



# Impact Report

September 2022 - August 2023



**BELIEVE**  
**ACHIEVE**  
**SUCCEED**

## **EXECUTIVE SUMMARY**

**1 September 2022 - 31 August 2023**

**ROK is proud of the work we've done since the charity was founded in 2011, and this year really exemplified the culmination of our efforts.**

**From our involvement in the Mayor of London's Design Future London Challenge and entering into the second year of the Innocent Mentoring Programme to delivering 67 sessions with partners and raising £65,784.54 in donations.**

**2022/23 saw the realisation of a lot of hard work to achieve these milestones.**

# 2022/23 Highlights



APPOINTMENT AS CHARITY PARTNER FOR  
THE MAYOR OF LONDON'S  
DESIGN FUTURE LONDON CHALLENGE



YEAR 2 OF THE MENTORING PROGRAMME  
WITH INNOCENT DRINKS



NEW PARTNERSHIP  
WITH GSK



**2897**  
STUDENTS  
REACHED



**163**  
ESTIMATED  
HOURS OF  
ENGAGEMENT



**67**  
SESSIONS  
FACILITATED  
OR RUN



**6**  
WORK  
EXPERIENCE  
PLACEMENTS  
SECURED



CONTINUED INCREASE  
IN CORPORATE SUPPORT

**70%**

AVERAGE OF STUDENTS FROM  
RACIALLY DIVERSE/LOWER INCOME  
BACKGROUNDS SUPPORTED



## Message from the Chair

What an amazing year it has been for ROK, led by the indefatigable Denise Stephenson. We at ROK are rightly proud of our continuing achievements. ROK is going from strength to strength.

The photograph on the cover of this report in many ways encapsulates the year. It importantly showcases the schools and the young people we work with. It reflects the incredible journeys of these young people, from their uncertainties of whether to work with ROK to accolades at the end of the process. The accolades are more than winning competitions - which our young people have accomplished. It is inspiring young people to believe, achieve and succeed. Their smiles speak volumes and are priceless. The photograph also highlights our collaboration with professionals to provide the services on our programmes. Lastly, it also illustrates the benefits of working with our corporate partners.

What a difference a year makes. As a flavour of that year you will see that ROK was selected as charity partner for the Mayor of London's Design Future London Challenge. Much time was spent by ROK with the assistance of our professional collaborations in the built environment. From working in the schools with the students, to Dragon's Den-style rehearsals, to the final model submissions from the young people, the challenge was informative, interesting and fun. This was work well done, encapsulated by one of ROK's schools winning the competition!



This was the second year of the Mentoring Programme with Innocent Drinks. That we continue this work with Innocent Drinks is a testimony to the success of that relationship.

We welcomed a new partnership with GSK. That can only bode well for the reach of ROK and we seek to positively influence young people and expose them to the world of work. Indeed, a cursory look at our ongoing Partners and Stakeholders page in this Report shows a gratifying array of those with whom we work.

The work ROK does remains absolutely necessary and I would invite you, in particular, to visit the section of the report that speaks to "The need", in this regard. The outcomes for young children of colour remains disproportionately poor. ROK has been part of the solution to affecting change. I would therefore wholly commend this Report to you, as the inevitable snapshot it is, of the work ROK has done this year.

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# Purposes, Aims and Operations of ROK

## Why we do what we do

The promise ROK has been making since being formed in 2011, is to challenge racial and social inequalities by affecting change in education and employment.

ROK serves as a resource for children and young people aged 11-18 across the United Kingdom by providing advice, assistance and organising programmes of educational and other activities to:

- Develop their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
- Advance education.
- Relieve unemployment.

## Our vision

- To transform the lives of young students from diverse communities, through recognition of self-value and accessibility and opportunity to employment.
- To remove racism and discrimination as barriers to educational achievement and employment opportunity.
- To ensure that schools and companies choose ROK as its preferred charity partner when considering how to bridge the gap between employment and education, specifically for young people from diverse and lower income communities.





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## Our Values

- Equity** To challenge inequity through dismantling barriers: ensuring those who are from marginalised communities and less privileged backgrounds are provided with the same opportunities to believe, achieve and succeed in their career goals.
- Accountability** To be accountable in our words and deeds.
- Integrity and Honesty** To be open and transparent in our work with industry, schools and all who we encounter.
- Hope** To foster hope and encouragement to those who may feel they are unseen, unheard and left behind, by diversifying the world of work.
- Opportunity** To help level the playing field of opportunity to employment for young people from diverse and lower income communities.
- Transparency** To be transparent in our work and how we spend the funds donated to the charity.





