

# BE THE CHANGE

REMOVING BARRIERS & RAISING ASPIRATIONS  
GATWICK / CRAWLEY BE THE CHANGE 2016-17 REPORT





# What is *Be the Change*?

**Be the Change** is a ground breaking, inspirational programme aimed at young people who may face challenges and difficulties in the learning environment or with life in general, but with the right support have the potential to aim high with great results.

*Be the Change* focuses on...

**HAPPINESS**  
**CONFIDENCE**  
**HOPE**  
**RELATIONSHIPS**  
**EMPLOYABILITY**

...And helps open student's eyes to the world of work and the wealth of possibilities and career opportunities in their hometown and beyond.

**Be the change develops** emotional intelligence and encourages students to identify their personal barriers to success, before helping them find ways of overcoming them.





# OUR OBJECTIVES

- TO BUILD THE **HAPPINESS, CONFIDENCE, HOPE, RELATIONSHIPS** AND **EMPLOYABILITY** OF PARTICIPATING STUDENTS
- TO **ENCOURAGE** BUSINESS MENTORING
- TO **INCREASE** THE LIFE SKILLS AND EMPLOYABILITY SKILLS OF YOUNG PEOPLE
- TO **CREATE** SUSTAINABLE NETWORKING OPPORTUNITIES FOR YOUNG PEOPLE
- TO **DEVELOP** STRONG AND MEANINGFUL PARTNERSHIPS BETWEEN LOCAL SCHOOLS AND COLLEGES
- TO **CREATE** MEANINGFUL WORK EXPERIENCE OPPORTUNITIES FOR YOUNG PEOPLE
- TO **STRENGTHEN** THE PROFILE OF LOCAL BUSINESSES AND HIGHLIGHT THEIR CAREER OPPORTUNITIES
- TO **INSPIRE** YOUNG PEOPLE TO CONSIDER THEIR ROUTE THROUGH EDUCATION INTO EMPLOYMENT WHETHER THAT BE THROUGH FE, HE OR VIA AN APPRENTICESHIP, TRAINEESHIP OR WORK PLACEMENT







# Sussex & beyond...

To date, **Be the Change** has worked with more than 60 organisations across the public and private sectors and more than 1000 students from over 46 schools... and so far 100% of all participating business volunteers, teachers and students surveyed said **they would recommend Be the Change to others.**

**...AND WE RECENTLY WON THE RESPONSIBLE BUSINESS AWARD FOR SUSSEX!**







# Be the Change Gatwick/Crawley

3<sup>RD</sup> NOVEMBER 2016 – 16<sup>TH</sup> MARCH 2017

**34** BUSINESS GUIDES FROM **10** LOCAL BUSINESSES

**60** STUDENTS FROM **5** CRAWLEY SCHOOLS

**7** SPONSORS

**4** WORKPLACE VISITS

**112** 1:1 SESSIONS

**3** INSPIRATIONAL CONFERENCES

## OUR SPONSORS:





# Programme Evaluation

In the meantime, here are some highlights... Click here to [view the full feedback report](#)

## 97%

97% OF STUDENTS SURVEYED AGREED OR STRONGLY AGREED THAT THEY FELT MORE POSITIVE ABOUT THEIR FUTURE AFTER BE THE CHANGE

## 89%

89% OF ALL STUDENTS SURVEYED POST-PROGRAMME SAID THAT THEY'D CONSIDER GOING ON TO HIGHER EDUCATION OR UNIVERSITY AFTER FINISHING SCHOOL, COMPARED TO 68% PRE-PROGRAMME

