



Impact Report 2014-15



“Solutions for the planet creates a generation of young people that care about making positive changes in order to sustain the world we live in”

Douglas Brown, Brammer and Buck & Hickman

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“S4TP has developed so many different skills and helped the students realize that they do have a voice and there are opportunities out there for them. Students said: “It’s been the best thing we've done this year””

Chris Metcalf, Tong High School

Directors Welcome

The 2014-15 programmatic and financial year has been quite a year for Solutions for the Planet.

“tripled our income”

We expanded the programme to a new region, the West Midlands, tripled our income and had the privilege of working with 2400 young people from 15 schools and over 80 employees from our 6 partner companies.

We had one of the best competition London Finals in Solutions for the Planet’s history with thirteen fantastic Big Ideas tackling a wide variety of sustainability challenges including water scarcity, landfill waste, fuel poverty, endangered species, road safety, local crime and energy consumption. With 95% of student teams wanting to continue working on their Big Ideas.

“working with 2400 young people...and over 80 employees”

It was also a year of firsts. We practiced what we preach and hosted our first work experience student, Marissa from Alderbrook School in Solihull. We recruited our first university student volunteers who helped at Big Ideas Days across Yorkshire. We employed our first interns, with the living wage. And we launched our Implementation Project (pilot) to test out different approaches for supporting teams to implement and set up their Big Idea enterprises or campaigns after the final.

“launching in the South East with new partners and schools from September 2015”

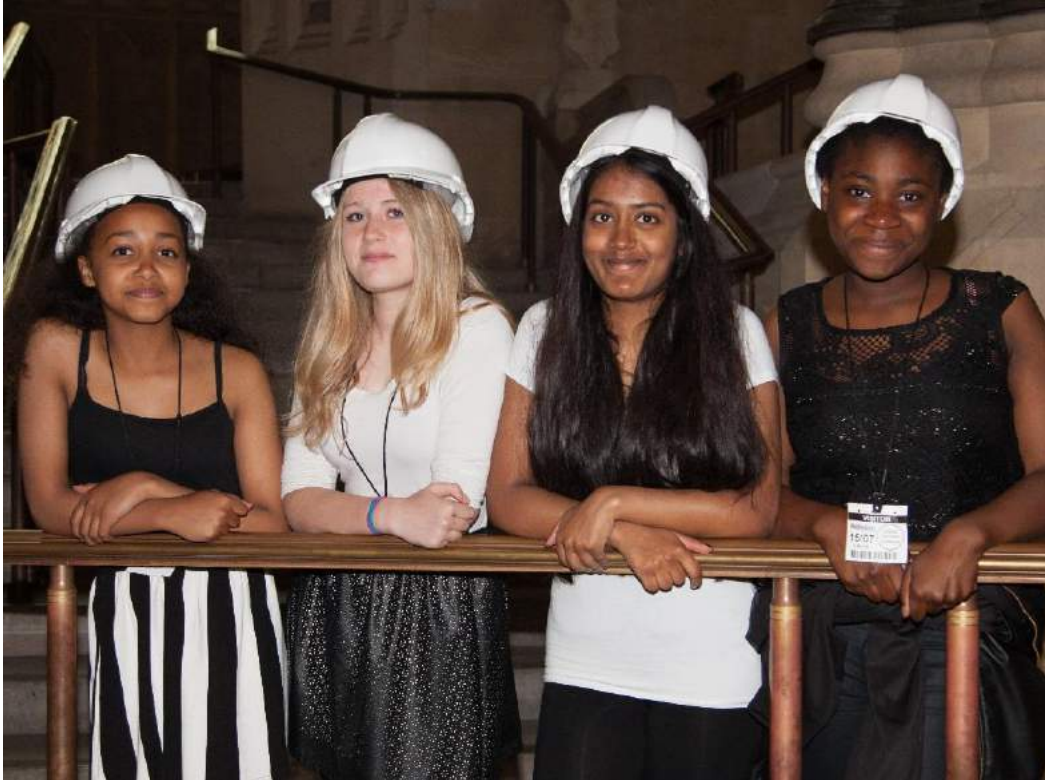
We’re also delighted to have secured a third regional partnership and will be launching the programme in the South East with new partners and schools from September 2015. Alongside this we secured a Fast Growth Award from UnLtd as well as other smaller grants. Notably we secured 87% of our income through trading this year.