# Governance Structure

Reach Out 2 Kids is a Charitable company limited by guarantee, charity number: 1166544, governed by a constitution embodying its rules and principles.

ROK's Articles of Association were registered at the Charity Commission in August 2015.

As the work of ROK has developed and grown in the past two years, trustees have reviewed governance and policies.

- Safeguarding
- Conflict of interest
- Financial procedures
- Trustee Code of Conduct
- Privacy policy
- Equal Opportunities and Diversity
- Volunteer
- Funding

## Trustee Responsibilities

**Strategic:** Defining and approving ROK's Mission in accordance with the charitable objects set out in its scheme, strategic direction and aims, arriving at appropriate policy decisions to take them forward and evaluating performance against agreed targets.

**Stewardship:** Have responsibility for the Charity's assets, their preservation and exploitation, and assessment of risks.

**Monitoring:** Oversee the effective management of the Charity and its services, including the appointment of any employees and external advisors.

**Promotion:** Publicity and advocacy of the Charity to external clients, partners and stakeholders.

**Governance:** Ensuring that Governor business is conducted effectively and that recommended good governance is followed.

**Attendance:** The Board meets at least four times a year.

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## Board of Trustees

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### Edward Flood

*Chairman and Trustee*  
Family Law Barrister

### Michelle Edwards

*Trustee*  
Lead HR Business Partner

### Denise Stephenson

*Founder and CEO*  
Lawyer and Agent of  
Change in Diversity

### Yimi Yangye

*Trustee*  
Criminal Law Barrister

### Andrew Meso

*Trustee*  
Lecturer and Researcher

## Operations Board

Addy Omotajo

Nadia Ahmed

Angela Tomusange

Femi Onipede

Deidre Toussaint

Tee Max

Myles Mugo

Ian Webley

Janie Anka-Lufford

Fiza Khan

Lade Omisore

## Wider Team

### Communications

Shannon Pite  
Beth Ronald  
Dorcas Sebiotimo  
Amber Barco

### Data

Aaron Samuels

### IT

Amit Kumar

### Safeguarding

Misha Dhaliwal  
Ngozi Onwuanibe

### Legal Support

Browne Jacobson  
LLP, London office

### Advisors

Jo Emmerson  
Adrian McLean





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## Operations Board Responsibilities

The operations board are highly valued. They influence the direction of ROK, volunteering their time and expertise to implement the work.

**Strategic:** Supporting the CEO and the trustee board in agreeing the direction of ROK.

**Implementation:** To be at the forefront of ensuring ROK grows and develops as a charity.

**Operational:** To use their expertise to undertake tasks in line with the ROK vision.

**Promotion:** Publicity and advocacy of ROK to external clients, partners, and stakeholders.

**Attendance:** The Board meets once a month.

ROK grew its volunteer board by taking on two individuals to cover IT (Amit Kumar), Data collection and management (Aaron Samuels), Communications (Dorcas Sebotimo) and Project Support (Deidre Toussaint). Lade Omisore has been a long standing ROK Ambassador.





# Ongoing Partners and Stakeholders

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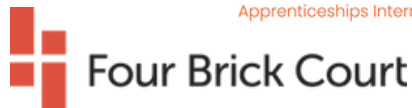
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## Corporate partners



SHARPE  
PRITCHARD



GREATER  
LONDON  
AUTHORITY



Jelly



## Supporters/Sponsors



**Browne  
Jacobson**

Jelly



SHARPE  
PRITCHARD



**LLOYD'S**



## Schools



## Project Schools





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## New Corporate Partners



## Corporate Partners for the Mayor of London's Design Future London Challenge 2022/23



## Schools involved in the Mayor of London's Design Future London Challenge 2022/23





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**7**  
INNOCENT  
MENTORING  
SESSIONS



**57**  
GLA  
DESIGN FUTURE LONDON  
WEEKLY SESSIONS



**4**  
GLA  
DESIGN FUTURE LONDON  
ENGAGEMENT SESSIONS



**6**  
STUDENTS  
WITH WORK  
EXPERIENCE



**4**  
ROK  
CAREERS  
SESSIONS



**2**  
CAREERS  
FAIRS



**67**  
SESSIONS  
FACILITATED  
OR RUN



**2897**  
STUDENTS  
REACHED



**163**  
ESTIMATED  
HOURS OF  
ENGAGEMENT

NUMBER OF SESSIONS HELD



# ROK Sessions and Events Summary

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SEPTEMBER 2022



**MAYOR OF LONDON'S  
DESIGN FUTURE  
LONDON CHALLENGE**

ROK was one of the three partner charities that worked closely with the GLA for this Challenge. We supported five schools in London within our target demographic, and two students from our schools won, with others being highly commended!

