted that the charity's values and day-to-day practices are closely aligned with IIP principles, with staff praising our people-centred approach. Achieving 23 out of 27 indicators reflects the strength of our people practices and positions us well to continue our work towards achieving the full accreditation.

We also strengthened our commitment to creating a positive, safe and supportive environment. A key focus being on embedding behaviours that promote respect, professionalism and psychological safety across teams. Our Behaviours in the Workplace training has been central to this, reinforcing expectations around conduct and equipping staff with the confidence to contribute to a healthy organisational culture. In line with the new legislative duty to prevent sexual harassment in the workplace, this training helped reinforce our commitment to a zero-tolerance culture and prevent our staff from all forms of harassment.

To improve organisational efficiency and strengthen programme delivery, we implemented a restructure that enabled a clearer focus, better alignment of resources and more effective delivery across our work with young people.

We also enhanced our employment offer by introducing new benefits such as death in service, Virtual GP access, and bereavement support. These additions strengthen our wellbeing provision and our commitment to supporting staff.

Our performance improvement processes were further refined, streamlining discussions to support continuous improvement and enable more constructive conversations between managers and staff.

Finally, we prioritised the development of our staff through a number of internal secondment opportunities. These have supported internal progression, broadened skills and enabled us to strengthen retention by recognising and investing in internal talent.







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# Financial Review

The Trustees present their annual report and financial statements for the year ended 31 August 2025. The financial statements have been prepared following the accounting policies set out in note 1 to the financial statements and comply with the Charity’s governing document, the Charities Act 2011 and “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts following the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (effective 1 January 2019).

The Charity continues to be funded by AL Philanthropies (previously the Law Family Charitable Foundation); for the year ended 31 August 2025, £5.0m (2024: £5.8m) was received from AL Philanthropies, who have pledged their continuing financial support for the Charity, for a period of 12 months, on a rolling basis unless cancelled.

The Charity’s principle that unrestricted funds not designated for a specific use should be maintained at a level equivalent to around three months’ expenditure, which equates to £1.5m, is therefore met through this pledge.

During the year end process, an error relating to Input VAT, in both the year under review and prior years, was identified. AL Philanthropies also confirmed that they will provide an additional grant payment of £930k to cover VAT liabilities relating to previous years restated.

The Trustees consider that unrestricted funds held at the current level will not disrupt the continuation of the Charity’s current activities in the event of a significant drop in funding.

The total income for Speakers for Schools Charitable Incorporated Organisation (CIO), trading as Futures For All, for the year ended 31 August 2025 was £5,686,239 (2024: £6,390,049).

For the year ended 31 August 2025, expenditure directly made on charitable activities was £5,908,823 (restated 2024: £6,358,429). Expenditure made on raising funds was £195,062 (restated 2024: £133,176).

### Reserves Policy and Objectives

The Charity does not have a formal reserves policy in place, due to the continued support of AL Philanthropies, who have provided a pledge for continuing financial support for the Charity, for a period of 12 months, on a rolling basis unless cancelled. Trustees consider this sufficient to

ensure the continuation of the Charity’s activities in the event of a significant drop in funding.

### Principal Risks and Uncertainties

The principal risks that could limit our ability to fulfil our charitable purpose and objectives are the failure to grow the number of employers and businesses offering work experience placements sufficiently and failure to secure commitment of schools to release pupils to attend placements, due to competing pressures and demands on schools.

We risk failing to capitalise on the roll-out of a national entitlement to work experience if this results in expansion of low quality, low impact solutions that do not make a meaningful difference to young people. Despite the Government’s continued commitment to a work experience guarantee for young people, there remains no clear roadmap or timeline for delivery.

We have continued to engage closely with officials to help shape what effective national delivery could look like. At the same time, we have positioned Futures For All as a credible, system-level partner capable of delivering high-quality work experience at scale and supporting the Government’s ambition.

To achieve substantial year on year growth in the number of employers and young people directly supported by the Charity will require growth in income from philanthropy, Trusts and Foundations and corporate sponsorship, to supplement existing support from AL Philanthropies and other contributors.

### Supplier Payment Policy

The Charity’s current policy concerning the payment of trade creditors follows the CBI’s Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU). This means the Charity undertakes to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company’s contractual and other legal obligations.

