



4-22 
Foundation

Annual Report
2022 – 2023

Letter from our Chair

I am immensely proud of the achievements of the whole team at 4-22 Foundation CIC since our founding in January 2019 but particularly over the period covered by this annual report. As the name of 4-22 Foundation implies our work is centred around children and young people aged from 4-22 and we are happy to be judged both on the great outcomes that we have achieved but also the recognition and awards that we have earned as a young organisation during 2022-23.

Sam, Gavin and I appreciated early on that our future success would depend very much on the quality of the recruitment of colleagues to take forward our programmes and we have succeeded in this to a high degree, in Primary and Secondary schools and with young adults entering the world of work. Our Directors are outstanding, displaying a wealth of knowledge and great commitment. We have widened our area of Director expertise from the Educational, NHS, Charity Sector, Financial, University and Mentoring spheres with the addition this year of two new Non-Executive Directors with senior business experience, which brings a new and beneficial perspective to our board discussions and with their wider involvement. We have valuable contributions from our links both in Paris and Sri Lanka.

Our projects in 2022, efficiently managed by our Co-Founder and Director Gavin Jackson, have been both a continuation of our 2021 work and the introduction of exciting new initiatives. Our involvement as a Kickstart Gateway brought us into contact with many new organisations and companies and helped to support 157 young people across the UK into work. This is a good illustration of 4-22 Foundation working well with other agencies, in this case the DWP. Liaising with organisations following the same direction of travel is important to us and during 2022 these have included Haringey Adult Care Leavers Team, Enfield Adult Care Leavers Team, NHS Winter Pressures, North London Training Hub and Enact Community. My particular thanks go to the colleagues, consultants and tutors

who have taken these tasks forward with skill and enthusiasm. Gavin drives the projects as Programme Manager with skill and panache.

We had a dream, as we set up 4-22 Foundation and it is progressing very well. There are still ongoing issues in the core geographical areas in which we work, Tottenham and the boroughs of Haringey and Enfield, but we believe that we are contributing majorly in these areas of deprivation and helping to alleviate at least some of the prevalent issues whilst working towards meeting the aspirations of our children and young people.

I conclude by marking our achievement in winning the Social Enterprise of the Year and the overall award, Small Business of the Year, at the national 2023 Small Awards and the Community Business of the Year at the 2023 SME London Business Awards.

Well done everyone!

Rex Bourne

Chair and Co-founder of 4-22 Foundation



About 4-22 Foundation

4-22 Foundation deliver a continuous, integrated and long-term programme of support to young people through every stage of their development, from the ages of 4 to 22.

Focusing on those most at risk of disadvantage, 4-22 Foundation have a proven track record of supporting young people within the London Boroughs of Haringey and Enfield.

We offer safe and supportive opportunities where young people can raise and then achieve their aspirations. Our current work includes counselling, mentoring, tutoring, career pathways workshops, vocational and skills training, work experience placements, internships, and supporting young people into full-time work.

Our projects in 2022

Tutoring



Students from St Paul's & All Hallows school display 4-22 Foundation's recent awards with 4-22 Tutors Naomi Oliveira and Jumanna Jahan, and 4-22 Co-Founder Gavin Jackson

4-22 Foundation's Tutoring offers extra-curricular academic support to primary-school aged children.

The purpose of our Tutoring is to support children to improve their confidence and achieve their full potential. The students are taught Maths, English, Verbal Reasoning and Non-Verbal Reasoning by qualified tutors.

We ensure that each student receives the tailored support that they need to improve their literacy and numeracy.

By encouraging all students to achieve their full academic potential, each child's confidence will also be greatly improved.

Our Tutoring in Tottenham is based at St. Paul's and All Hallows Junior School. This project was originally funded by the National Lottery Community Fund.

40 children began receiving academic support in 2022, and they will continue to do so in 2023. These children comprise of Year 3 and Year 4 pupils. From May 2022 we also began providing support to Year 2 pupils.

Our tutors observed that the children they worked with have:

- Improved their test scores
- There is improved participation, and enthusiasm to participate in the sessions
- Improved confidence in completing work and answering questions
- Aspirations raised – with more students engaged in taking the 11+ exam

In May 2023, 4-22 Foundation expanded their tutoring by partnering with Carterhatch primary school in Enfield. We are currently tutoring 15 Year 4 students in Maths.