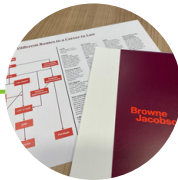
SEPTEMBER 2022-  
MARCH 2023



**ROK INNOCENT  
MENTORING  
PROGRAMME YEAR 2**

10 students completed the programme, and reported that it improved ambition, communication skills and self-belief in finding information about specific careers. Mentors and mentees spoke very positively about the programme.

26  
SEPTEMBER  
2022



**BROWNE JACOBSON  
LEGAL INSIGHT  
SESSION**

This was an online event hosted by the Early Careers Advisor at Browne Jacobson, with insights into the various pathways available to students to get into law, the timeframes and likely costs.

27  
SEPTEMBER  
2022



**LEGAL LONDON TOUR**

We've run this landmark event for many years. This year, it started with a talk by the Head of Chambers at 4 Brick Court, followed by a visit to the Royal Courts of Justice, an audience with Mrs Justice Knowles, and a visit to Temple Church.

17  
OCTOBER  
2022



**SHARPE PRITCHARD  
LEGAL NEGOTIATION  
SESSION**

A small group of engaged students attended a legal negotiation session held at the offices of Sharpe Pritchard to get a sense of what a legal negotiation meeting looks and feels like. They were also given a practical exercise to do before the session.



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11  
NOVEMBER  
2022



**YEAR GROUP  
INTRODUCTION TO  
INNOCENT  
MENTORING  
PROGRAMME**

The Lead Mentor Coordinator attended this assembly to introduce and generate interest in students to the Innocent Mentoring programme and to field questions.

24  
NOVEMBER  
2022



**RICHIE LECTURE**

Annual event which takes place at Wonderlab: The Equinor Gallery, at the Science Museum. It introduces children to STEM via a day of activities and experiments around sustainability. 32 ROK students, teachers and volunteers attended.

24  
NOVEMBER  
2022



**GLA SOFT LAUNCH OF  
DESIGN FUTURE  
LONDON CHALLENGE**

Launch event for the Mayor of London's Design Future London Challenge, organised by the Greater London Authority (GLA). Our schools took part in a workshop to progress their designs for the project.

JANUARY 2023



**START OF INNOCENT  
MENTORING  
PROGRAMME AND  
DESIGN FUTURE  
LONDON CHALLENGE**

The Innocent Mentoring Programme and the Mayor of London's Design Future London Challenge had a very promising start as they officially kicked off at the beginning of the year. Our students, teachers and mentors showed incredible enthusiasm.

18  
JANUARY  
2023



**EDMONTON COUNTY  
SCHOOL CAREERS  
FAIR**

The careers fair gave students from years 11, 12 and 13 at Edmonton County School the opportunity to connect with industry professionals on campus, and discover potential career opportunities that may not have occurred to them before.

7  
FEBRUARY  
2023



**BROWNE JACOBSON  
INSIGHT DAY**

Students from Clapton Girls' Academy attended this event at the Browne Jacobson offices. It provided 25 students from years 12 and 13 with invaluable insights into alternative careers to law.



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22  
MARCH  
2023



**CGA CAREERS FAIR**

We attended the Clapton Girls' Academy Careers Fair to discuss all things about the world of work with the students. Showing them what ROK could offer to them throughout the year while sharing the space with other like-minded companies.

18  
APRIL  
23



**FINAL STUDENT PRESENTATION FOR DESIGN FUTURE LONDON**

Our students presented their Design Future London proposals Dragons' Den-style to a panel of experts at the Royal Institute of Chartered Surveyors, ahead of submitting their proposals to the Greater London Authority later that month.

APRIL 2023



**SHARPE PRITCHARD WORK EXPERIENCE**

Six students from Clapton Girls' Academy and Edmonton County School were given the chance to complete a four-day work experience placement at law firm Sharpe Pritchard. Helping change the face of law and open up opportunities for our students.