Trade creditors of the Charity at the year-end were equivalent to 31-day purchases, based on the average daily amount invoiced by suppliers during the year.





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# Financial Review (Continued)

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# Reference & Administrative Details

**Registered Charity Number:** 1150411

**OSCR reference number:** SC046586

**Principal Office:** Futures For All, Unit 109, 30 Great Guildford St, London SE1 0HS

**Auditors:** Third Sector Accountancy Limited, Holyoake House, Hanover Street, Manchester M60 0AS

**Bankers:** Coutts & Co, 440 Strand London, WC2R 0QS

**The Trustees who served during the period were:**

- Andrew Law – Chair
- Edward Amory (appointed 19 June 2025)
- Joe Mathewson (appointed 19 September 2024)
- Sakhila Mona Mirza
- Robert Peston
- Roland Rudd
- Ruth Spellman

## Structure, Governance and Management

Speakers for Schools (trading as Futures For All) is a registered Charity governed by its Charitable Organisation Incorporation Constitution, registered with the Charity Commission since 9 January 2013. The Board of Trustees oversees the work of the Charity and meets a minimum of four times a year. The Chief Executive Officer is responsible for the day-to-day operations of the Charity with delegated powers, sufficient for the purpose, approved by the Trustees. The Senior Leadership Team meet regularly to review the strategic plan, the external environment and the services the Charity provides which are reported monthly to the Board of Trustees.

The Board of Trustees met quarterly and the Remunerations Committee when required to review benchmarks for setting pay. Additionally, the Trustees hold regular meetings with the Chief Executive Officer to review the Charity’s activities, performance, and strategic direction, in addition to progress briefings to discuss progress and agree on any major developments across the year. There are also regular discussions with the Board and Executive to raise awareness of activities and seek approval and guidance for development and expenditure plans.





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# Reference & Administrative Details (Continued)

## Appointment and management of Trustees

Two new Trustees were appointed during the period, addressing identified skills gaps to support the Charity’s objectives for the upcoming year. None of the Trustees have any beneficial interest in the Charity. Our Trustees typically serve on the boards of other charities and have a good knowledge of governance within the Charity sector. The Trustees are expected to remain up to date with legislative change, practices and learning.

## Statement of Trustees’ Responsibilities

The Trustees are responsible for preparing the Trustees’ Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the Charity’s assets and hence for taking reasonable steps to prevent and detect fraud and other irregularities.





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# Reference & Administrative Details (Continued)

## Auditor

Third Sector Accountancy Limited were appointed as the Charity’s auditors during the year, and it is proposed that they be re-appointed for the ensuing year.

## Disclosure of information to the auditor

Each of the Trustees has confirmed that there is no information they are aware of which is relevant to the audit but of which the auditor needs to be made aware. They have further confirmed that they have taken appropriate steps to identify such relevant information and establish that the auditor is aware of it.

## Related parties and co-operation with other organisations

Any connection between a Trustee or senior manager with a third-party contractor must be disclosed to the full Board of Trustees whereby any potential conflicts are identified, noted and managed.

## Pay policy for senior staff

The Board of Trustees and the senior leadership team comprise the key management personnel of the Charity in charge of directing and controlling, running and operating the Charity on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration for their role as a Trustee during the year. Remuneration for staff is reviewed by the remunerations committee. A new pay policy was introduced in March 2024, which set a ‘rate for the job’ by benchmarking all roles against the pay levels in other organisations of similar size and complexity, to be updated annually.

## Risk management

The Trustees implement a risk management strategy which comprises:

- Implementing frequent monitoring of the principal risks and uncertainties that the Charity faces documented in the risk register.
- the establishment of policies, systems and procedures to mitigate those risks.
- the implementation of procedures designed to minimise or manage any potential impact should those risks materialise.





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# Reference & Administrative Details (Continued)

## Activities of the Charity

The Charity continues to fulfil its objectives to facilitate social mobility and to level the playing field for state-maintained schools and colleges.

In this period, we focused our efforts and resources back on core business – our well-established Speakers for Schools programme, and the delivery of high quality, multi-day work experience placements. In doing so, we have substantially increased the number of employers offering work experience and doubled the volume of multi-day placements facilitated through the charity.

