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Annual Review  
2021

## 2021 Year in review

Significant numbers of young people require support in the wake of the pandemic, meaning there remains a critical need to channel support into the most impactful organisations. We continue to back the charities we have worked with for many years, as well as starting new relationships with others which are making a meaningful difference to the lives of young people. We are proud to have supported a growing number of organisations in 2021 with our funding and pro bono efforts.



**£2.2 MILLION  
DONATED**

**17 CHARITIES  
SUPPORTED**

### Strategic partnerships

**I** Impetus

IntoUniversity 



### Grants



childline



### Matched funding



### Employee fundraising

This year Inflexion employees raised £585,000 to support young people

**£300,000**

**I** Impetus

**£285,000**



## The Inflexion Foundation 2021

The need to support the most vulnerable in society is more urgent than ever as the impact of the pandemic becomes clearer. We expanded our efforts in 2020 to help mitigate these effects, and in 2021 continued to back a growing number of high-impact charities.

We are pleased to carry on our longstanding support with organisations such as the Roundhouse and Impetus. We are also delighted to have developed new key funding partnerships with charities including IntoUniversity, Bookmark and Kinetec, all of which help young people develop the skills they need to succeed in school and in life.

We launched the Foundation to try and make a meaningful difference for the young people from disadvantaged backgrounds in all the communities where we live and work. As such, we support funding requests from our international offices and from our global portfolio companies. It is our way of giving back to the communities that have given so much to us. This year we have supported charities across the UK, Spain and India, as well as charities that work on a global scale.

We are proud of the impact we've had so far, and look forward to more in the years to come. We'd like to take this opportunity to thank all of our investors, portfolio companies and colleagues who help us make a positive difference.



Simon Turner



John Hartz



## Foundation focus

The Inflexion Foundation was set up in 2018 with the aim of improving the lives of young people from disadvantaged backgrounds across the UK.

The charities supported by the Foundation get more than just funding – they also get support from Inflexion’s diverse team of professionals. Just like with our investments, we believe the impact of our financial capital is significantly amplified when it is supplemented by our human capital. As such, the Foundation also supports a wide variety of pro bono and volunteering activities with its partner charities.

Inflexion takes a long view towards sustainability and responsibility. We believe that by helping to improve the future prospects of disadvantaged young people, they are more likely to go on to make positive contributions to their local communities in later years, multiplying the impact of the charities we support.

**£5 MILLION+**  
**DONATED TO DATE**

**32 CHARITIES**  
**SUPPORTED TO DATE**

### Foundation activities



**GRANTS, MATCHED FUNDING  
& STRATEGIC PARTNERSHIPS**



**EMPLOYEE AND  
PORTFOLIO FUNDRAISING**



**PRO BONO  
VOLUNTEERING**

The Inflexion Foundation has a dedicated Committee which oversees the strategy of the Foundation as well as its execution. It reviews all funding applications before they are nominated to the Trustees for approval and oversees our relationships with the charities the Foundation supports. The Inflexion Foundation Committee is comprised of Inflexion’s Simon Turner, John Hartz, Sarah Gestetner, Abhishek Majumdar, Alice Lawson and external adviser Justin Abbott. Inflexion’s General Counsel, Andrew Stevens, is the company secretary and is responsible for overseeing governance and regulation.

*“Young people are the future, and so it’s imperative they are given firm footing to achieve their potential. Unfortunately the pandemic has created even more challenges for people from disadvantaged backgrounds, creating more hurdles for them to overcome. It is our hope that by supporting organisations at the forefront of assisting those who need it most, we can provide much-needed funding and pro bono work to help boost the prospects of Britain’s young people.”*

Alice Lawson, Assistant Director, Inflexion

### National Tutoring Programme

The National Tutoring Programme (NTP) offers tailored tuition support for pupils whose education has been most impacted by the pandemic. The Inflexion Foundation is proud to have supported its pilot in 2020, which ultimately laid the foundations for a broader UK rollout.

The pilot programme provided in-person and online tutoring to over 2,000 young people while schools were closed through summer 2020. The findings were fed back and the Government proceeded to commit an initial £350 million to tutor hundreds of thousands of students across the country as part of the then-new NTP.