However, the practicalities of being a small business (and a core team of two) does create challenges and we have to confess there are some shortcomings to our impact reporting. We haven’t always been able to collect the data we would have liked to and we don’t have the systems to analyze much of the data we do or could collect. We do however learn throughout the process and have taken much more time and care this year to discuss with our partners and stakeholders about what is important to them for us to record and report on. We hope this document goes someway to fulfilling this and where it doesn’t we highlight where we will improve for next year.

Please let us know if you would like to know more or different information about the impact of our programme and organisation by emailing Kathryn.luckcock@solutionsfortheplanet.co.uk. Your comments and suggestions are always welcome.

Do also support our growth by following us on Twitter (@S4TP_BigIdeas), connecting on LinkedIn and telling everyone you know about the Solutions for the Planet programme and the absolutely incredible Big Ideas of the younger generation.

Kat Luckcock & Jen Baughan



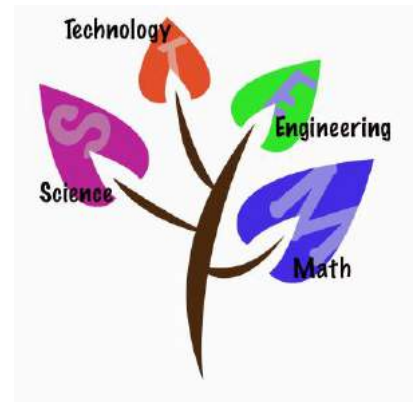
“S4TP should keep building the competition to reach all corners of the country to give as many children the opportunity to take part in this fantastic programme as possible.”

Matt Jagger, Balfour Beatty

About Solutions for the Planet

Solutions for the Planet is a social enterprise delivering a STEM (science, technology, enterprise and maths) and enterprise programme focussed on sustainability, in partnership with secondary schools and businesses.

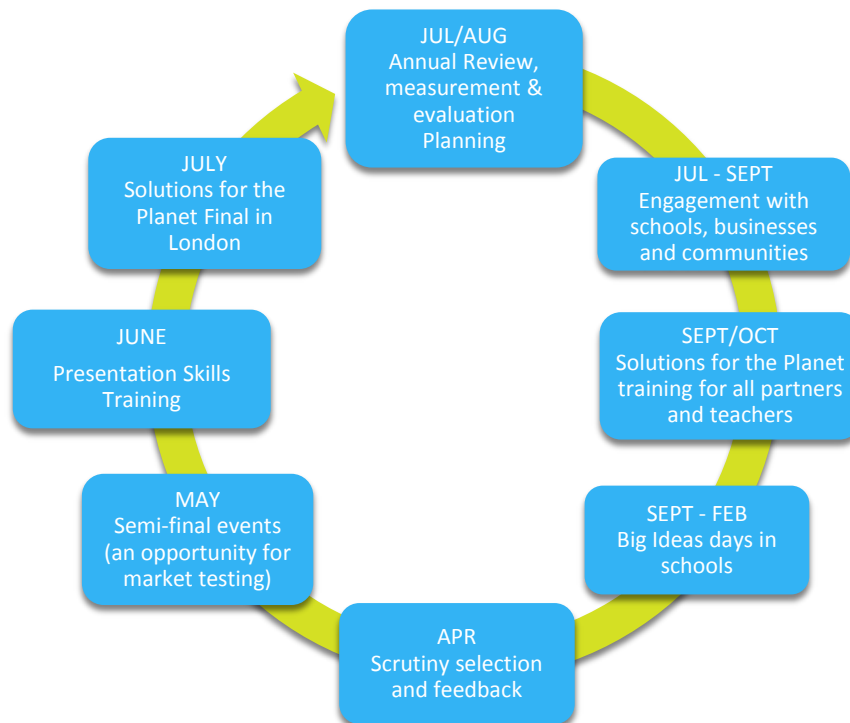
Through our annual engagement cycle thousands of young people learn about sustainability challenges and how to solve them through designing innovative, enterprising solutions - or Big Ideas as we call them.



The programme focuses on three key themes: energy, water and waste. However, there is flexibility for students to identify any local or global sustainability problem to tackle, as long as they are passionate about it and can provide a rationale.

