



Student
Social Mobility
Awards by upReach

2020/21

Recognising Outstanding Achievement

House of Lords | 9th September 2021



Organised by:



Platinum Partner:



SCHEDULE OF EVENTS

6.30pm Champagne, soft drinks and canapés will be served

7.00pm **WELCOME ADDRESS**

Baroness Helena Kennedy QC, Patron of upReach
John Craven, Chief Executive of upReach

THE ASPIRE AWARDS FOR SIXTH FORMERS

Presented by Sir Dan Moynihan, Chief Executive of The Harris Federation

THE SECTOR AWARDS

Recognising outstanding achievement in specific career sectors

CHAMPIONING SOCIAL MOBILITY AND THE IMPORTANCE OF ROLE MODELS

Bernie Mensah, President of Bank of America International,
Chief Executive Officer of MLI and head of BANA London Branch

THE COMMUNITY CHAMPION AWARDS

Highest Impact University and Employer Initiative; Best Mentor; Champion of Social Mobility

THE UPREACH TEN, AND THE OUTSTANDING ACHIEVEMENT AWARD

Presented by Bank of America

LOOKING FORWARD

Chris Millward, Director for Fair Access & Participation, Office for Students

CLOSING REMARKS

John Craven, Chief Executive of upReach

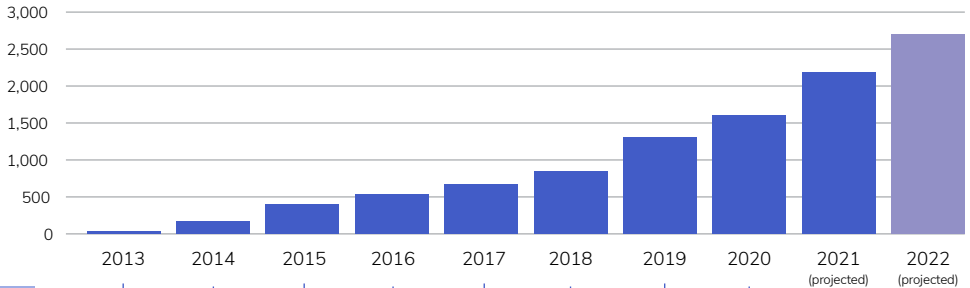
7.45pm Champagne, softs drinks and canapés will be served

8.30pm Carriages

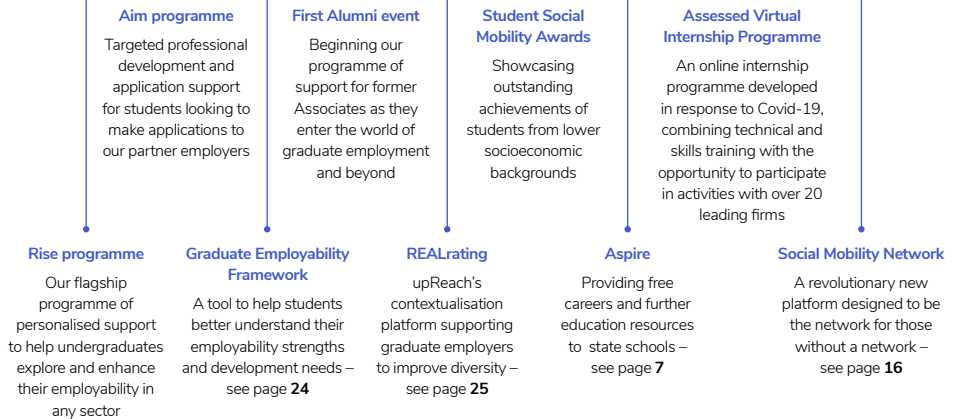
A brief history of upReach

upReach has grown tenfold in seven years, and plans this year to support 2,700 undergraduates with an intensive programme of personalised support designed to help them fulfil their career potential. We're delighted that a record number of students we supported last year secured graduate roles despite the challenges posed by the pandemic, but know that much much more needs to be done to level the playing field.

Number of Associates supported during the academic year



Notable launches in each year



Close the Covid Gap

We're on track to achieve the target set in our Strategic Plan of supporting at least 2,500 Associates each year in 2021-22. However, with Covid-19 worsening inequality of opportunity, **there is now an urgent need to rapidly expand the number of places on our programme.** Students are facing lost learning opportunities, cancelled internships, and significant financial hardships.

That's why we're aiming to raise £250,000 in 2021 to help address inequalities that have been exacerbated by Covid-19. The funds raised in our #CloseTheCovidGap campaign will be used in line with our regional expansion strategy, which focuses on supporting more students from **social mobility coldspots outside of London**, including areas that have been hit particularly hard by Covid-19.



Help us to
Close the
Covid Gap



#upReachSSMA
@up_Reach

WELCOME

I'm delighted to be hosting the Student Social Mobility Awards for the third time. After an academic year like no other, this evening's Ceremony will showcase outstanding student achievements by young people from across the UK who have overcome significant barriers and difficult circumstances.

I know only too well how challenging it can be to break into and progress in many professions if you don't have the 'right background'. In the UK, less-advantaged students are more likely to go to university than ever before, but even when they outperform those who are more privileged, they are still less likely to secure top graduate jobs.

I've seen first-hand the work upReach is doing to level the playing field, and I'm delighted to be able to show my support by hosting this event at the House of Lords once again. I'm excited to see how the students we are celebrating here tonight go on to inspire others like them to succeed in the future.



Baroness Helena Kennedy QC
upReach Patron

Thank you for supporting the third Student Social Mobility Awards. After such a challenging 18 months, not least for students and sixth-formers from less-advantaged backgrounds, there has never been a more important time to celebrate their achievements. By showcasing their success, the Awards create valuable role models for their younger peers to look up to.