## 93%

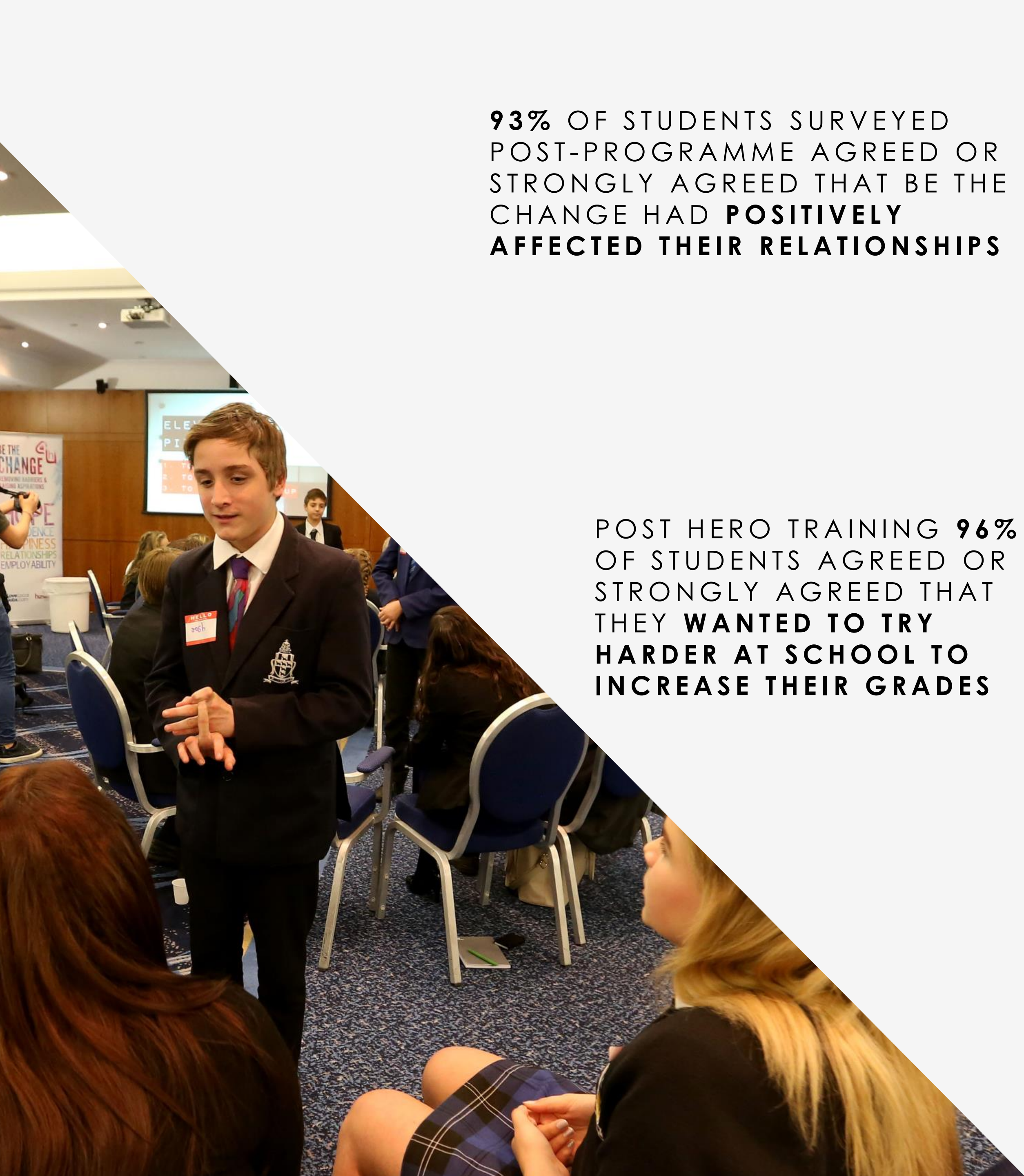
93% OF STUDENTS SURVEYED AGREED OR STRONGLY AGREED THAT THEY FELT DIFFERENT ABOUT THEMSELVES AFTER MENTORING YOUNGER STUDENTS

## 99%

99% OF ALL STUDENTS SURVEYED AGREED OR STRONGLY AGREED THAT THEY FOUND THEIR 1:1 SESSIONS WITH THEIR BUSINESS GUIDE USEFUL AND 100% AGREED OR STRONGLY AGREED THAT THEIR GUIDES HAD HELPED THEM MAKE POSITIVE CHANGES.