In 2024–25, we strengthened our role as a national provider of infrastructure for work experience through the successful launch and continued development of our Work Experience Finder. This investment has created a single, accessible platform connecting employers, schools and young people, enabling opportunities to be delivered at scale while improving the fairness of access and reach.

Alongside this, we advanced our work on defining and embedding high-quality work experience. Through targeted research, we developed clear benchmarks of what constitutes meaningful and impactful placements and translated these into practical tools and guidance for employers. Our Work Experience Quality Guide and supporting resources have helped organisations of all sizes design structured, inclusive and outcomes-focused experiences for young people.

Report approved by the Board of Trustees on 26 May 2026 and signed on its behalf by:

**Andrew Law,**  
**Chair of the Board of Trustees**







# Independent auditor’s report to the members and the trustees of Speakers for Schools, trading as Futures For All

## Opinion

We have audited the financial statements of Speakers for Schools (trading as Futures For All) (the ‘charity’) for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity’s affairs as at 31 August 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees’ use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity’s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor’s report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.





# Independent auditor’s report to the members and the trustees of Speakers for Schools, trading as Futures For All (Continued)

## Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees’ report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

## Responsibilities of the Trustees

As explained more fully in the trustees’ responsibilities statement set out on **page 36**, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## Auditor’s responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.





# Independent auditor’s report to the members and the trustees of Speakers for Schools, trading as Futures For All (Continued)

## Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the charity and environment in which it operates, we identified the principal risks of non-compliance with laws and regulations related to pension legislation, tax legislation, employment legislation, health and safety legislation, and other legislation specific to the industry in which the charity operates, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the reporting requirements under the Charities SORP and FRS102, and the Charities Act 2011.

We evaluated management’s incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principle risks were related to the pressure on management to achieve particular results. Audit procedures performed by the engagement team included:

- Review of policies;
- Discussions with management and trustees including consideration of known or suspected instances of non-compliance;
- Evaluating management’s controls designed to prevent and detect irregularities;
- Identifying and testing journal entries; and
- Challenging assumptions and judgments made by management.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council’s website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor’s report.

## Use of the audit report

This report is made solely to the charity’s trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity’s trustees those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity’s trustees as a body for our audit work, for this report, or for the opinions we have formed.

## Third Sector Accountancy Limited, Statutory Auditor

Holyoake House  
Hanover Street  
Manchester  
M60 0AS

TSA Ltd

29 / 05 / 2026





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# Financial Statements

## Consolidated Statement of Financial Activities for the Year Ended 31 August 2025

					As Restated		
		Unrestricted Funds	Restricted Funds	Total Funds 2025	Unrestricted Funds	Restricted Funds	Total Funds 2024
	Note	£	£	£	£	£	£
<b>Income from:</b>							
Donations and Legacies	3	5,069,028	415,790	5,484,818	5,848,545	54,567	5,903,112
Charitable activities	4	186,846	-	186,846	475,192	-	475,192
Other trading activities	5	50	-	50	-	-	-
Investments	6	14,525	-	14,525	11,745	-	11,745
<b>Total Income</b>		<b>5,270,449</b>	<b>415,790</b>	<b>5,686,239</b>	<b>6,335,482</b>	<b>54,567</b>	<b>6,390,049</b>
<b>Expenditure on:</b>							
Raising funds	7	195,062	-	195,062	133,176	-	133,176
Charitable activities	7	5,530,565	378,258	5,908,823	6,331,826	26,603	6,358,429
<b>Total Expenditure</b>		<b>5,725,627</b>	<b>378,258</b>	<b>6,103,885</b>	<b>6,465,002</b>	<b>26,603</b>	<b>6,491,605</b>
Net income/expenditure	9	(455,178)	37,532	(417,646)	(129,520)	27,964	(101,556)
Transfer between funds		-	-	-	-	-	-
<b>Net movement in funds</b>		<b>(455,178)</b>	<b>37,532</b>	<b>(417,646)</b>	<b>(129,520)</b>	<b>27,964</b>	<b>(101,556)</b>
<b>Reconciliation of funds</b>							
Total funds brought forward as originally stated		1,445,708	42,468	1,488,176	1,463,364	14,504	1,477,868
Prior period adjustment		(867,151)	-	(867,151)	(755,287)	-	(755,287)
Total funds brought forward as restated		578,557	42,468	621,025	708,077	14,504	722,581
<b>Total funds carried forward</b>		<b>123,379</b>	<b>80,000</b>	<b>203,379</b>	<b>578,557</b>	<b>42,468</b>	<b>621,025</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.