Why are visible role models so important? Right now, there are too many talented young people who are either unaware of the range of rewarding careers out there, or think that they are not accessible to people from their socio-economic background. Whether it's studying at the most selective universities, becoming a solicitor, charity leader, banker or coder, or driving change in their community, the Awards broaden horizons and show that background need not be a barrier to success. They not only raise aspirations, but increase confidence that with hard work and determination these aspirations can be achieved.

In recent years, upReach have focused on supporting more students from social mobility coldspots, opening offices in Manchester, Nottingham, Newcastle and Bristol. In many communities, demonstrating ways in which university can help unlock access to career opportunity, continues to be important.

Tonight's event showcases some incredible accomplishments from young people across the UK, often achieved in the face of adversity, as well as shining a light on some of the individuals and organisations who work tirelessly to boost social mobility. While these achievements deserve to be celebrated, they should serve as a stark reminder of the inequalities in society that Covid-19 has exposed and exacerbated, and of the vast amount of unrealised potential in the UK. In a country where social mobility remains worse than in most other OECD countries, it is the responsibility of all of us here tonight to redouble our efforts to ensure everyone has an equal opportunity to realise their career potential, regardless of social background.

Thank you to all our partner employers, universities, funders, and generous donors for their terrific support. Working in close partnership with these groups, we strongly believe that we can together transform social mobility in the UK in the years to come.



John Craven
Chief Executive of upReach

OUR HOSTS & SPEAKERS



Baroness Helena Kennedy QC
upReach Patron

Baroness Kennedy has championed law reform and equal opportunities in the legal profession for women for over 40 years. She has been a member of the House of Lords since 1997. Baroness Kennedy has also chaired the British Council and the UK Human Genetics Commission. She is currently the Chancellor of Sheffield Hallam University, Chair of the Booker Prize Foundation, Director of the International Bar Association's Human Rights Institute and a member of Microsoft's Technology and Human Rights Advisory Council.



Bernie Mensah

Bernard (Bernie) Mensah is president of International for Bank of America and is a member of Bank of America's executive management team. Bernie is responsible for the development and execution of Bank of America's strategy, business activities and support functions internationally. He chairs the Africa advisory board of Prince's Trust International and is a member of the board of the Kofi Annan Foundation, a not-for-profit organisation that promotes better global governance to achieve a fairer, more peaceful world.



Chris Millward

Chris is Director for Fair Access and Participation at the Office for Students, where his role is to ensure that universities and colleges are doing all they can to support underrepresented groups to access and succeed in higher education. He is an executive member of the Office for Students board.



John Craven

Chief Executive of upReach, John has been passionate about boosting social mobility since founding the successful Cambridge University Shadowing Scheme in 1999 that has since seen 4,000 sixth formers spend three days at the university. A former teacher, banker and charity trustee, he has led upReach for six years, during which time the Charity has seen exponential growth to support over 2,000 students per year, winning Charity of the Year (<£1m) at the Charity Times Awards in October 2019.



Victoria Ayodeji

Victoria has recently graduated from the University of Cambridge, where she studied Geography. Victoria won the Outstanding Achievement Award at the 2019/20 Student Social Mobility Awards and will be speaking about her experiences at this year's Ceremony.



George Grammer-Taylor

George is an upReach Associate and Brand Ambassador, about to embark on the final year of a Bachelor of Laws at the University of Sussex. He'll be running the Brighton Marathon on 12th September to raise money for upReach's Close the Covid Gap campaign - good luck George!



Rashawn Grant

Rashawn has been an upReach Associate for the duration of his four year Law and Business degree at the University of Warwick. Having graduated in summer 2021, he is due to start a full-time role at Cuvva the week after this Ceremony!



Tanyah Hamid

Tanyah is a Future Trainee Solicitor at Slaughter and May, having graduated with a First Class Degree from the University of Warwick in 2021. Tanyah was an upReach Associate throughout her time at university.



ASPIRE AWARDS

Inspired by the Aspire campaign, our Aspire Awards are returning to the Student Social Mobility Awards for a second time.

The success of previous nominees and winners inspired us to share their stories with others, creating role models vital for boosting social mobility. This culminated in the Aspire campaign, a 60-page careers and further education guide for sixth formers exploring post-18 options. This year, the guide was sent out to 2,524 state schools and sixth form colleges to inspire sixth formers all over the UK to **aim high, stretch themselves and realise their potential**.

The 2021 Aspire Awards recognise Sixth Formers who have made a positive impact on their community, and those who have achieved outstanding success academically or in extracurricular activities. These Aspire Award winners have helped those from disadvantaged backgrounds to improve their employability prospects, or have made outstanding achievements whilst overcoming challenging circumstances, showing great potential to go on to achieve further success.

THE SHORTLISTED STUDENTS



Char Dalpra
Long Road Sixth Form College

Char won her college competition to design a magazine front cover for the School Progression Magazine, and was requested to design another cover for another issue of the magazine a few months later. She also won a competition to redesign a leaflet for Costello Medical; winning this competition meant she secured work experience with the company in August 2021.



Charlotte Moore
The Sheffield College

Charlotte is Governor for Sheffield Children's Hospital. She has an offer from Hughes Hall, Cambridge, to study Law. Interested in the legal aspects of social media, she aims to help other online harassment victims by creating a law holding social media sites accountable. After facing a family members' murder, and then homelessness, Charlotte does charity work to help other people facing difficulties.



Kieran Williams
The Sheffield College

Kieran returned to college to finish his GCSEs whilst working as a key worker in 2019/20, and completed his Access to Higher Education qualification (2020/21) alongside taxing work hours. Despite failing his GCSE exams in 2014 due to mental health issues, he was determined to pursue higher education. Kieran was raised in a low income family, none of whom attended university; he is glad to know he is making them proud.