In 2021, as part of the Education Recovery programme, the Government invested a further £1 billion to support up to six million tutoring packages for pupils who need help.

*“I think our pilot, which was part-funded by the Inflexion Foundation, was key in convincing the government to back tutoring.”*

Harriet Gugenheim, Director of Philanthropy and Partnerships, Impetus



Find out more [here](#).

# I Impetus

Impetus transforms the lives of young people from disadvantaged backgrounds by ensuring they get the right support to succeed in school, in work and in life.

Impetus are a driving force behind great charities, helping them deliver the right support to more young people. They find, fund and build the most promising charities – working with them, providing core funding and working shoulder-to-shoulder with their leaders to help them become stronger organisations.

The pandemic has exacerbated already entrenched inequality, making it even more difficult for young people from the most disadvantaged backgrounds to achieve at school and get a good job. Impetus is working to give these young people a fair chance to succeed.

**OVER 2 MILLION**  
YOUNG PEOPLE LIVE IN POVERTY IN BRITAIN TODAY

THEY ARE **40%** LESS LIKELY TO GET GOOD GCSES, OR TO GO TO UNIVERSITY AND TWICE AS LIKELY TO BE OUT OF A JOB OR STUDY AFTER SCHOOL.



## What Impetus does

Over the past year, Impetus has worked closely with its charity partners to help them navigate the unprecedented crisis by providing extra funding to make up for lost income, supporting with scenario planning, and helping them adapt their programmes so they could keep delivering during lockdowns. Impetus has also continued to hold its peer learning events – including its quarterly forums for CEO, Impact and Comms leads – so they can learn together and support each other.

Impetus launched the Engage Fund, its first themed fund, committing support to young people at risk of exclusion or already excluded from mainstream education. The outcomes for these young people in 'alternative provision', who are disproportionately from disadvantaged backgrounds, are dire: less than 5% receive their GCSEs in English and Maths, compared to 64% nationally.

In response to the global conversation on racial inequality spurred by the Black Lives Matter movement, Impetus set up a Race Equity Taskforce to look at every aspect of its organisation and work from a race equity lens. The Board has approved recommendations for improvement that Impetus are wholly committed to as an organisation.

## Future plans

Over the coming three years the plan is clear: Impetus aims to grow its impact sustainably by working with others, both within private equity and beyond, with a range of funders and with government. Channelling more resource to where it will do the most good is crucial to help young people make up for the time they've lost through the pandemic.

## The Inflexion difference

In 2021, 26 members of the Inflexion team dedicated their time volunteering, including: mentoring young students to access university, giving mock interviews to young job-seekers, and providing business planning support to aspiring entrepreneurs.

In addition, a team of over 70 enthusiastic athletes took part in Inflexion and its portfolio companies in Impetus' annual Triathlon in 2021, raising a staggering £285,000. Inflexion are represented on Impetus' Board and Futures Committee, thereby supporting their governance and strategic direction as well as delivery.

Find out more about Inflexion's volunteering efforts on [page 19](#).



**“Our support of charities and young people is only possible through the commitment and generosity of donors like Inflexion. Thank you for your support and your confidence in us to help young people succeed in school, in work, and in life.”**

Harriet Gugenheim, Director of Philanthropy, Impetus



IntoUniversity tackles the socio-economic and educational inequality that makes it much harder for young people living in the UK's poorest neighbourhoods to reach their potential. The charity does this by running grassroots learning centres in the heart of the communities where IntoUniversity's young people live, offering long-term programmes of support throughout primary and secondary school – and into university and employment.

Recently, as a negative consequence of COVID-19, the inequality between young people and their more affluent peers has deepened yet further. Digital poverty made it much harder for IntoUniversity's students to continue learning during school closures, post-school options such as university have become less clear, and paid internships and work experience have become fewer and further between. The need for IntoUniversity over the past 18 months has become ever clearer and in 2021, six centres were opened in new locations in Scotland and England.