17  
MAY  
2023



**BROWNE JACOBSON IMMERSIVE LAW EVENT**

11 students from Edmonton County School got a glimpse into the world of law at this immersive law event organised at the firm's offices. They took part in interactive activities and gained hands-on experience in crafting arguments in law.

JULY  
2023



**GSK CAREER CAROUSEL**

Global biopharma company GSK's global race and ethnicity employee resource group ran a career's carousel for Clapton Girls' Academy. Students learnt about the many career opportunities in STEM and the healthcare sector.



## Support from Organisations

**£65,827**  
DONATIONS TO ROK

of which

**£19,005**  
restricted to the Design  
Future London Challenge  
and Innocent Mentoring  
Programme

**74.4%**  
INCREASE IN DONATIONS  
COMPARED TO 21/22



## In-Kind Support from Partners

- Offering staff, time and resources to facilitate sessions
- Mentoring via the Design Future London Challenge
- Marketing, and highlighting the work they're doing through the partnership
- Offering work experience opportunities or insight days
- RICS: Gifting us space and refreshments for the DFL Challenge (saving us £2000+)

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# How the support listed helped us further our mission and goals

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## The need:

Although things appeared, on the surface at least, to be slowly improving in terms of outcomes for Black and Brown children and young people in education and employment, there is still a long way to go. As we highlighted in our report last year (for the period 2021/22), **Covid had a disproportionately negative impact on the education of Black and Brown young people** due to factors such as lack of laptops at home, through to employment (higher proportion of these groups having been laid off from work).

We continue to see race on the political agenda in negative ways, with ‘wokeism’ and illegal immigration weaponised by some areas of the establishment, and large proportions of young Black and Brown people reporting **high incidences of racism in the workplace** in 2024. These factors continue to have a detrimental impact on the pace of change that we are aspiring for.



## The evidence is clear that this work is needed:

In October 2023, ‘Educational Outcomes of Black Pupils and Students’\* issued a research briefing undertaken for the House of Commons Library by Nerys Roberts and Paul Bolton, which highlighted some key issues.

The report states that “In England, young people from the Black major ethnic group are more likely to go on to higher education than average, but **less likely to obtain high grades, enter ‘prestigious’ universities, end up in a highly-skilled job, study further or have career satisfaction.**”

“There are marked differences in higher education entry rates between people from different Black ethnic groups, and between men and women, although available data isn’t always further broken down by socio-economic status.”

\* <https://researchbriefings.files.parliament.uk/documents/CBP-9023/CBP-9023.pdf>



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When lower socio-economic status is factored in for this group, we see a compounding effect. The ‘State of the Nation’ 2023 Report found that there are marked differences in group outcomes, with Chinese, Indian and Black African, Mixed and other ethnic groups more likely to obtain degrees than Black Caribbean and White British people from the same socio-economic backgrounds.

Yet this does not translate to better occupational outcomes, **with several ethnic groups (Black Caribbean, Black African, Mixed, Pakistani and Indian) more likely to be unemployed than White British young people** from the same socio-economic background.

A report undertaken in November 2023 for the Government on Unemployment\*\* added a further layer to these discrepancies. “The data shows that:

- In 2022, **4%** of the economically active population (all people aged 16 and over who were employed or unemployed) were unemployed
- **9%** of people in the combined Bangladeshi and Pakistani ethnic group were unemployed – the highest rate out of all ethnic groups
- **7%** of people from the black and Asian ‘other’ ethnic groups were unemployed
- **3%** of white people were unemployed – the lowest rate out of all ethnic groups
- In every ethnic group, 16 to 24 year olds were more likely to be unemployed than any other age group.”

**There’s a lot of work to do to change this landscape and support our young people.** When they overcome all of the obstacles to get into work, the picture there appears to take a bleak and challenging turn.

In what is claimed to be the largest survey of young people from ethnic minority backgrounds carried out in the UK, interviewing 3,250 young people, Youth Futures\*\*\* found that **a third (33%) of young people had experienced racist remarks, jokes, or ‘banter’ directed towards them in the workplace.**

A further two-thirds (66%) had overheard a co-worker or supervisor make racist jokes or slurs, while one in five (20%) had also been referred to in a derogatory manner by colleagues.