Sarah Arnold
Bohunt Sixth Form

Sarah strives to improve social mobility. She has volunteered 500+ hours with Zero Gravity, Uptree, LawyerUp, Hampshire's Youth Commission, the Changemaker Collective and mentoring, tackling educational and occupational disadvantage. Sarah comes from an underrepresented background, being the first female in her family to attend university and living in a low-income area.

ASPIRE COMMUNITY CHAMPION

Recognises the Sixth Former who has made the greatest impact on their community, specifically in helping those from disadvantaged backgrounds to improve their employability prospects.

Presented by Sir Dan Moynihan,
CEO of The Harris Federation

ASPIRE RISING STAR

Recognises the Sixth Former who has overcome challenging circumstances to achieve outstanding success academically or in extra-curricular activities, and who shows the greatest potential to go on to achieve further success.

Presented by Sir Dan Moynihan,
CEO of The Harris Federation



Helping Sixth Formers to Aim High and Broaden their Horizons

Every year, upReach produces Aspire - a 60-page careers guide, online video library and teacher toolkit designed to help state school sixth formers understand their university and career options.



To find out more about
Aspire, including our new
Autumn webinar series,
get in touch today!



Why does upReach exist?

Amongst Russell Group universities, students from working-class backgrounds who graduate with a first class degree are less likely to secure an elite job than a more privileged student who received a 2:2.

upReach exists to change this. Our mission is to create the conditions for undergraduates from less-advantaged backgrounds to access and sustain top graduate jobs.

Whilst significant progress has been made increasing the number of students from less-advantaged backgrounds that secure university places, few then progress into the top graduate programmes that are often the gateway to senior and influential positions in society. Students from lower-income households, living in poorer parts of the country or attending lower performing state schools, are less likely to have benefited from the work experience, career knowledge, extra-curricular activities and professional networks required to succeed in an increasingly competitive graduate labour market, where social and cultural capital are often more important than academic credentials.

How does upReach support students?

An intensive professional development programme of employability-enhancing activities and 1-to-1 support



ASPIRE →

Activities and bespoke support to broaden horizons, develop employability skills and increase self awareness.

- Online Resources Platform
- Exclusive Insight Days
- Career Academies
- Professional Experience Weeks



DEVELOP →

Employability-specific activities and networks to develop the required skills to obtain competitive jobs.

- Employability Skill-Focused Workshops
- 1-to-1 Career Coaching
- Professional Mentor Matching
- Daily Interactive Video Forums



SUCCEED

Activities and bespoke support to prepare for application processes.

- CV & Application Guidance
- Mock Interviews
- Online Test Practice
- Exclusive Internship Opportunities



How would you shape your world?

The worlds of sustainable finance, workplace culture and technology are evolving fast. Together we can make them smarter, greener, safer and more inclusive.

Join us and we'll help you shape your own world too, through opportunities to learn, grow and belong. You'll work in collaborative global teams with mentorship programs, employee networks and events to build friendships and support.

SECTOR AWARDS

Recognising outstanding achievements in eight specific career sectors



BANKING, FINANCE & INSURANCE

Presented by Emma Smythe,
Director of Aviva University



Nia Allen-Cooper
University of Edinburgh

Nia has secured two internships this summer - one in Infrastructure at EQT and the other in Fundamental Equities at DESCO - and has completed internships in consulting, corporate banking, private equity and quantitative trading. She interned at JPM in Corporate Banking and received a returned offer. Nia is from a low-income, single-parent household where she has significant caring responsibilities, and has a learning disability.



Aoylid Hossain
University of Portsmouth

Aoylid secured 4 Spring Week offers in 18/19, 3 opportunities in 19/20 and a Deloitte summer internship and Courts Graduate Offer this year. He supports younger upReach Associates in Banking and Finance, is the first in his family to attend University, and was responsible for caring for his family while at school.



Vikram Kumar Khosla
University Warwick

Vikram achieved some of the highest GCSEs in his year and was the only student at his school to achieve A*s at A Level. He will graduate with First Class Honours from the University of Warwick this year. Vikram has taken part in many experiences with prestigious banks and supports others with their applications. Vikram comes from the sixth least socially mobile area in Britain.



CREATIVE INDUSTRIES & FMCG

Presented by Stephanie Lieber,
Director of Programmes and Impact, upReach



Ibtj Adem
Queen Mary University of London

Ibtj joined the Unilever Industrial Placement scheme as a Business Analyst. She was awarded the Engineering Leaders Scholarship of £5000 to be used towards her professional and personal development. As secretary of the Thrive in Supply Society in Unilever, she exercised her passion for sustainability by writing a monthly newsletter called EcoBite which covers sustainability news, tips, and tricks.



Deimante Aleksandraviuciute
Arts University Bournemouth

Deimante, recent graduate from Arts University Bournemouth, has used her creative abilities to spread the word about things she cares about: immigration, climate change, mental health, equality, and her beloved homeland Lithuania. Her work focusing on her family's migration story has been exhibited in London. She now works as a freelance photographer.



Erica Lopez
Newcastle University

Erica secured an opportunity to collaborate with Hallmark to improve the UK card industry's diversity and cultural representation. She migrated to the UK from the Philippines aged 11 with dreams of making a difference. She was accepted to Newcastle University despite facing a completely new cultural environment and bullying at a predominantly white state-school.





GOVERNMENT, POLITICS & THE PUBLIC SECTOR

Presented by Niamh Mac Namee, Government, Public Sector and Charity Programme Manager, upReach



Tiegan Bingham Roberts
University of Bristol

Tiegan secured a graduate role with Teach First and a summer internship with the Government Communication Service. Passionate about access and education, she has raised over £10,000 for children's and educational causes. She has broken barriers to attend University as a first-generation student.



Lorna Cosgrave
Durham University

Lorna was chosen from 8,000 applicants to become a Policy Advisor under HM Treasury's Graduate Programme. She was published by the Higher Education Policy Institute raising awareness of ME, and is the Coordinator of SHAPED (Hatfield College's development programme). She was selected as a Scottish Government Future Leader, securing mentoring from policy advisors. Despite facing serious health problems this year, this has not prevented her many achievements.