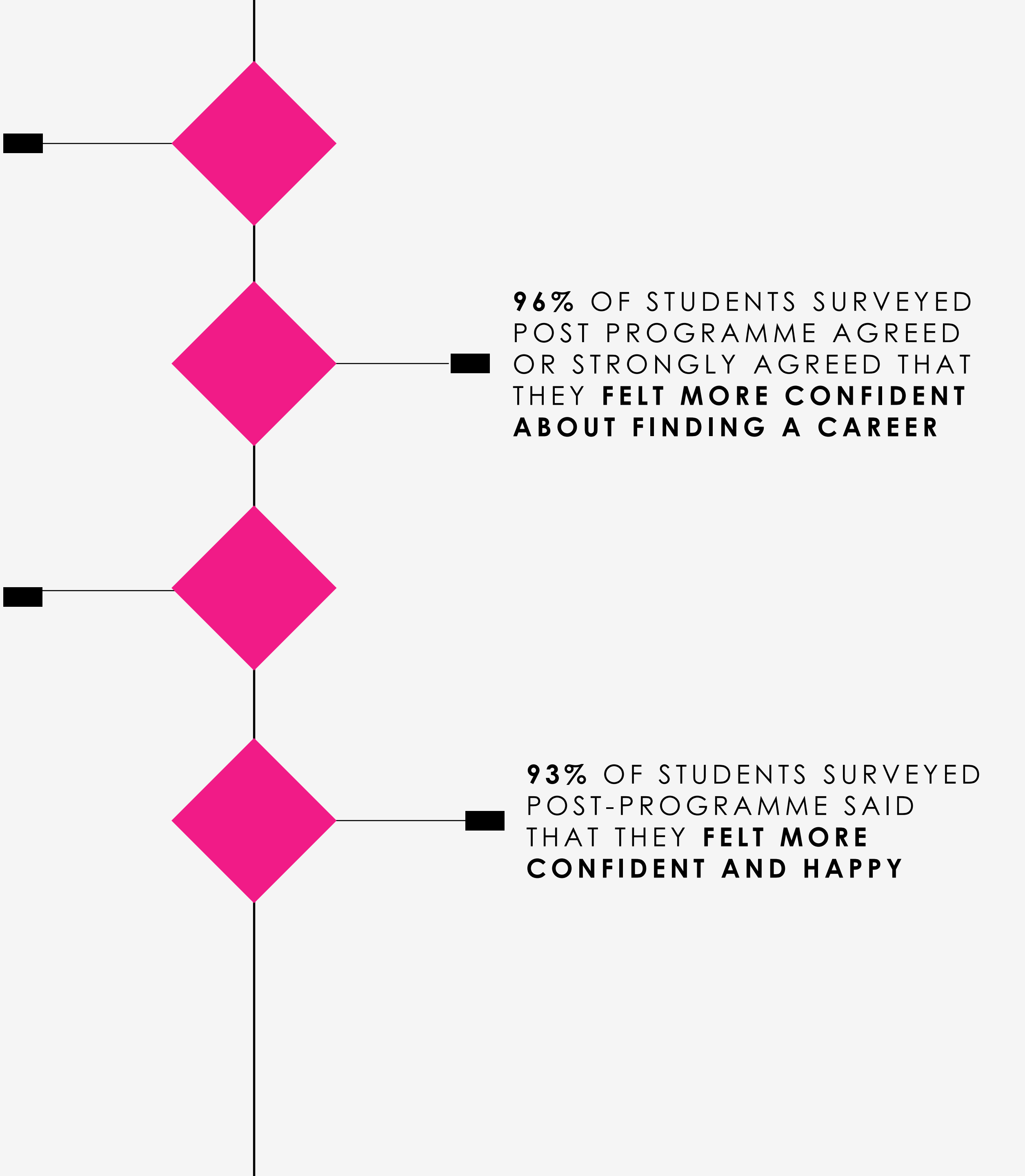






93% OF STUDENTS SURVEYED  
POST-PROGRAMME AGREED OR  
STRONGLY AGREED THAT BE THE  
CHANGE HAD **POSITIVELY**  
**AFFECTED THEIR RELATIONSHIPS**