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## Charity number 1150411: Balance Sheet as at 31 August 2025

			As restated		As restated
		The Group 2025	The Group 2024	The Charity 2025	The Charity 2024
	Note	£	£	£	£
<b>Fixed assets:</b>					
Tangible assets	13	19,573	34,344	19,573	34,344
Intangible assets	14	272,704	454,513	272,704	454,513
Investments	15	-	-	-	-
<b>Total fixed assets</b>		<b>292,277</b>	<b>488,857</b>	<b>292,277</b>	<b>488,857</b>
<b>Current assets:</b>					
Debtors	17	340,249	141,943	340,249	141,943
Cash at bank and in hand		950,142	1,194,953	950,142	1,194,953
<b>Total current assets</b>		<b>1,290,391</b>	<b>1,336,896</b>	<b>1,290,391</b>	<b>1,336,896</b>
<b>Liabilities:</b>					
Creditors: amounts falling due in less than one year	18	(1,379,289)	(1,204,728)	(1,379,289)	(1,204,728)
<b>Net current assets</b>		<b>(88,898)</b>	<b>132,168</b>	<b>(88,898)</b>	<b>132,168</b>
Total assets less current liabilities		203,379	621,025	203,379	621,025
<b>Net assets</b>		<b>203,379</b>	<b>621,025</b>	<b>203,379</b>	<b>621,025</b>
<b>Net assets/ (liabilities)</b>		<b>203,379</b>	<b>621,025</b>	<b>203,379</b>	<b>621,025</b>
<b>Funds of the charity:</b>					
Restricted income funds	19	80,000	42,468	80,000	42,468
Unrestricted income funds: General	20	123,379	578,557	123,379	578,557
<b>Total charity funds/ (deficit)</b>		<b>203,379</b>	<b>621,025</b>	<b>203,379</b>	<b>621,025</b>

The notes on pages 45 to 64 form part of these accounts.

Approved by the trustees on: 26 May 2026

and signed on their behalf by:

Mr Andrew Law, Chair of the Board of Trustees





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## Consolidated Statement of Cash Flows for the year ending 31 August 2025

		2025	2024
	Note	£	£
Cash provided by/(used in) operating activities	23	(253,458)	129,200
Cash flows from investing activities:			
Dividends, interest, and rents from investments		14,525	11,745
Purchase of tangible fixed assets		(5,878)	(27,119)
Cash provided by/(used in) investing activities		8,647	(15,374)
Increase/(decrease) in cash and cash equivalents in the year		(244,811)	113,826
Cash and cash equivalents at the beginning of the year		1,194,953	1,081,127
Total cash equivalents at the end of the year		950,142	1,194,953





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## Notes to the accounts for the year ended 31 August 2025

### 1. Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 - (Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Speakers for Schools (trading as Futures For All) meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

#### b) Group financial statements

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary SFS Media Limited on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure account are not presented for the charity itself. SFS Media Limited was liquidated on 8th September 2024.

#### c) Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company’s ability to continue as a going concern.

#### d) Key judgments and estimates

In the application of the group and Charity’s accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

On review, the Trustees consider that there are no critical accounting estimates and judgements which would have a material effect on the financial statements.

#### e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.





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## Notes to the accounts for the year ended 31 August 2025 (Continued)

### f) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer is not recognised; refer to the trustees’ annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

### g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

### h) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity’s work or for specific projects being undertaken by the charity.

### i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading in the subsidiary company and associated support costs.
- Expenditure on charitable activities includes the costs undertaken to further the purposes of the charity and their associated support costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

### j) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity’s programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 8.

### k) Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.





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### l) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

- Computer equipment: 33% straight line
- Fixtures & fittings: 33% straight line

### m) Intangible fixed assets

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

- Software development: 33% straight line

### n) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

### p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

### q) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

### r) Pensions Defined contribution scheme

Employees of the charity are entitled to join a defined contribution ‘money purchase’ scheme. The charity’s contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 8.