This years' finalists designed products, services and campaigns to help tackle water scarcity, landfill waste, fuel poverty, endangered species, road safety, local crime and energy consumption – rarely is there an opportunity to hear about so many brilliant ideas covering such a diversity of issues.

Annual Engagement Cycle



Our Team



Our non-executive team is made up of four Directors: Jen Baughan, Kat Luckock, Cathy Richardson-Roberts and Kevin Schofield. Jen and Kat also take on the Executive role of managing the company. This year we have also employed two interns on the living wage, created a work experience placement and trained three university students as mentors.

Our Board of Directors



Jen's background is in community engagement, social enterprise management, education for sustainable development and facilitation. She has previously worked for the private, public and third sector and was a founding Director of Independent Voices for Engagement.



Kat's background is in the third sector, designing and delivering educational programmes and project management. She has previously worked for Conwy County Borough Council, Interfaith Action, the National Union of Students and the Wales Council for Voluntary Action. In July 2015 she was appointed a Board Member of Careers Wales, the Careers Service in Wales.



Cathy has 30 years experience as an entrepreneur, a higher education & further education lecturer and as the Manager of an education-business link programme, as well as 10 years experience in Business. She has been involved with S4TP for 15 years.



Kevin has spent an equal amount of his 25 year career in both property development, construction and environmental consultancy. This has given him a unique focus on sustainability issues affecting the built environment and a detailed knowledge of sustainable construction technology.

Internships

This year we secured funding from two sources to employ two interns: one to help with our pilot project to implement past Big Ideas and one to help with our marketing and communications. These were both fixed term roles, paid with the living wage.

"I have loved every minute of my internship and will be sad to leave. The experience was incredible; I gained an insight to the working world, collaborating with photographers, directors, clients, potential clients, teachers and students" **Becky Stevenson, 2015.**

University of Leeds student, Becky Stevenson, joined the S4TP team for 8 weeks in June 2015 as our Marketing and Communications Intern.



Work Experience



In April 2015, we were lucky enough to work with Year 10 student Marissa, from Alderbrook School. After meeting Marissa at the Skills Show in Birmingham she accompanied the team in judging the West Midlands Shortlisting Panel, the judging panel for the Aston University Semi-Final in May and at the London Finals, in July.

"This has been an unforgettable work placement – starting at the World Skills Show at the NEC Birmingham and concluding at West Minister Palace in London. What a journey – one that I've enjoyed and without doubt will shape my future career!" - **Marissa Chauhan, 2015**

We are now working with partners to support them to develop work experience opportunities from our partner schools. We also plan to have at least one work experience student join us next year.

Volunteers

This year we also recruited university students as Volunteer Mentors on the programme. We successfully recruited and trained three university students from Bradford University. In total they contributed 26 hours to the programme, attending three Big Ideas days and supporting teams afterwards. We hope to build on this in 2015/16.

In 2015 Solutions for the Planet have been awarded an UnLtd Fast Growth Award to grow our impact as a social enterprise.



"Our Fast Growth winners are some of the country's most promising entrepreneurs – driven, focused and with one thing in common: the ambition and ability to use enterprise to solve social problems." UnLtd

"We have an ambitious yet achievable scale up model and are excited to be rolling it out over the next 12 months. The Fast Growth Award will support us through our rapid growth into new regions. The Award will help us to allocate more dedicated Director time for business development, which can be difficult in a small team, time is a precious resource. We will also take advantage of the non-financial support we can benefit from." Jen Baughan, Director