Introduction to STEM



Figure 1

Students, Parents, Heron Hall Academy External Co-ordinator Lucy Barnwell and Nigel Twumasi, 4-22 Foundation STEM Workshop Facilitator, celebrate the successful graduation of Heron Hall Academy's Spring 2023 Introduction to STEM Programme students

This programme introduces 16 pupils aged 11-13 to various industries and skills within the Science, Technology, Engineering, and Mathematical industries. The goal is to introduce young people to STEM-related careers and raise awareness of the STEM career paths available to them prior to them deciding on their GCSE subjects. The

sessions are delivered by Nigel Twumasi, a software engineer, social entrepreneur and STEM/Video Games Ambassador. The sessions instill curiosity in pupils about the science and technology surrounding us.

Our programme consists of 6 modules:

- Robotics
- Artificial Intelligence
- Coding & Programming
- Virtual Reality/Augmented Reality/The Metaverse
- VideoGaming
- 3-D printing & Laser Cutting

We raise aspirations and show students exciting career options to work towards in the future. Our STEM programme helps to inspire the next generation of BAME and young women into STEM industries.

Guest speakers from STEM industries inspire the students by relating their own personal career journeys. We currently have guest speakers from Spotify and UBS. Industry professionals speak to students about a day in the life of a Data Scientist and Product Manager. Speakers from Mango Studios LDN bring interactive VR headsets into sessions to give pupils their first experience of VR.

In 2022-23 we delivered our first online STEM workshops and in-person STEM assembly talks to school pupils. These sessions engaged with over 1,000 students in Enfield, Islington and Hackney.

In 2023, we will organise a trip for our STEM students to the UK Office of aerospace engineering company Hensoldt.

Career Pathway Workshops



4-22 Foundation are proud to partner with Enact Community to provide Career Pathway workshops for young people aged 10-14 and 14-19.

In 2022-23 we ran workshops at Enact Community Youth Centre in Enfield in the following areas:

Film/Media, Video, Creating Social Media & Web Content

Anton Usikov- Creative Director

Teelo Vasiliou- Creative Director

VideoGaming/STEM Career Pathways

Nigel Twumasi- Founder of Mayamada

Introduction to Virtual Reality & The Metaverse

Chantelle Lewis- Founder of Mango Studios LDN

Textiles/Fashion Design

Zara Afflick- Founder of Box of Prints

Arts/Graphic Design

Bee Veronica Moore- Founder of Witty Ditty Design

Creating a Positive Mindset/Entrepreneurship

Susan Nguyen- Founder of The Nail Group

We are also currently seeking partner organisations to deliver the following workshops:

Daniel Lewis- UK Athletics representative- Commonwealth Games- Triple Jump

Healthy Lifestyle/Nutrition/Setting long-term goals/Mindset

Michael Makinde- Founder, GRNDX Music Agency

Pathways to Careers in Music/Entrepreneurship/Setting up a Micro-Business

Lisa Hunte- Founder Release my Peace

Positive Relationships, Self-Esteem, Positive Self-Image

Work Experience Placements

In 2022-23 we created work experience placements for young people from the ages of 14 to 17, in industries including Law, Engineering and Dentistry.

Thank you to Hill Dickinson, Hensoldt, Access Lawyers and Haringey Smiles Dental Practice for creating these opportunities.

I am very happy how the placement went. I learnt lots of new skills. The placement gave me an overview of what the role of a lawyer is and I feel this is a career that I want to take. Thank you for everything!!

JD, aged 14

The placement was really good. Everyone was so lovely and kind. It was well organised and I really got to see how lawyers work in a law firm.

GO, aged 17

The placement was amazing. Not only was I given the opportunity to work as a solicitor for a week, but I was taught various aspects of the law. Going to see a court case at the Royal Courts of Justice introduced me to various types of careers in law, such as a barrister.

DO, aged 17

Will the placement help you with your future career aspirations? If so, in what ways?

Yes definitely - it was helpful as I had fresh and thorough experiences to talk about in my dentistry interviews . This is the last part of my university application process.

KI, aged 18

Employability Support, with Mentoring and Counselling

4-22 Foundation were supported by the London Community Response Fund and City Bridge Trust to deliver a 20-week pilot project as part of the LCRF's Navigating Crisis programme.