POST HERO TRAINING 96%  
OF STUDENTS AGREED OR  
STRONGLY AGREED THAT  
THEY **WANTED TO TRY**  
**HARDER AT SCHOOL TO**  
**INCREASE THEIR GRADES**





# VIDEOGRAPHY & PHOTOGRAPHS

LAUNCH VIDEO:

[HTTPS://WWW.YOUTUBE.COM/WATCH?V=YBENNS6YK10](https://www.youtube.com/watch?v=YBENNS6YK10)

LAUNCH:

[HTTPS://BETHECHANGE.SMUGMUG.COM/BE-THE-CHANGE-GATWICK-CRAWLEY/](https://bethechange.smugmug.com/be-the-change-gatwick-crawley/)

HERO TRAINING:

[HTTPS://BETHECHANGE.SMUGMUG.COM/GATWICK-CRAWLEY-HERO-TRAINING-CONFERENCE/I-HCVJ47J/A](https://bethechange.smugmug.com/gatwick-crawley-hero-training-conference/i-HCVJ47J/A)

AWARDS:

[HTTPS://BETHECHANGE.SMUGMUG.COM/GATWICK-BE-THE-CHANGE-AWARDS-CELEBRATION/N-8297FT/](https://bethechange.smugmug.com/gatwick-be-the-change-awards-celebration/n-8297ft/)

GATWICK AIRPORT WORKPLACE VISIT

[HTTPS://BETHECHANGE.SMUGMUG.COM/GATWICK-AIRPORT-WORKPLACE-VISIT-060317/](https://bethechange.smugmug.com/gatwick-airport-workplace-visit-060317/)

CRAWLEY BOROUGH COUNCIL

[HTTPS://BETHECHANGE.SMUGMUG.COM/CRAWLEY-BOROUGH-COUNCIL-WORKPLACE-VISIT/](https://bethechange.smugmug.com/crawley-borough-council-workplace-visit/)

NATWEST WORKPLACE VISIT

[HTTPS://BETHECHANGE.SMUGMUG.COM/NATWEST-WORKPLACE-VISIT-070317/](https://bethechange.smugmug.com/natwest-workplace-visit-070317/)

METROBUS WORKPLACE VISIT

[HTTPS://BETHECHANGE.SMUGMUG.COM/METROBUS-WORKPLACE-VISIT-080317/](https://bethechange.smugmug.com/metrobus-workplace-visit-080317/)

BE THE  
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## OUR CHALLENGES...

### STUDENT NUMBERS

This was the first *Be the Change* programme to run in the area, some schools were not as engaged as we would hope at the launch of the programme and therefore only collectively bought 50% of the student numbers we had capacity for. Unfortunately this meant that the student:guide ratio for 1:1 or 1:2 rather than 1:4 (the optimum ratio).

### COMMUNICATION WITH SCHOOLS

Although all 5 schools were engaged with the programme once launched, some struggled to manage the organisation of 1:1 sessions and workplace visits in a timely manner which presented some challenges for both the BtC team and the business guides when trying to schedule dates/times. In our experience, this is common with schools in Sussex who struggle with lack of resource.

### BUSINESS GUIDE ABSENTEEISM

When we recruit business volunteers we make it clear that they must attend all *Be the Change* activities, however with this particular programme we found that several mentors were unable to attend some activities due to health issues and/or work commitments leaving students without mentors at various junctures during the programme.