Chloe Sutton
Durham University

Chloe secured a graduate job with Frontline, a social work charity, and was also offered a place on the Unlocked graduate scheme. She created and secured the role of Working Class Representative at St Mary's College, Durham University, to help other students like herself. She tutors disadvantaged A Level Philosophy students and set up a food-bank initiative at university.

Know someone looking for support to achieve their career ambitions?



upReach provides a free, comprehensive programme worth up to £900 a year, to help eligible state school students achieve their career goals, including:

- Personalised support from a dedicated Programme Coordinator
- Expert CV & Application Reviews, Mock Interviews and Assessment Centres
- Online platform to boost career knowledge and commercial awareness
- Exclusive opportunities with top employers; Associates have secured roles at 75 of the 'Times Top 100' Employers
- Average salary £4,000 higher than average university graduate



Find out more: www.upreach.org.uk/students



LAW

Presented by Andrew Jolly,
Partner, Slaughter and May



Daryv Cana
London School
of Economics

Daryv won a moot court competition at the Supreme Court, was made a PASS scholar in his first year of LSE, and was awarded two mini-pupillages at Blackstone Chambers and Falcon Chambers. He holds a training contract offer with Allen and Overy. In March 2020, he legally appealed a medical decision for a friend's father, after which he made a full recovery.



Panashe Kanjere
London School
of Economics

Panashe became the first student at his school to secure a place at LSE. He secured 4 prestigious first-year schemes and has secured 3 training contract offers from Clifford Chance, Allen & Overy and Slaughter and May. Panashe moved to the UK aged 10 to an area of Nottingham with low progression rates to further education and has achieved success despite the barriers he faced.



Amira Khan
University of Reading

Amira is very proud to have secured a place on the 'Bright Futures' programme with Clyde & Co and a 'Spring Scheme' with Freshfields. She attended many webinars to improve her employability and commercial awareness. The first person in her family to attend university and with no prior contact in commercial law, Amira is always striving to be the best candidate she can be and stand out from the crowd.

SLAUGHTER AND MAY /

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and schemes





PROFESSIONAL SERVICES & CONSULTING

Presented by Becky Foden,
Head of UK&I Student Recruitment, EY



Asim Ahmed
University of Surrey

Asim secured First Class Honours at university, took part in the Student Possibility Programme with Goldman Sachs, and mentored a team for the JP Morgan schools challenge. He has also secured a summer insight programme with Coutts. Asim is a former asylum seeker and young carer. He has achieved plenty this year, whilst focusing on both education and home responsibilities.



Nafeesa Bi
King's College London

Nafeesa is determined to fight not only social but cultural stigmas. This is a challenging experience, but shaped her into the strong woman she is today. Completing her degree at King's College London and now joining Deloitte as an Associate is beyond anything she could previously imagine.



Ethan Hill
London School of Economics

Ethan excelled academically and received consistent Firsts at LSE. Ethan received four internship offers — at Numis Securities, Santander CIB, Capital One, and CIL Consultants. They hope to one day be the most successful non-binary Banker in London. From a working-class family, Ethan had to work from age 16 to cover the costs of University, and has succeeded academically and professionally while grieving two deaths over the past twelve months.

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PROPERTY

Presented by Nick Searl,
Partner, Argent LLP



Elena Matthias
London South Bank University

Elena secured a place at University of the Arts London to study Media and at Southbank University to study Photography. She is interested in taking pictures of landscapes and people from around the world, in Architecture, and in Street Photography. Her recent film project called 'The Invisible' explores homelessness in post-Covid-19 Camden Town, motivated by her experiences of homelessness as a child.



Halimah Parveen
University of Birmingham

Halimah is working hard to achieve her dream job as an Urban Planner and to continue breaking down social barriers. She has secured a work placement with a leading property firm for the summer. Halimah is the first in her family to attend university. Despite her lack of connections acting as a barrier to entering the property industry, she is determined to succeed.



SCIENCE & ENGINEERING

Presented by Sarah Gregory,
Delivery Project Manager, upReach



Letitia Dollamore
University of Bath

Letitia is a true champion of social mobility and a pioneer in analytical chemistry. She is committed to improving her career prospects and refuses to let her background hold her back. In her placement year at British American Tobacco she was recognised globally for her commitment to research and development.



Nobeem Islam
University of Warwick

Nobeem has maintained academic excellence and established himself as an ambassador for STEM initiatives with the younger generation. His industrial and volunteering experience demonstrates his technical proficiency, and ability to collaborate with others in order to effect positive change within the wider community.



TECH

Presented by Mabel Canham,
Technology Programme Manager, upReach



Anabelle Parton-Blades
King's College London

Anabelle's determination and drive in boosting her employability led to her securing 3 technology spring internships at Bank of America, EY, and JPMorgan and from this she has already converted to a summer internship with Bank of America for next year. Anabelle achieved her success despite facing challenges in her socioeconomic background.



Steve Thomas
Durham University

Steve is a co-founder of a tech startup called Internly, which tackles the outdated application process for internships with AI. Internly secured over 1000+ student sign-ups and connections with 8 employers and was awarded as Durham University's 'Ones to Watch'. Steve faced multiple competitive assessments to secure a summer internship at FactSet, a leading financial data and software company.

Careers in tech aren't just for coders

The upReach Tech500 is a new tailored programme of support for 500 undergraduates from disadvantaged backgrounds who are looking to secure graduate roles in the technology sector.

Delivered through close collaboration with leading technology employers, undergraduates on the upReach Tech500 will benefit from personalised career support, digital skill development opportunities, as well as exclusive events.

www.upreach.org.uk/tech500

 upReach | Tech
500

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BEST MENTOR

Recognising an individual who has made a significant contribution to improving the employability of students from less-advantaged backgrounds.