## 2. Legal status of the charity

The charity is a Charitable Incorporated Organisation registered with the Charity Commission in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is disclosed on page 35.



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### 3. Income from grants and donations

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Donations and gifts	5,069,028	-	5,069,028	5,848,545	54,567	5,903,112
Grant income	-	415,790	415,790	-	-	-
Total	5,069,028	415,790	5,484,818	5,848,545	54,567	5,903,112

### 4. Income from charitable activities

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Managed Service	186,846	-	186,846	-	-	-
Work Experience Services	-	-	-	475,192	-	475,192
Total	186,846	-	186,846	475,192	-	475,192





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### 5. Income from other trading activities

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Other income	50	-	50	-	-	-
Total	50	-	50	-	-	-

### 6. Investment income

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Interest Received	14,525	-	14,525	11,745	-	11,745
Total	14,525	-	14,525	11,745	-	11,745



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### 7. Analysis of expenditure on charitable activities

				As restated		
	Cost of Raising funds	Charitable activities	Total 2025	Cost of Raising funds	Charitable activities	Total 2024
	£	£	£	£	£	£
Salaries & Wages	189,448	3,101,357	3,290,805	131,624	3,428,905	3,560,529
Other fundraising costs	-	-	-	8	-	8
Other staff costs	-	37,356	37,356	-	-	-
Rent	-	2,244	2,244	-	5,082	5,082
Travel and subsistence	-	22,397	22,397	-	29,050	29,050
Trade subscriptions	-	27,313	27,313	-	26,920	26,920
Telephone and fax	-	45,908	45,908	-	66,628	66,628
Printing, postage & stationery	-	8,339	8,339	-	20,101	20,101
Staff training	-	7,323	7,323	-	45,492	45,492
Computer costs	-	3,733	3,733	-	(2,500)	(2,500)
Marketing	-	224,684	224,684	-	155,638	155,638
Venue hire	-	80,142	80,142	-	32,083	32,083
Amortisation & depreciation	-	202,461	202,461	-	198,837	198,837
Consultancy	-	1,402	1,402	-	44,262	44,262
External Delivery	-	79,663	79,663	-	-	-
Irrecoverable VAT	-	63,248	63,248	-	111,864	111,864
Support costs (see note 8)	5,614	1,988,418	1,994,032	1,544	2,184,387	2,185,931
Governance costs (see note 8)	-	12,835.00	12,835	-	11,680	11,680
	195,062	5,908,823	6,103,885	133,176	6,358,429	6,491,605
Allocated as follows:						
Unrestricted	195,062	5,530,565	5,725,627	133,176	6,331,826	6,465,002
Restricted	-	378,258	378,258	-	26,603	26,603
	195,062	5,908,823	6,103,885	133,176	6,358,429	6,491,605





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### 8. Analysis of governance and support costs

	Support	Governance	Total 2025	Support	Governance	Total 2024
	£	£	£	£	£	£
Salaries & Wages	1,464,457	-	1,464,457	1,649,492	-	1,649,492
Other staff costs	14,587	-	14,587	47,024	-	47,024
Marketing	41,132	-	41,132	1,334	-	1,334
Rent	97,539	-	97,539	105,331	-	105,331
Professional Fees	8,683	-	8,683	122,766	-	122,766
Printing, postage & stationery	-	-	-	4,589	-	4,589
Subscriptions	163,080	-	163,080	166,424	-	166,424
Insurance	30,646	-	30,646	18,215	-	18,215
Sundry	(2,867)	-	(2,867)	64,889	-	64,889
Rates & Office expenses	5,770	-	5,770	-	-	-
Consultancy	112,455	-	112,455	-	-	-
Staff training	1,786	-	1,786	-	-	-
Venue hire	390	-	390	-	-	-
Bank charges	1,146	-	1,146	-	-	-
Travel and subsistence	15,029	-	15,029	-	-	-
Audit Fees	-	12,835	12,835	-	11,680	11,680
<b>Subsidiary – SFS Media</b>						
Other charitable expenditure	-	-	-	5,867	-	5,867
	<b>1,988,417</b>	<b>12,835</b>	<b>2,001,252</b>	<b>2,185,931</b>	<b>11,680</b>	<b>2,197,611</b>
<b>Allocated as follows:</b>						
Cost of raising funds	5,614	-	5,614	1,544	-	1,544
Charitable activities	1,988,418	12,835	2,001,253	2,184,387	11,680	2,196,067
	<b>1,994,032</b>	<b>12,835</b>	<b>2,006,867</b>	<b>2,185,931</b>	<b>11,680</b>	<b>2,197,611</b>

Support costs have been apportioned using numbers of people per area of activity, or on a basis which is considered consistent with the use of the resources.