## STUDENT COMMENTS...

*"Thank you so much Be the Change, I couldn't have changed without you. I am genuinely thankful and so is my mum..."*

*"I feel very positive about my future and I have improved my confidence!"*

*"I think everyone my age should have the opportunity to experience Be the change."*

*"I have learnt so much, thank you. Keep this going for my kid, only 14 so not yet."*

*"Be the Change has massively changed my thoughts and my friendships with friends and also has made my confidence unbelievably better."*

*"Thank you for everything that you have managed to do to help me be the change. I will never forget this."*

*"This was life changing. This has made me realise the truth about myself."*

*Be the Change helps with so many skills you need in life!"*

*"Not only was it fun but it will help. I really enjoyed meeting new people."*

**BE THE  
QUAN**



## MENTOR COMMENTS...

*"A great programme to take part in and fully recommend to other business mentors considering the programme. Very proud of my mentee's"*

**Lisa Peters, Bibby Financial Services**

*It's been uplifting, inspiring, emotional, rewarding and I feel enormously positive about it. I wish all kids could have the chance to participate. Thank you*

**Ben Harvey, Stormiz**

*"Great programme, would definitely do it again!"*

**Vikki Fold, Crawley Borough Council**

*"Excellent programme. Wish I had this when I was 14!!"*

**Chris Harris, Crawley Borough Council**

*I have been professionally & personally inspired by the programme & am disappointed that it is ending. I believe every school should have the opportunity to get involved - its been amazing! Thank you*

**Karen Cullinane, Gatwick Airport**

*"An absolute honour to be part of this programme. Would definitely recommend to other businesses.*

*Thank you all for allowing us to be part of this"*

**Natalie Crofts, Sofitel London Gatwick**

**BE THE  
QUAN**



## TEACHER COMMENTS...

*"It has given the students the confidence that they can achieve and given the school a powerful insight to businesses."*

**Ifield Community College,  
PA to Principal/Communications Officer**

*"Be the Change has given students a better understanding of themselves and helped them learn to socially respect teachers and adults better."*

**Thomas Bennett Community College, Careers Co-ordinator**

*"Be the Change has given the school ideas of issues that we need to explore and raise awareness of."*

**Thomas Bennett Community College, Careers Co-ordinator**

*"Beautiful, beautiful people! You guys have made us laugh and made us cry; as professionals and human beings, you've confirmed that what we truly believe in does matter; and whether that's today or tomorrow or sometime in the future, these young people will remember the simple message, and **be the change**. From myself and on behalf of our students and all others here at ICC who've seen and benefited from the positive changes from this course, a MASSIVE THANKS"*

**David Curran, Ifield Community College**

*"Behavioural issues have decreased overall with the students involved in this programme."*

**Holy Trinity School, Assitant Head Year 9**

**BE THE  
HUMAN**



Businesses help teenagers prepare for world of work



Students and business mentors at the launch of Be the Change, Crawley and Gatwick - picture submitted by LoveLocalJobs

Published: 10:00 Friday 11 November 2016



An inspirational programme to help local young people fulfil their potential and improve their life chances was launched with over 100 school students from five Crawley secondary schools on last week.

0 comments

PRESS COVERAGE

[HTTP://WWW.CRAWLEYOBSERVER.CO.UK/NEWS/BUSINESS/BUSINESSES-HELP-TEENAGERS-PREPARE-FOR-WORLD-OF-WORK-1-7674034](http://www.crawleyobserver.co.uk/news/business/businesses-help-teenagers-prepare-for-world-of-work-1-7674034)

[HTTP://WWW.SUSSEXBUSINESSGROUP.CO.UK/2016/11/CRAWLEY-GATWICK-BUSINESSES-HELP-BOOST-YOUNG-PEOPLES-CONFIDENCE-CAREER-PROSPECTS/](http://www.sussexbusinessgroup.co.uk/2016/11/crawley-gatwick-businesses-help-boost-young-peoples-confidence-career-prospects/)

[HTTP://WWW.CRAWLEYOBSERVER.CO.UK/NEWS/CRAWLEY-STUDENTS-TAKE-PART-IN-HERO-TRAINING-1-7798037](http://www.crawleyobserver.co.uk/news/crawley-students-take-part-in-hero-training-1-7798037)