**1.7 MILLION**  
YOUNG PEOPLE IN THE UK ARE ELIGIBLE FOR FREE SCHOOL MEALS

IN ENGLAND, STUDENTS FROM THE MOST DISADVANTAGED BACKGROUNDS ARE **4.2X** LESS LIKELY TO ENTER HIGHER EDUCATION THAN THOSE FROM THE MOST ADVANTAGED BACKGROUNDS



## What IntoUniversity does

Early, long-term and sustained support of young people are all key to social mobility. IntoUniversity begins working with students from the age of seven, planting the seeds of ambition and excitement in learning long before children start to make concrete decisions about their futures. Students are then supported continually, academically and pastorally, over the long term, building on that early intervention and ensuring the students receive all the support they need throughout their school careers and beyond.

Each IntoUniversity learning centre serves up to 1,000 young people each year, and is a focal point of the local community, with staff forging close relationships with families, schools and local partner organisations.

Ultimately, IntoUniversity's programmes seek to help young people set goals and then accomplish them, whether that be a place at university, an apprenticeship or any other chosen educational aspiration.



## Future plans

IntoUniversity plans to grow from 30 centres to 47 centres by the end of 2026.

Additionally, IntoUniversity has launched two key programmes: Khadija Saye Arts @ IntoUniversity, which will build on its existing arts provision, and the Learning Recovery strategy, which coordinates IntoUniversity's response to the long-term negative impact of the pandemic, focusing on students' academic attainment, wellbeing and social skills.

## The Inflexion difference

Only seven months into the relationship, Inflexion has already provided extensive and high-quality support to IntoUniversity and its students with nearly 30 volunteers supporting as Corporate Mentors, E-Mentors, Business and Career in Focus volunteers.

Find out more about Inflexion's volunteering efforts on [page 20](#).

*"I am so incredibly grateful to Inflexion for supporting IntoUniversity by providing crucial grant funding for our work, volunteering precious time, sharing wonderful office space with our students and dedicating expertise to their development. The support truly enables our students to achieve their amazing potential."*

Dr Rachel Carr, Chief Executive, IntoUniversity



# THE ROUNDHOUSE

The Roundhouse is one of the most incredible live performance spaces in the world. The charity also works with nearly 7,500 young people each year to help them build more positive futures through creativity. 57% of the young people the Roundhouse works with are from areas ranked as the most deprived in the UK, and 45% are ethnically diverse.

The Roundhouse's core purpose is to provide equitable access to high quality creative opportunities, at its own creative studios and out in its community, whilst also providing direct access to the creative industries for young people who want to turn their creativity into a career.

**96%** OF YOUNG PEOPLE WENT ON TO EMPLOYMENT, EDUCATION OR TRAINING

**91%** ATTRIBUTED THEIR TIME AT THE ROUNDHOUSE WITH HELPING THEM INTO THIS NEXT STEP



## What the Roundhouse does

The Roundhouse supports young people, aged 11-30, with creative opportunities in music, performing arts, circus and broadcast as well as leadership and business development programmes.

Underpinning this work is the holistic creative, pastoral and professional development support at the Roundhouse, working with industry professionals and sector-leading organisations, to offer a comprehensive range of opportunities and progression pathways.

The Roundhouse is also helping to drive change when it comes to diversity in the creative industries. Its research has found that, of the young people who took part in our intensive programmes that are now working in the creative industries, 45% were from ethnically diverse backgrounds. The programmes are not only drawing in diverse young people but supporting young people from all backgrounds into the industry.

## Future plans

The Roundhouse's new creative centre, due to open in late 2022, will expand the organisation's groundbreaking work with young people – allowing the Roundhouse to work with 15,000 young people a year by 2026. The new centre will include a co-working space for young creative entrepreneurs and freelancers, as well as a podcast studio, and a variety of rehearsal spaces for young emerging artists. This will be available alongside mentoring and professional opportunities, helping young people turn their creativity into a career.

## The Inflexion difference

The £1.5 million donation from the Inflexion Foundation will have a transformative impact on the Roundhouse's new creative centre. As the lead gift to the project, the donation has allowed the Roundhouse to green light the new building, which couldn't come at a more vital time for young Londoners.