\*\* <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest/#by-ethnicity>

\*\*\* <https://youthfuturesfoundation.org/wp-content/uploads/2024/03/Discrimination-and-work-report.pdf>





# What's the solution?

ROK's network of diverse professionals, business people and partner companies show students what they are capable of by giving them access to advice, experience and relationships they would not normally see or know about. This opens them up to the world of work opportunities, raises their aspirations and provides them with the support to succeed.

Directly connecting our corporate partners with schools brings huge benefit not only to the students but also to companies, who are meeting their objectives of giving back, improving equity for those from diverse or lower income backgrounds or reaching their ESG objectives.

**ROK not only continues to support Black and Brown children and young people in schools, but also works to change attitudes and fixed viewpoints of businesses and industry where they exist.**

Through ROK's work we help businesses and organisations recognise practices which may have a discriminating impact on Black and Brown people, take steps to help those business and industries change the culture of the workplace so that all people are recognised, welcome and

respected no matter what their racial, ethnic or religious make up, and help them to realise that talent can come from anywhere, not only prestigious universities or private schools.

We will also **continue to partner with organisations who genuinely recognise and accept the long-standing issues of racism, discrimination and inequity in the workplace** and wider society in the UK and the part they can play to make sustained and positive change through various ways, including opening up opportunities to promising, engaged students who otherwise would not have such access.

This has been, and continues to be, part of the mission at ROK since 2011, **for the benefit and improvement of the lives of our children and young people who often do not have a voice.**



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## Funding Picture

IN TOTAL, WE RECEIVED **£65,827** IN DONATIONS TO ROK

From the following companies and organisations: Sharpe Pritchard, Local Giving, GSK, 4 Brick Court Chambers, Lloyds Foundation, Slalom Foundation, Urenco, GLA, BUPA, Browne Jacobson, and Innocent Drinks

Unrestricted donations		Restricted donations	
<b>Total unrestricted donations</b>	<b>£46,822</b>	<b>Total restricted donations</b>	<b>£19,005</b>

We're still actively exploring ways in which we can increase donation support, and reviewing our funding model. With the costs of living crisis, it is a very challenging environment for the third sector, as funders and businesses are having to budget very carefully and are undertaking reviews of their funding priorities. This could present a risk to the viability of ROK's operations, so the development of a clear strategy focused on securing stable, long-term funding is vital.

As we move forward, our intention is still to permanently appoint a paid CEO, who is able to work at least four days a week on the strategy and operations of ROK and work towards expanding ROK's team and operations (see our section on Ambitions and Long-Term Strategies).

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## Ambitions and Long-Term Impact - Outreach

We will:

- **Embed work experience placements:** We'll establish partnerships with our existing partner companies to secure work experience placements for 20 students (70% of which fall within ROK's target demographic), by the end of 2024.
- **Facilitate careers events and Industry Insight Days:** We'll organise and host 20 careers events and Industry Insight Days, engaging approximately 3,000 students (70% ROK's target demographic), by the end of 2024.
- **Support industry-led mentoring programs or embed mentoring support into a new project:** We'll collaborate with partner companies to establish and facilitate two industry-led mentoring programs, providing mentoring support to at least 30 students (all within ROK's target demographic).
- **Host ROK Careers Fairs or attend more school fairs:** We'll organise and host ROK Careers Fairs in various sectors, attracting approximately 1,000 students to each event (70% ROK's target demographic).





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SUPPORT FROM ORGANISATIONS

FUNDING PICTURE

AMBITIONS AND LONG-TERM IMPACT



## Ambitions and Long-Term Impact - Our People and Organisation

We will:

- **Expand our Board:** We'll identify and recruit new trustees with expertise in governance, finance, fundraising, project management, communications, and technology/IT, by the end of 2024.
- **Recruit more staff:** We'll advertise and hire qualified individuals for the executive assistant, project/operational manager, and social media/communications assistant positions, by the end of 2024.
- **Recruit more volunteers:** We'll bring on board more volunteers with expertise in governance, finance, fundraising, project management, communications, and technology/IT, to support our existing teams by the end of 2024.
- **Develop our resource and funding:** We'll identify suitable corporate partners for co-located colleagues and develop funding proposals to secure resources and multi-year funding.



**BELIEVE**  
**ACHIEVE**  
**SUCCEED**

**THANK YOU**

**ROK (Reach Out 2 Kids)**  
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