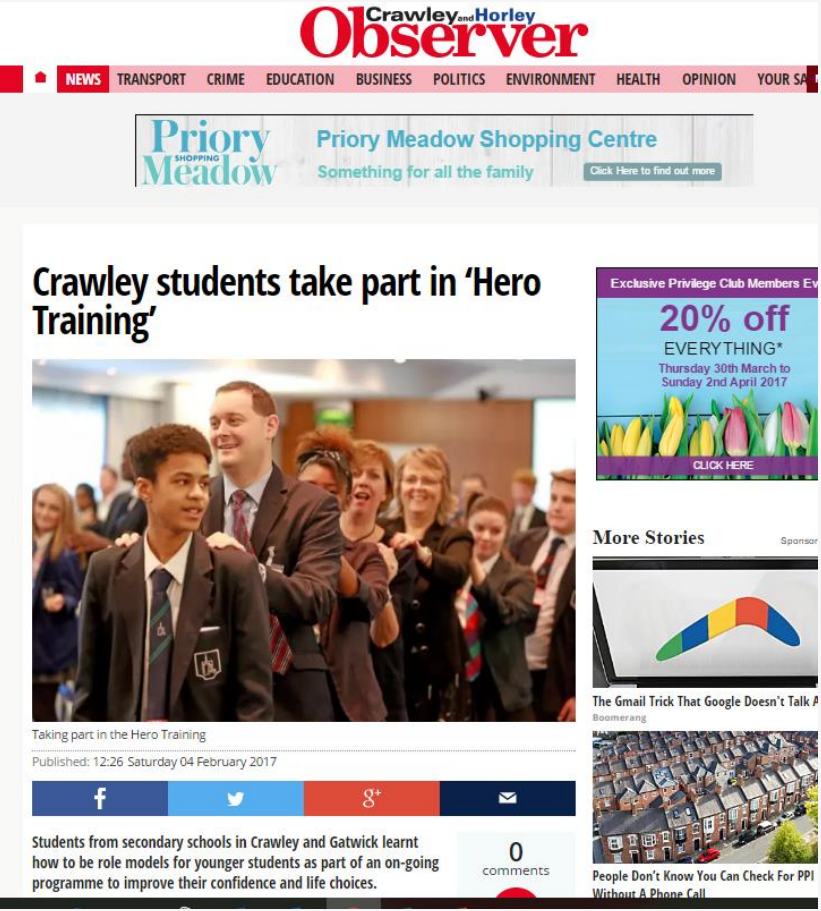
[HTTP://WWW.GATWICKDIAMOND.CO.UK/RESOURCE-CENTRE/LATEST-NEWS/2016/11/BE-THE-CHANGE.ASPX](http://www.gatwickdiamond.co.uk/resource-centre/latest-news/2016/11/be-the-change.aspx)

[HTTP://WWW.IFIELDCC.W-SUSSEX.SCH.UK/GALLERY/?PID=9&GCATID=3&ALBUMID=53](http://www.ifieldcc.w-sussex.sch.uk/gallery/?pid=9&gcetid=3&albumid=53)

[HTTP://WWW.SUSSEXBUSINESSGROUP.CO.UK/2017/01/CRAWLEY-AND-GATWICK-SCHOOL-STUDENTS-LEARN-TO-BE-HEROES/](http://www.sussexbusinessgroup.co.uk/2017/01/crawley-and-gatwick-school-students-learn-to-be-heroes/)

[HTTP://WWW.CRAWLEY.GOV.UK/PW/NEWS AND EVENTS/PRESS RELEASES/PR 8169](http://www.crawley.gov.uk/pw/news_and_events/press_releases/pr_8169)

[HTTP://WWW.COAST2CAPITAL.ORG.UK/MEDIA-CENTRE/NEWS-ARTICLES/LOCAL-BUSINESSES-HELP-BOOST-YOUNG-PEOPLES-CONFIDENCE-AND-CAREER-PROSPECTS.HTML](http://www.coast2capital.org.uk/media-centre/news-articles/local-businesses-help-boost-young-peoples-confidence-and-career-prospects.html)





## LET'S DO IT ALL AGAIN!

*We are very much hoping to continue the amazing work of Be the Change in Gatwick / Crawley and already have 100% buy-in from local schools and a long list of willing volunteers – now all we need is the funding.*

*We'd love to work with you again so please do let us know if you want to be a part of the action in 2018!*

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01273 651138





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