Presented by Hannah Stoddart, Head of Sector Programmes & Mentoring, upReach



Eleanor Ormsby
Deloitte

Being an upReach mentor was Eleanor's opportunity to give back after upReach supported her to secure an internship at Deloitte, which she successfully converted to a graduate role. She has mentored two individuals since becoming an upReach Mentor 2 years ago, offering practise interviews, restructuring CVs, clearing up misconceptions and building confidence. She finds the regular mentoring sessions incredibly rewarding, especially seeing her mentees grow in both confidence and certainty. Both of her mentees have now secured impressive graduate jobs – one at Barclays and one at Deloitte Consulting.



Suman Sidhu
LCP

Suman thoroughly enjoys mentoring, helping her mentee identify where his skills lie and which type of career may suit him best. Suman offers practice applications, video interviews and assessment centres. Coming from a less advantaged background, as a brown female from a single parent household, informs her ability to mentor BAME students, reminding them how important it is to build good relationships by being one's true self and not worrying about being different to others. Suman has taken part in filming a BBC documentary about students from less privileged backgrounds working in the investment industry.



Maya Welford
Barclays

Maya mentors multiple young people from lower socioeconomic backgrounds; she supports mentees throughout the transition into university, connects them with senior leaders at Barclays, raises aspirations, and makes a corporate career feel more achievable. Maya also set up a social mobility pillar within non-profit, LikeMindedFemales, which seeks to inspire and uplift marginalised women. Alongside workshops on confidence, imposter syndrome, career insights, productivity and negotiation, she is developing a flagship mentoring programme for students from less-advantaged backgrounds.



The network for those without a network

The Social Mobility Network is a platform built by upReach to enable students from less-advantaged backgrounds to access a network of professionals who work in a broad range of industries.

Professionals can support students through:



Ask an expert



Career chat



Mock interviews



Mentoring



Do you want to make a difference to social mobility?

Covid-19 has exposed and exacerbated existing inequalities in society. The most effective way to help charities such as upReach to make a difference is by donating to support their work.

Can you help upReach to **#CloseTheCovidGap?**



DONATE

Make a donation to our **Close the Covid Gap** campaign to help us support more high-potential students from low-income backgrounds

Become an upReach **Member** (£3p/m), **Supporter** (£10p/m) or **Sponsor** (£25p/m) to help fund our ongoing programmes of support

Join the **Development Advisory Board** by making a significant annual contribution to catalyse upReach's growth and help transform social mobility in the UK



There are many other ways you can help us to boost social mobility in the UK, including:



FUNDRAISE

Fundraise for upReach by organising fun ways to raise awareness of our cause, inspire generosity and support our programmes



CHAMPION

Champion our work within your organisation and introduce upReach to your recruitment, diversity and CSR teams





HIGHEST IMPACT EMPLOYER INITIATIVE

Recognising an employer initiative that has worked to boost social mobility, as voted for by students.

Presented by David Steel, Employer Partnerships Manager, upReach

Allen & Overy Smart Start Experience

ALLEN & OVERY

Allen & Overy's Smart Start Experience (SSE) aims to tackle issues of social mobility and access to the professions. SSE runs annually and has supported over 1,500 students since 2009, including those from 'middle' academic tiers who are often overlooked, by providing them with a week of interactive skills-based workshops to raise their aspirations and development for future employment. SSE was remodeled for online delivery due to Covid-19; it delivered 27 virtual workshops and 113 modules. A&O stay in touch with SSE students through an e-mentoring programme, Smarter Futures and SSE students choosing to study at university can apply for a bursary of £10,500 to £15,000.

ELLE UK Mentor Scheme

ELLE

ELLE UK responded to the challenges young people faced during the pandemic by offering 12 students aged 16 – 19 unparalleled access to the creative industry, with a commitment to find, help and inspire a new creative generation and build a new future in the media. Working with The Social Mobility Commission, ELLE UK identified students from disadvantaged areas across the country. During the curation of the September issue, each student worked alongside a mentor, including ELLE UK Editor-in-Chief, via Zoom to contribute ideas - from fashion styling, drafting headlines to interviewing the cover star; students continued the mentorship until 2021.

MSD Early Talent Programme



In 2020, MSD implemented an initiative to boost social mobility amongst UK students and widen access to MSD's Early Talent Programmes. The initiative has already reached 300 students via 10 skills workshops, with 70% of campus events taking place at universities where an average of 83% of the students came from state schools and 45% were first-generation students. The Early Talent Programmes are committed to contextual recruitment, and increasing hires from state schools and non-Russell group universities. They are recruiting for an inaugural 2021 Apprenticeship Programme to support career pathways for young talent that chose not to, or could not, attend university.

Employers partner with upReach in a variety of ways. We currently partner with over 45 leading employers across a number of sectors. All of our partnerships are bespoke, data-oriented and impact driven.

We help our partners to attract more applications from high calibre students from less-advantaged backgrounds, with a very high success rate.

We coordinate Insight Days and professional work experience opportunities for upReach Associates, all in close collaboration with our employer partners. Employers can also use our contextualised data model, REALrating, to ensure they are selecting on potential not privilege.

5 proven ways employers can improve diversity through our partnerships



Work Experience



Up to 90% of students convert their experience on one of our programmes into an internship or graduate role



Attraction



All upReach Associates are from low socio-economic backgrounds; 54% identify as female, 72% are from minority ethnic backgrounds



Application Support



upReach Associates are 5x more likely to make successful applications at our partner employers



Mentoring



The Social Mobility Network provides an opportunity for professionals to flexibly support students from less-advantaged backgrounds



Contextual Recruitment



Our REALrating platform analyses 14 socioeconomic indicators so you can better understand applicants' background and potential

"We really value the partnership we have with upReach. Social mobility is an integral part of PwC's strategy and the work that upReach does in this space is fantastic. It's clear that they work really closely with their students, providing support and guidance every step of the way"

Andrew Bargery,
Talent Engagement Senior Manager, PwC



HIGHEST IMPACT UNIVERSITY INITIATIVE

Recognising a university initiative that has improved the future prospects and/or employability skills of students from less-advantaged backgrounds, as voted for by students.