The new space will support the ambition that all young people in Camden will have access to economic opportunity. The creative industries are thriving in the borough but young people don't always have access to the opportunities on their doorstep. This new centre will show how creativity can play a vital role in rebuilding communities post-pandemic and it will give young people the chance to create more positive futures for themselves.

The financial support from the Inflexion Foundation comes alongside invaluable support for young people from the Inflexion team, particularly young freelancers and creative entrepreneurs who are starting their own businesses.

The partnership is rooted in both organisations' commitment to diversity and inclusion and over the next three years, the Inflexion Foundation will look to support the Roundhouse with skill-sharing opportunities for the Roundhouse's community of young people, who might typically struggle to access the industry.

Find out more about Inflexion's volunteering efforts on [page 18](#).

***Inflexion have been a longstanding supporter of the Roundhouse, and during the pandemic provided much needed funds when charities such as ours were so badly affected. We are thrilled that their most recent support will make our exciting new creative centre a reality, enabling us to double the number of young people we work with, I can't thank them enough for their support.***

Marcus Davey, CEO and Artistic Director





# Bookmark

Each year, eight children in an average class will leave primary school unable to read well. These children will often struggle in school, and beyond.

When a child can navigate words, they can navigate the world. That's why Bookmark is helping children to develop the reading skills and confidence they need for a fair chance in life, through its flexible, volunteer-led programme. For the children who need it, Bookmark is changing their story.

In response to school closures, Bookmark was able to pivot and move its reading programme online. As a result, the charity is supporting more children than ever across the country. In the last year over 1,000 Bookmark volunteers have supported 1,444 children with over 16,000 reading sessions.

THE UK HAS ONE OF THE **LOWEST LITERACY RATES** IN THE DEVELOPED WORLD

POOR LITERACY COSTS THE UK ECONOMY **£36 BILLION** EACH YEAR



## What Bookmark does

The Bookmark app matches schools with high quality, fully safeguarded, vetted, and trained reading volunteers. Bookmark's literacy programme aims to improve both children's literacy skills and their attitude towards reading. The OECD found that reading enjoyment is a more significant factor in a child's future success than their family's socio-economic background.

**86%** OF TEACHERS SAW AN INCREASE IN CHILDREN'S READING CONFIDENCE

**71%** OF TEACHERS SAID CHILDREN ENJOYED READING MORE

**98%** OF CHILDREN IMPROVED OR MAINTAINED THEIR READING LEVEL, DESPITE DISRUPTED LEARNING DURING SCHOOL CLOSURES



## Future plans

Bookmark is growing rapidly to meet the demand for reading support required to mitigate the devastating impact of the pandemic on children's literacy.

Thanks to its volunteers, partners and supporters, in the last year they have rolled out our online reading programme to children nationwide. Over the next three years, Bookmark intends to deliver half a million reading sessions to 25,000 children who need additional support.

## The Inflexion difference

The Inflexion Foundation donated a grant to help Bookmark offer its services to more young people. Additionally, a number of the Inflexion team are volunteering to help children to read with Bookmark.

Find out more about Inflexion's volunteering efforts on [page 22](#).

*"I'd like to thank the Inflexion Foundation for its grant which will help us reach even more children at a time when catching up on lost education is more important than ever. We're also delighted that Inflexion Investment Director Tom Green has joined our Bookmark Corporate Partnerships Board. Helping a child to develop their reading skills and confidence can have an incredible impact that will last a lifetime."*

Kitty Higgins, CEO, Bookmark





The Kinetic Foundation supports disadvantaged and/or disengaged young people from the most deprived areas in London by delivering a wide range of educational opportunities for them to learn new skills and improve their employment potential. Young people from lower socio-economic backgrounds are more likely to academically underachieve, become NEET (not in education, employment or training) and experience certain health-related issues, such as obesity, diabetes and depression.