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### 9. Net income/(expenditure) for the year

	2025	2024
	£	£
This is stated after charging/(crediting):		
Depreciation	20,649	17,029
Amortisation	181,809	181,809
Operating lease charge	97,539	103,387
Other services	-	2,830
Auditor's remuneration - audit fees	9,000	9,845

### 10. Staff costs

	2025	2024
	£	£
Staff costs during the year were as follows:		
Wages and salaries	4,230,174	4,652,901
Social security costs	420,852	417,036
Pension costs	104,235	94,715
	4,755,261	5,164,652





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## Notes to the accounts for the year ended 31 August 2025 (Continued)

### 10. Staff costs (Continued)

During the year, the group employed an average of 105 staff (2024: 112).

The number of employees whose emoluments (gross salary plus employer pension contribution) amounted to over £60,000 in the year were as follows:

	2025	2024
£60,001 - £70,000	2	1
£70,001 - £80,000	4	2
£80,001 - £90,000	1	3
£90,001 - £100,000	2	2
£100,001 - £110,000	-	-
£110,001 - £120,000	-	-
£120,001 - £130,000	-	-
£130,001 - £140,000	-	1
£140,001 - £150,000	-	1
£150,001 - £160,000	1	1

The Charity considers the key management staff to be the CEO, Director of Work Experience Programme, Director of Development, Director of Corporate Services, Director of Policy, Research & Impact, Director of Technology, Director of Fundraising, Director of Programmes & Delivery and Director of People and Operations

(2024 - Chief Executive Officer, Chief Operating Officer, Director of Engagement, Director of Technology, Director of Marketing & Communications, Director of Programmes, Financial Controller, Director of Policy Impact & Research, Head of Experience Programme Design and Head of Engineering.).

In the year the aggregate total amount of employee benefits received by key management personnel amounted to £892,258 (2024: £893,775).



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## Notes to the accounts for the year ended 31 August 2025 (Continued)

### 11. Trustee remuneration and expenses, and related party transactions

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year (2024: Nil).

Aggregate donations from trustees excluding the below were £Nil (2024: £Nil).

Andrew Law, Chair and Trustee, is also a Trustee of AL Philanthropies, a Charity which funds project costs of Speakers for Schools (trading as Futures For All) and in the year donated £4,989,332 (2024: £5,751,053) to Speakers for Schools (trading as Futures For All), which is included in unrestricted funds.

Apart from the above, no trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees during the year (2024: nil).

### 12. Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.





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## Notes to the accounts for the year ended 31 August 2025 (Continued)

### 13. Fixed assets: tangible assets

	Office equipment & furniture	Furniture & Fixtures	Total
	£	£	£
<b>Cost</b>			
At 1 September 2024	44,254	13,490	57,744
Additions	5,878	-	5,878
At 31 August 2025	50,132	13,490	63,622
<b>Depreciation</b>			
At 1 September 2024	18,903	4,497	23,400
Charge for the year	16,152	4,497	20,649
At 31 August 2025	35,055	8,994	44,049
<b>Net book value</b>			
At 31 August 2025	15,077	4,496	19,573
At 31 August 2024	25,351	8,993	34,344



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### 14. Fixed assets: intangible assets

	Intangible fixed assets
	£
<b>Cost</b>	
At 1 September 2024	909,033
Additions	-
<b>At 31 August 2025</b>	<b>909,033</b>
<b>Amortisation</b>	
At 1 September 2024	454,520
Charge for the year	181,809
<b>At 31 August 2025</b>	<b>636,329</b>
<b>Net book value</b>	
<b>At 31 August 2025</b>	<b>272,704</b>
<i>At 31 August 2024</i>	<i>454,513</i>

All intangible assets are owned by the charity.