Presented by Alex Webb, University Partnerships & Impact Manager, upReach

Lancaster University GROW Your Future



GROW Your Future is a single point of access for all careers-related activity targeted at Lancaster University students and graduates from underrepresented and disadvantaged groups. It is a self-efficacy based programme of opportunities and experiences where students can develop their employability, increase their professional networks and be successful in the graduate recruitment process. The programme has over 450 students enrolled benefiting from access to financial support for internships, interviews or open days; bespoke activities to develop employability skills, confidence and professional networks; exclusive employer engagement opportunities; leadership development programmes; additional support after graduation and sponsorship to engage with upReach.

University of Kent ASPIRE Programme



The University of Kent's ASPIRE Programme helps develop students' entrepreneurial skills to enhance employability and support them in starting their own businesses. The programmes are designed to be inclusive, assuming no previous knowledge of business to ensure a level playing field. The ASPIRE Programme includes dedicated 1-1 support, mentoring from professionals of similar backgrounds to guide and support personal and professional development and panel discussions with keynote speakers from less-advantaged backgrounds to inspire and empower students. It also offers financial support for careers-related activities, and funding which specifically enables people from lower socioeconomic backgrounds to work full-time on starting their business.

University of Bath Gold Scholarship Programme (GSP)



The Gold Scholarship is awarded annually to 50 first year undergraduate students at the University of Bath. Students must have a household income of £25,000 or below and meet one other disadvantage indicator, such as receiving a state means-tested benefit or being a care leaver, refugee or asylum seeker. Student applications must cover what they hope to achieve at University, circumstances impacting their studies and how the Scholarship will help them achieve their goals. Gold Scholars complete at least 50 hours of volunteering alongside an enrichment programme to enhance their personal development, and receive a bursary of £5,000. Gold Scholars become mentors to young students, providing representation, showing them that no matter their background, they can also attend university and flourish.

University of Leeds Nurturing Talent Scheme



The University of Leeds' Nurturing Talent Scheme is a mentoring initiative that connects professionals from industry with Leeds Business School undergraduates to enhance their employability skills, expand key skills and develop their professional network. Widening Participation students are prioritised for the scheme, with a record number in 2020/21 and over half of mentees being the first generation of their family to attend university. Mentors support students to gain work experience, internships, industrial placements and graduate jobs, provide 1-1 support and speak at online panel events, commercial awareness talks and Q&A career sessions with the aim of raising aspirations and enhancing employability.

University of Warwick Warwick Scholars Programme



The Warwick Scholars Programme has grown into a comprehensive programme designed to level the playing field and aid social mobility. By 2020 the Warwick Scholars community comprised 300+ students, and will continue to grow to beyond 1,000 in the next few years. The community of Warwick Scholars are empowered to take control of their own development and enhance their portfolio of skills and experiences until graduation and beyond. From post 16 studies, 1-to-1 tutoring, mentoring and financial support are provided to help students achieve their full potential and gain their place at Warwick.

upReach supports universities via close partnerships to achieve their Access and Participation Plans' key progression targets. Through our three-year programmes of intensive, personalised support, upReach empowers those who are underrepresented on campus and in top graduate jobs to realise their full potential.

Each student receives an intensive programme of tailored employability support, which is designed to:

- Raise their career aspirations
- Develop key employability skills tied to our Graduate Employability Framework (GEF)
- Help them succeed in the graduate job market

This is done via 14 core interventions including skills workshops, a career mentor and unique work experience opportunities.

**Since 2012, we have supported over 4,000 upReach Associates.
Our Associates...**

...enter highly skilled employment at an average rate 12.1 percentage points higher than their peers

Analysis by

PRO BONO ECONOMICS

...made 1,309 successful applications to graduate roles, internships, placements and insight programmes in 2020/21

...who graduated in 2019 have a median salary of £30,000 when graduating, which is £6,000 higher than average

A detailed Impact Report is available on our website noted below.

"Initiatives such as upReach show what can be done with technology ... to level the playing field by creating opportunities for those who for too long haven't had those chances."

Michelle Donelan, Universities Minister, July 2020.



Department
for Education



CHAMPION OF SOCIAL MOBILITY

Recognising a student who has made a significant contribution to tackling social mobility. This could involve speaking at events, supporting their University Widening Participation department, or setting up initiatives in their own time to improve social mobility on a local or national level.

Presented by Lee Elliot Major OBE, Professor of Social Mobility, University of Exeter



Naima Ali
King's College London

Naima led a legal internship experience for 1,200+ students mostly from minority ethnic groups and low socioeconomic backgrounds. As President of the 93% Club at KCL, she advocates for state-school educated students. She secured funding for 11 first-generation students to undertake professional work experience, inspiring students to achieve their dreams.



David Bull
University of Nottingham

David is a champion for care experienced students, amplifying their voice at all levels. With experience in care during his A Levels, he attained a place at the University of Nottingham to study Medicine and has worked with the University and Buckinghamshire Council to improve access and support for care leavers and other widening participation students.



Kevin Osei
University of Leicester

Kevin founded mentoring initiative Bridging Barriers in 2020 to support the careers of students from low socioeconomic backgrounds. He partnered with Black in Data and the Ministry of Housing to improve ethnic minority and working class representation in these jobs. Kevin was raised in Newham, and was entitled to free school meals and bursaries.