KINETIC'S PARTICIPANTS LIVE IN THE MOST DEPRIVED AREAS OF LONDON

**20%**  
**797,000**

16- TO 24-YEAR-OLDS IN THE UK ARE NOT IN EDUCATION, EMPLOYMENT, OR TRAINING; EACH COSTING THE ECONOMY £56,000 OVER THE COURSE OF THEIR LIFETIME

## What Kinetic does

Initial engagement with young people is through free weekly football sessions often run at evening hours of high crime and antisocial behaviour. Football provides a platform for mutual respect and communication, which is a powerful tool for initial engagement and breaking down boundaries.

The organisation's main project is the Kinetic Academy, an inclusive post-16 Football Academy which encourages every participant at Kinetic to stay in education and complete a university recognised course, all whilst pursuing their football dreams. The success stories show that only 3% of our graduates leave to become NEETs.

## Kinetic's success

**261** ACADEMY GRADUATES IN FULL-TIME OR PART-TIME EMPLOYMENT

**55** STUDYING AT UNIVERSITY, INCLUDING 6 ON SCHOLARSHIPS AT AMERICAN COLLEGES

**51** HAVE BEEN SIGNED BY PRO CLUBS INCLUDING SHEFFIELD UNITED, RANGERS AND WATFORD

All these outcomes are made possible through providing a clear vision and journey for each young person, changing their mindsets and unlocking their potential, all through a passion for football.

## Future plans

Kinetic's vision is to decrease rates of unemployment and improve the educational aspirations and achievements of the young people who use their services. However, Kinetic feels that the sub-standard facilities provided in the local area is a huge barrier to further future success, and so wants to change this with plans to develop their own football and classroom facilities for future generations to enjoy, learn at and develop the key skills that are the foundations of their successful projects. To secure its own premises, Kinetic is continuing to promote its projects in local schools to demonstrate the demand for its services and the positive outcomes that it is achieving.

## The Inflexion difference

Funding from the Inflexion Foundation has enabled Kinetic to secure a full-time social media and marketing professional to help engage, recruit and retain participants to their programmes. The organisation has also partnered with a chat-based mental health app to support their participants as part of their commitment to improving young people's mental health.

Find out more about Inflexion's volunteering efforts on [page 21](#).

*"We are hugely grateful for the generous support of The Inflexion Foundation which comes as we have seen a 50% increase in our project participation numbers this academic year. The pandemic has seen rates of depression double amongst young people and the innovative mental health app should provide a more relatable platform for our young people to seek help as opposed to direct workshops or therapy sessions."*

James Fotheringham, Chief Operating Officer



# People power

Our charitable giving programme is about more than just money. It's also about offering our time and experience to young people who can benefit from it. 2021 saw the Inflexion team donate a record amount of time to help our partner charities – and have fun doing so.

Just like with our investments, we believe the impact of our financial capital is significantly amplified when it is supplemented by our human capital. As such, the Foundation also supports a wide variety of pro bono and volunteering activities with its partner charities.



## The Roundhouse

For the second year in a row, a group of Inflexion colleagues walked 36 miles in 24 hours 'Round the Houses' to raise money for the Roundhouse, a charity which provides 'space to create' for 11- to 30-year-olds, placing a particular focus on people who have been excluded, marginalised or disadvantaged by society and working to enable them to find pathways back into education, work or simply to access a wider cultural life. Through the generosity of Inflexion's valued network, the 26-strong team surpassed its target to raise over £300,000. In total the Roundhouse raised £425,000 as part of the challenge.

Andrew Priest, Inflexion Partner, is on the Development Board helping the Roundhouse find additional funding through company sponsorship and direct contributions from new supporters. He was also on the judging panel for the 2021 Accelerator Programme, judging and awarding prizes to the programme's latest creative entrepreneurs.

Simon Turner, Managing Partner at Inflexion, joined the Roundhouse as Chair of the Board of Trustees in 2017.