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## Notes to the accounts for the year ended 31 August 2025 (Continued)

### 15. Investments

	The Group 2025	The Group 2024	The Charity 2025	The Charity 2024
	£	£	£	£
Investment in group undertakings	-	-	-	-
	-	-	-	-

The subsidiary was liquidated on the 8th September 2024 therefore no investments exists at the end of the current or prior year.

### 16. Subsidiary undertaking

The charity owned the whole of the issued ordinary share capital of SFS Media Limited, a company registered in England. This company traded in the prior year, however on 8th September 2024, the company was liquidated.





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### 17. Debtors

	The Group 2025	The Group 2024	The Charity 2025	The Charity 2024
	£	£	£	£
Trade debtors	123,408	14,850	123,408	14,850
Other Debtors	67,030	51,763	67,030	51,763
Prepayments and accrued income	149,811	75,330	149,811	75,330
	340,249	141,943	340,249	141,943

### 18. Creditors: amounts falling due within one year

	The Group 2025	As restated The Group 2024	The Charity 2025	As restated The Charity 2024
	£	£	£	£
Trade creditors	41,189	110,408	41,189	110,408
Accruals and deferred Income	240,839	49,312	240,839	49,312
Other creditors	11,403	60,106	11,403	60,106
Other taxation and social security	1,085,858	984,902	1,085,858	984,902
	1,379,289	1,204,728	1,379,289	1,204,728

Deferred income is contract income where amounts have been received or billed in advance of the performance of the services.

Speakers for Schools (trading as Futures For All) identified a VAT error relating to Input VAT as part of the year-end processes. Previously Input VAT had been recovered in full, but as Speakers for Schools (trading as Futures For All) has non-business activities this was incorrect and resulted in Input VAT being overclaimed. Specialist VAT advice was sought and an estimated repayment due to HMRC of £930,399 (2024: £867,151) has been included in these accounts.





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## Notes to the accounts for the year ended 31 August 2025 (Continued)

### 19. Analysis of movements in restricted funds

Current reporting period	Balance at 1 September 2024	Income	Expenditure	Transfers	Balance at 31 August 2025
	£	£	£	£	£
Money Drax Foundation	3,802	-	(3,802)	-	-
Infrastructure Ltd	19,333	-	(19,333)	-	-
Infrastructure Ltd- ILF Partnership	19,333	-	(19,333)	-	-
HG	-	314,000	(264,000)	-	50,000
Savoy	-	10,000	-	-	10,000
Commercial Education Trust	-	39,790	(39,790)	-	-
DWF	-	2,000	(2,000)	-	-
Drax	-	50,000	(30,000)	-	20,000
Total	42,468	415,790	(378,258)	-	80,000
Previous reporting period	Balance at 1 April 2023	Income	Expenditure	Transfers	Balance at 1 September 2024
	£	£	£	£	£
Money Drax Foundation	9,504	-	(5,702)	-	3,802
Infrastructure Ltd	-	20,000	(667)	-	19,333
Westminster Foundation	-	9,567	(9,567)	-	-
Infrastructure Ltd- ILF Partnership	-	20,000	(667)	-	19,333
Other (<5k)	5,000	5,000	(10,000)	-	-
Total	14,504	54,567	(26,603)	-	42,468



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### 19. Analysis of movements in restricted funds (continued)

Name	Description, nature and purposes of the fund
The Drax Foundation (2023)	Bespoke WEX programme currently being delivered to students aged 14-19 in the Ipswich and Northampton areas to participate in a phased Green Innovation challenge
Infrastructure Ltd	Infrastructure Ltd / Infrastructure Ltd IIF – This is to put on a series of talks to schools, (in person and broadcast) in which Infrastructure staff talk about careers and pathways into the various roles available in this sector.
Infrastructure Ltd- ILF Partnership	
HG	Multi-year funding of “IntoTech” programme, providing inspirational talks and work experience opportunities in the tech industry.
Savoy	Funding 10 workplace interventions focused on the hospitality industry
Commercial Education Trust	Funded part of our “Benchmarking Quality Work Experience” Report
DWF	Funded 300 copies of 15 different books for NTBC
The Drax Foundation (2024)	Staffing, running and equipment costs of the experience programme working with schools in Yorkshire to support disadvantaged young people.