Olivia Taylor
University of Cambridge

Olivia is a finalist at the University of Cambridge. Social Mobility is a theme in her life, ranging from tutoring children with SEND, mentoring disadvantaged students and building the RMHub – a comprehensive website to help low-income students succeed. Despite a difficult childhood, she has helped others alongside her personal success.

Future Charity Leaders Programme

Creating the UK's next generation of charity leaders

upReach's Future Charity Leaders Programme (FCLP) is a unique 2.5 year graduate scheme, combining rotations in key areas of charity management with supporting university students on upReach's personalised employability programmes.

Student Support: 4 days per week

Help boost social mobility by providing personalised career support to 80 undergraduates from less-advantaged backgrounds, planning events and liaising with our partners and funders.

Charity Management Rotations: 1 day per week, 6 months per rotation

Fundraising



Design & Marketing



Social Media



Volunteer Management



HR & Governance



Events Management



Policy & Research



External Affairs



Social Impact Measurement



Technology



Finance



Partnerships



The UK'S leading charity graduate scheme at an award-winning employer



THE UPREACH TEN

The top ten students who in the opinion of the Judging Panel have the highest potential to achieve, outstanding success academically, professionally and/or personally. This could be demonstrated by resilience, initiative, work experience, holding significant leadership roles, or by efforts made to boost their employability in unique and innovative ways.

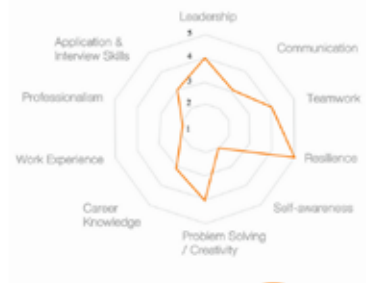
Presented by Bank of America

Graduate Employability Framework by upReach

Helping Students to Develop Their Employability Skills

upReach's Graduate Employability Framework ensures students develop the skills necessary to succeed in the graduate labour market.

getEmployable.org, our GEF assessment tool, comprises an online questionnaire which measures students' performance and experience across 10 categories and provides a personal report that they can use to plan their development in their priority areas.



Career Knowledge & Commercial Awareness



Teamwork



Problem Solving & Creativity



Application & Interview Skills



Resilience, Grit & Determination



Leadership



Self-awareness



Work Experience



Professionalism



Communication



REALrating is upReach's contextualisation platform, which provides a single net indicator score of socio-economic disadvantage and an adjusted measure of an individual's A-Level grades - as well as contextual flags.

Using a research-backed algorithm, the contextualised grades that REALrating produces allow employers to get a fairer measure of applicants' academic achievement and potential than grades alone.

Disadvantage indicators used include:



**Free school meal
eligibility**



**School type &
performance**



**First generation
university student**



**POLAR4 / IMD
/ IDACI data**



**Experience
in care**



**Parental
occupation**

 www.realrating.co.uk

 team@realrating.co.uk

Our REALrating Partners include:



Aviva has been a proud partner of upReach since 2015 and is delighted to support the Student Social Mobility Awards once again



THE OUTSTANDING ACHIEVEMENT AWARD



This award will go to the student who has achieved the most, as determined by the Judging Panel and a Student Vote.

Presented by Bank of America



Asim Ahmed
University of Surrey

Asim secured First Class Honours at university, took part in the Student Possibility Programme with Goldman Sachs, and mentored a team for the JP Morgan schools challenge. He has also secured a summer insight programme with Coutts. Asim is an asylum seeker and became a carer for his father aged 12. He has achieved plenty this year, whilst focusing on both education and home responsibilities.



Ibtisam Adem
Queen Mary University of London

Ibtisam joined the Unilever Industrial Placement scheme as a Business Analyst. She was awarded the Engineering Leaders Scholarship of £5000 to be used towards her professional and personal development. As secretary of the Thrive in Supply Society in Unilever, she exercised her passion for sustainability by writing a monthly newsletter called EcoBite which covers sustainability news, tips, and tricks.



Tiegan Bingham Roberts
University of Bristol

Tiegan secured a graduate role with Teach First and a summer internship with the Government Communication Service. Passionate about access and education, she has raised over £10,000 for children's and educational causes. She has broken barriers to attend University as a first-generation student.



Lorna Cosgrave
University of Durham

Lorna was chosen out of 8,000 applicants to become a Policy Advisor under HM Treasury's Graduate Programme. She was published by the Higher Education Policy Institute raising awareness of ME, and is the Coordinator of SHAPED (Hatfield College's development programme). She was selected as a Scottish Government Future Leader, securing mentoring from policy advisors. Despite facing serious health problems this year, this has not prevented her many achievements.



Aoylid Hossain
University of Portsmouth

Aoylid secured 4 Spring Week offers in 18/19, 3 opportunities in 19/20 and a Deloitte summer internship and Coutts Graduate Offer this year. He supports younger upReach Associates in Banking and Finance, is the first in his family to attend University, and was responsible for caring for his family while at school.



Vikram Khosla
University of Warwick

Vikram achieved some of the highest GCSEs in his year and was the only student at his school to achieve A*s at A Level. He will graduate with First Class Honours from the University of Warwick this year. Vikram has taken part in many experiences with prestigious banks and supports others with their applications. Vikram comes from the sixth least socially mobile area in Britain.



Kevin Osei
University of Leicester

Kevin founded mentoring initiative Bridging Barriers in 2020 to support the careers of students from low socioeconomic backgrounds. He partnered with Black in Data and the Ministry of Housing to improve ethnic minority and working class representation in these jobs. Kevin was raised in Newham, and was entitled to free school meals and bursaries.



Gracie Stavers
University of Bath

Gracie was the winner of the 2021 Women in Space Conference essay competition, outperforming both undergraduates and postgraduates, while a first-year student. Despite coming from an area where few attend university, fleeing an unsafe home, battling chronic illness and handling caring responsibilities, Gracie is a role model for aspiring scientists.