The project consisted of online and telephone support, comprising Employability Training, Mentoring and Counselling for long-term unemployed young people between the ages of 16 and 22 who were primarily residents within Tottenham, in the London Borough of Haringey. The aim of the project was to support young people to find full-time work, provide positive rolemodels from the world of work, and match those most affected by trauma(especially in the aftermath of Covid-19) with professional counsellors.

Furthermore, several barriers were removed through our use of personalized employability support, which included indentifying career possibilities, improving confidence, direct job searching, assistance with completing job applications, and conducting interview practice.

4-22 Foundation believes that the multi-disciplinary and holistic approach that was adopted in the design of the project proved successful in achieving our project outcomes. Young people who were fully engaged in the project have benefited from access to employability training, mentoring, and counselling.

The young people who engaged across all of these areas are ensured to have greater success in finding paid work and remaining in work.

This project helped us to understand that the importance of understanding mental health challenges faced by young people is a key factor in ensuring their positive engagement. In 2022-23 we provided positive outcomes for over 50 young people.

4-22 Foundation continue to accept referrals from Enfield Council Adult Care Leavers Team, Haringey Council Adult Care Leavers Team, Centrepont and other partners to provide in-person mentoring, counselling and employability support.

Our Awards in 2022-2023



In January 2023, 4-22 Foundation were named as the **Community Business of the Year at the SME London Business Awards**. This was in recognition of the vital work the organisation does in providing continuous and integrated support to young people from some of the most disadvantaged areas in London.

In May 2023 we were honoured to be recognised as the **Mission Possible: Social Enterprise of the Year at the 2023 Small Awards**.

4-22 Foundation were also selected, from 90 nominees in 11 categories, as Small Business of the Year, the overall winner of the 2023 Small Awards.



What's Next?

In 2023-24, 4-22 Foundation will build upon the projects that we already offer our young people and will continue to focus on our key priorities.

We will continue to provide tutoring in Maths, English, Verbal Reasoning and Non-Verbal Reasoning at primary schools where this support is most needed.

Following the success of our Career Pathway Workshops at Enact Community and our Introduction to STEM programme at Heron Hall Academy we will continue to create similar opportunities for young people in Haringey and Enfield.

We will continue supporting young people into paid work opportunities and direct them towards training and apprenticeships in order to combat the ongoing youth unemployment crisis in the UK, which has disproportionately affected our community in Tottenham. We will continue to provide employability training that is holistic and personalised, considering all the barriers preventing young people from work, including their mental health.

Accelerator Programmes

Having successfully completed the **Bayes Business School Accelerator** Programme in 2022, 4-22 Foundation were accepted on to the **Cambridge University Social Ventures Accelerator** in 2023-24.

NHS Winter Pressures Counselling

In 2023, 4-22 Foundation were successful in receiving NHS Funding to provide 20 weeks of free counselling to the following groups:

- Young Care Leavers aged 18-25
- Refugees and unaccompanied child migrants up to the age of 25
- Adoptive Parents- any age
- Foster Carers- any age

We are currently accepting referrals for this project.

North London Training Hub Counselling & Employability Support

Also in 2023, 4-22 Foundation were successful in receiving funding from the North London Training Hub to provide 24 weeks of free counselling and employability support to the following groups:

- Young Care Leavers aged 18-25
- Refugees and unaccompanied child migrants up to the age of 25
- Homeless young people up to the age of 25
- Young people at risk of homelessness, up to the age of 25
- We will be accepting referrals for this project from July 2023

Partnership with Mustard Seed School Uganda

We have partnered with Mustard Seed School in Uganda to provide a summer internship in Horticulture and Sustainability for a young person aged 21 from London.

Acknowledgements

We would like to send a special thank you to Nila Simon-Sanchez and her team at Amber Business Solutions for all of their support, including business development, website design and financial contribution, to 4-22 Foundation during 2023.

We would also like to thank all our partners, funders and stakeholders who made our work possible in 2022-23.

Thank you to

Department of Work and Pensions

Mayor of London

Enfield Council

City Bridge Trust

London Community Response Fund

The National Lottery Community Fund

Heron Hall Secondary Academy

St Paul's and All Hallows Junior School

Enact Community

and all our wonderful staff, board members and volunteers.

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