*The Inflexion team's efforts to walk 'Round the Houses' for a second-year running has blown us away. Knowing that we have the will and dedication of the Inflexion team behind all that we do as a charity helps us to continue with our work and most importantly it helps thousands of young people who need this support more than ever.*

Marcus Davey, Chief Executive and Artistic Director, the Roundhouse

*The Roundhouse and its youth programmes are living proof that creativity can change lives. It is inspiring to hear the stories of tangible impact that this organisation has on thousands every year and I'm so happy that our team has been able to rally behind such an incredible cause and contribute to its efforts.*

Melanie Campbell, Assistant Director, Inflexion



## Impetus

In September, 28 Inflexion employees and teams from eight Inflexion portfolio companies completed the Impetus Triathlon. Through the generosity of Inflexion's portfolio companies and valued network, the Inflexion team and portfolio companies raised a combined total of over £143,000. This was matched by the Inflexion Foundation, reaching a total of over £285,000, once again making Inflexion the highest fundraiser for the Impetus triathlon. The money raised will support charities and social enterprises with a track record of helping young people, providing management support, pro bono expertise and funding to scale the services they provide.

Tom Pemberton, Inflexion Partner, serves on the Impetus Futures Committee which is designed to get the next generation of leaders involved with Impetus. Simon Turner, Inflexion Managing Partner, is on the Board of Trustees.

**“Once again, Inflexion are the highest fundraiser at the triathlon, raising a record amount of money for Impetus. The way that Inflexion embrace the challenge of fundraising for the triathlon every year is remarkable, and they never disappoint. They have stepped it up further this year by involving so many of their portfolio companies, creating a formidable wider Inflexion team. We are incredibly grateful for their wonderful efforts.”**

Harriet Gugenheim, Director of Philanthropy, Impetus

## IntoUniversity

In 2021 Inflexion announced a grant of £200,000 p.a. over each of the next three years to support IntoUniversity's vital work. In addition to this funding partnership, many in the Inflexion team have been volunteering their time and experience to help transform the lives of young people across the UK, even before the formal partnership.

**Corporate Mentoring:** 10 Inflexion volunteer mentors are supporting Year 13 students through the important transitional period from secondary school to university.

**Career in FOCUS:** An Inflexion volunteer took part in an interactive education and career path video introducing a group of students aged 11-16 to a deeper understanding of the working world.

**Academy of Enterprise:** Supporting a week of masterclasses for students aged 17+ covering crucial business skills and providing guidance where students develop their own products to sell at a real market.

**E-Mentors:** Supporting university students to research their career path, apply for jobs, internship application guidance, making the most out of university and creating effective CVs/LinkedIn profiles.

**Business in FOCUS:** A high impact, one-day business simulation aimed at helping students aged between 13-18 to develop key skills such as teamwork, communication and leadership.

**“Working with IntoUniversity has been as rewarding as it has been eye-opening. The Business in FOCUS workshops offer a first glimpse into office life for many young people, and it's an opportunity I think everyone deserves.”**

Abhishek Majumdar, Investment Director, Inflexion



## Kinetic

James Stevens, Assistant Director at Inflexion, was asked to join the board of trustees of Kinetic Foundation during the summer of 2021. He now works alongside the other trustees and management team to provide input and guidance into Kinetic's strategy and governance moving forwards.

***"I'm hugely passionate about what Kinetic does. The quality of Kinetic's programmes is second to none and the outcomes for Kinetic students, through both education and employment, are resoundingly positive. Inflexion have been super supportive of my association with Kinetic, which makes me proud to work here – it is fantastic that Inflexion supports charitable causes in the way it does."***

James Stevens, Assistant Director, Inflexion



## Bookmark

Bookmark aims to give children the reading skills and confidence needed to have a fair chance in life through a flexible, volunteer-led programme, which supported over 1,400 children with their reading this school year. Several of the Inflexion team volunteered their time to be part of this initiative. Inflexion Investment Director Tom Green has also joined Bookmark's Corporate Partnerships Board to help the charity reach out to sponsoring organisations and maximise fundraising and volunteer support in delivering reading programmes in schools.

***"Bookmark really goes to the essence of the Foundation. Helping disadvantaged or struggling children improve their literacy skills has a profoundly positive impact on their lives and I'm grateful to colleagues and our portfolio companies for the support they are offering."***

Tom Green, Investment Director, Inflexion



**Backing** *ambition*

**inflexion**  
— FOUNDATION —

The Inflexion Foundation is registered at 47 Queen Anne Street, London, W1G 9JG.  
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