Olivia Taylor
University of Cambridge

Olivia is a finalist at the University of Cambridge. Social Mobility is a theme in her life, ranging from tutoring children with SEND, mentoring disadvantaged students and building the RMHub – a comprehensive website to help low-income students succeed. Despite a difficult childhood, she has helped others alongside her personal success.



Steve Thomas
Durham University

Steve is a co-founder of a tech startup called Internly, which tackles the outdated application process for internships with AI. Internly secured over 1000+ student sign-ups and connections with 8 employers and was awarded as Durham University's 'Ones to Watch'. Steve faced multiple competitive assessments to secure a summer internship at FactSet, a leading financial data and software company.



THANK YOU

upReach would like to thank everyone involved for their generous support of the 2020/21 Student Social Mobility Awards, without which the event would not have been possible.

SPONSORS & SUPPORTERS

Our Sponsors and Supporters have not only covered the cost of hosting the event in full, but have also helped to ensure that shortlisted nominees from all over the UK have been able to attend at no cost, with their travel expenses refunded.

In particular we would like to thank:

Sponsors

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SLAUGHTER AND MAY

Silver Sponsors



Supporters

Baroness Helena Kennedy QC

Programme Design & Printing

The upReach Development
Advisory Board

ALLEN & OVERY



Our Hosts and Speakers

Bernie Mensah

Chris Millward

George Grammer-Taylor

Rashawn Grant

Tanyah Hamid

Victoria Ayodeji

THE JUDGING PANEL

We'd like to say a huge thank you to our independent judging panel, drawn from the fields of academia, education, the creative industries, and business, who bring a vast wealth of experience from a range of leading social mobility organisations. We are very grateful for your support.



Saeed Atcha MBE DL

Saeed is CEO of Youth Leads, Deputy Lieutenant of Greater Manchester and Government Social Mobility Commissioner for Young People and Vulnerable Groups.



Sarah Atkinson

Sarah is CEO of the Social Mobility Foundation, which she joined from the Charity Commission in January 2020, where she had been Executive Director for Strategy, Policy and Communications since 2014.



Laura Bruce

Laura is Director of Programmes and Partnerships at The Sutton Trust and is also a trustee of School Home Support, and Prime Commitment.



Stephen Isherwood

Stephen is Chief Executive of the Institute of Student Employers and sits on several steering groups related to higher education and employment.



Lee Elliot Major OBE

Lee is the country's first Professor of Social Mobility. Appointed by the University of Exeter to be a global leader in the field, his work is dedicated to improving the prospects of disadvantaged young people. He was former CEO of the Sutton Trust, and received an OBE for services to social mobility.



Reggie Nelson

Reggie is an investment management analyst at LGIM, a BBC Podcast presenter, an upReach Mentor, and holds a BSc Economics degree from King's University.



Jessica Oghenegweke

Jess is a BBC Earth Kids presenter and student at Brunel University, and Social Mobility Commissioner for Early Years and Families.



Valentina Quintero Rodriguez

Valentina is as Executive Officer for Projects and Planning at the London College of Fashion, and also an upReach Trustee and former Associate.



Nathan Sansom

Nathan has been the Chief Executive of The Access Project since February 2019. He moved to the third sector from a successful career in the civil service, including serving as the Programme Director responsible for National Citizen Service – the coalition Government's flagship youth programme.



Farrah Storr

Farrah is the Editor-in-Chief of ELLE UK and the Social Mobility Commissioner for Culture, Arts and Media.



Jody Walker

Jody is Group Retail, E-commerce, Customer Service and Loss Prevention Director for TJX Europe and Social Mobility Commissioner for Employment, Progression and Housing.



Chris Wilson

Chris leads the Responsible Business Unit at BCS Consulting, is a Director at ImpactEd and chair of the further education charity Get Further. He was formerly CEO of The Brilliant Club.



PARTNERS & FUNDERS

We would also like to thank our employer and university partners, funders, and supporters, with whom we work year round to boost social mobility in the UK.

Employer Partners

University Partners

Programme Funders

THE STUDENT NOMINEES

We received over 300 fantastic nominations across the different Award categories this year. All involved were hugely impressed by the achievements of each and every nominee, and the margins were very fine in the final judging decisions.

300+ 36

nominations

universities

65%

parents did not go to university

36%

POLAR4 quintiles 1-2

61%

previously eligible for free school meals

59%

female

32%

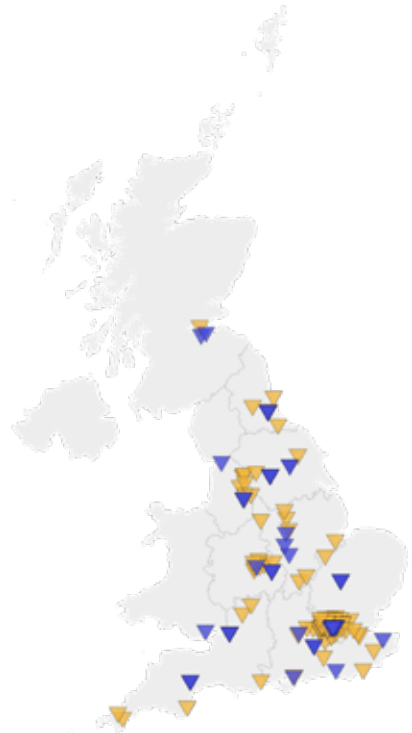
had caring responsibilities

62%

BAME

NOMINATIONS WERE RECEIVED FROM ACROSS THE UK

- ▼ Home towns of undergraduate nominees
- ▼ Universities attended by undergraduate nominees



Help upReach to **#CloseTheCovidGap** by donating to our campaign



Working in partnership with leading
graduate employers and universities
to boost social mobility

www.upreach.org.uk