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### 20. Analysis of movement in group unrestricted funds

Current period	Balance at 1 September 2024	Income	Expenditure	Transfers	As at 31 August 2025
	£	£	£	£	£
General fund As Previously Stated	1,445,708	5,270,449	(5,725,627)	-	990,530
Prior period adjustment	(867,151)	-	-	-	(867,151)
Total general funds as restated	578,557	5,270,449	(5,725,627)	-	123,379

Prior period	Balance at 1 September 2023	Income	Expenditure	Transfers	As at 31 August 2024
	£	£	£	£	£
General fund As Previously Stated	1,463,364	6,335,482	(6,353,138)	-	1,445,708
Prior period adjustment	(755,287)	-	(111,864)	-	(867,151)
Total unrestricted funds	708,077	6,335,482	(6,465,002)	-	578,557

Name of	Description, nature and purposes of the fund
General fund	The free reserves after allowing for all designated funds



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### 21. Analysis of group net assets between funds

Current reporting period	General Fund	Designated Funds	Restricted Funds	Total
	£	£	£	£
Intangible fixed assets	272,704	-	-	272,704
Tangible fixed assets	19,573	-	-	19,573
Net current assets/(liabilities)	(168,898)	-	80,000	(88,898)
Total	123,379	-	80,000	203,379

Previous reporting period	General Fund	Designated Funds	Restricted Funds	Total
	£	£	£	£
Intangible fixed assets	454,513	-	-	454,513
Tangible fixed assets	34,344	-	-	34,344
Net current assets/(liabilities)	89,700	-	42,468	132,168
Total	578,557	-	42,468	621,025





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### 22. Operating lease commitments

The group's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	The Group 2025	The Group 2024	The Charity 2025	The Charity 2024
	£	£	£	£
Land and buildings:				
Less than one year	97,539	97,539	97,539	97,539
One to five years	-	-	-	-
	97,539	97,539	97,539	97,539
Equipment:				
Less than one year	4,476	-	4,476	-
One to five years	5,290	102,416	5,290	102,416
	9,766	102,416	9,766	102,416
Total	107,305	199,955	107,305	199,955



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# Financial Statements

## Notes to the accounts for the year ended 31 August 2025 (Continued)

### 23. Reconciliation of net movement in funds to net cash flow from operating activities

	2025	2024
	£	£
Net income/(expenditure) for the year	(417,646)	(101,556)
Adjustments for:		
Investment income	(14,525)	(11,745)
Depreciation charges	20,649	17,029
Amortisation charges	181,809	181,809
Decrease/(increase) in debtors	(198,306)	45,441
Increase/(decrease) in creditors	174,561	(1,778)
Net cash provided by/(used in) operating activities	(253,458)	129,200

### 24. Prior period adjustment

Speakers for Schools (trading as Futures For All) identified a VAT error relating to Input VAT as part of the year-end processes. Previously Input VAT had been recovered in full, but as Speakers for Schools (trading as Futures For All) has non-business activities this was incorrect and resulted in Input VAT being overclaimed. Specialist VAT advice was sought and a repayment due to HMRC of £930k estimated, of which £867,151 relates to prior years. The effect of this on opening reserves is set out in note 20 above.

As with previous years, AL Philanthropies (formally the Law Family Charitable Foundation) have pledged their continuing financial support for Speakers for Schools (trading as Futures For All) for the next 12 months. In addition, they have also confirmed that they will provide an additional grant payment to cover the above mentioned VAT liability.



A photograph of three young people standing side-by-side against a plain grey background. On the left is a young man with curly brown hair, wearing a black hoodie. In the center is a young woman wearing a blue hijab and a purple hoodie. On the right is a young woman with dark skin and curly hair tied back, wearing a black hoodie and smiling. Overlaid on the image is the text 'futuresforall.org' in a large, white, sans-serif font.

# futuresforall.org

## Work Experience and Speakers for Schools

Join us in our charity's mission to secure fair Futures For All.

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© 2025. Futures For All is a trading name of Speakers for Schools. A registered charity in England and Wales (no 1150411) and Scotland (SC046586).  
Also operating in Northern Ireland. Registered office: Unit 109, 30 Great Guildford St, London SE1 0HS.