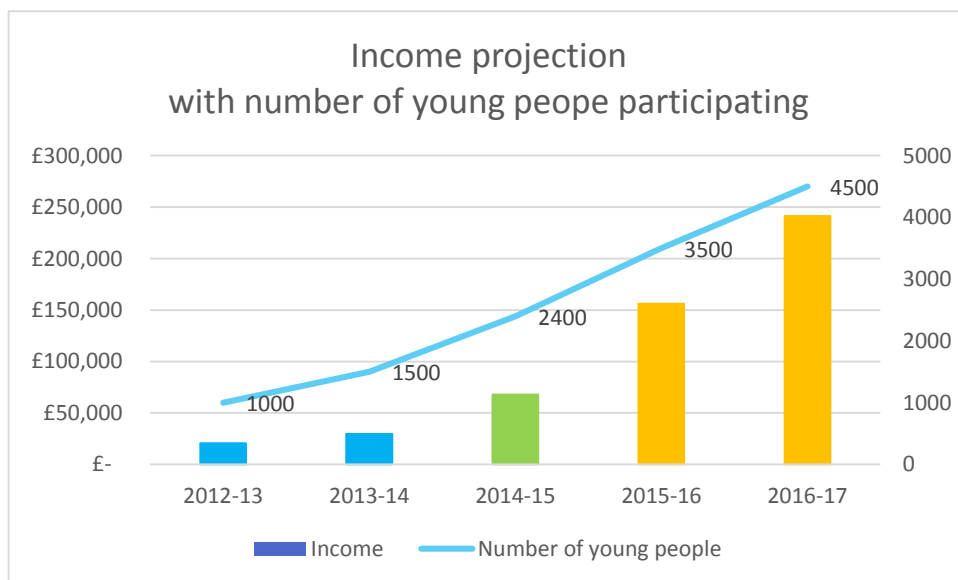
Our Finances

We are pleased with the progress we have made this year in expanding the programme with more schools and involving Northern Gas Networks in Yorkshire, alongside expanding the programme to the West Midlands for the first time.

As a social enterprise we remain committed to securing the majority of our income through trading. This year we secured a minimal 13% from grants including Victoria Gate Fund towards the programme in Leeds (£1,000), Santander/UnLtd Catalyst Award to help with our expansion (£5,000) and a grant from Santander towards our Intern (£3,000).

Solutions for the Planet Income and Expenditure			
	2015-16 (projected)	2014-15 (estimated)	2013-14
Income (from sales/partners)	-	£58,348	£22,351
Income (from grants)	-	£ 9,000	£0
TOTAL INCOME:	£155,000	£67,348	£22,351
Expenditure:			
Staff	£89,250	£41,008	£19,041
Administrative Expenses	£60,000	£24,139	£ 1,819
Legal & Professional	£750	£ 2,000	£ 650
TOTAL EXPENDITURE:	£150,000	£67,147	£21,510
Net Profit / Loss	£ 5,000	£ 201	£ 841

We have ambitious plans to double our income next year, 2015-16, and have already secured half of this through some of our partnerships in each of the three regions (Yorkshire, the West Midlands and the South East).



Our Environmental Impact

Solutions for the Planet recognises that our work may have a direct or indirect effect on the local, regional and global environment. We are committed to reducing any harmful effects on the environment and promoting the understanding of sustainability in its broadest context, demonstrated through our core work.

As an organisation we are aware of our responsibilities in respect of caring for the environment and reducing our carbon footprint. We are however at the early stages of monitoring our impact.

The following is a list of the measures currently in place.

Office, Equipment & Supplies

We have an office base at Candelisa People in Bradford, however current staff and volunteers predominantly work from home (or in other organisations' premises for events) significantly reducing our environmental impact travelling to work, using additional lighting and heating, or using additional materials.

- When we are not in the office we ensure all (non-essential) electrical equipment is switched off
- All staff and volunteers take care to limit the amount of paper waste they produce and recycle paper waste whether in the office, at home or at an event
- All office printers are capable of printing duplex (double-sided). This is a minimum standard for future purchases
- All printers are configured to use ink saving settings
- We always purchase recycled paper supplies
- Solutions for the Planet only uses suppliers with similar principles with regards Environmental Protection

Travel

- We encourage all staff and volunteers to use public transport, walk or cycle to work and meetings wherever possible
- We encourage car sharing where a car is necessary and have achieved this for 75% of car journeys
- We encourage audio/video conference wherever possible to reduce the need to travel
- Staff and volunteers are encouraged to work from home wherever suitable and in most cases this is the norm

Food Waste at Events

- Following a question from a student about what we do with food waste at our events, it is now policy for us to ask all venues what they do with their food waste and wherever necessary we encourage venues to 'pass it on' or ensure disposal in a food waste bin.

Trophies

- This year we found a supplier for our trophies at the semi-finals and finals who could provide them from a renewable wood source, rather than the non renewable glass trophies we have provided in previous years.



Next year we commit to:

- Measure the number of journeys made by vehicle type, including distance travelled so we can measure our carbon dioxide emissions by travel
- Measure the number of video / conference calls we make instead of journeys to meetings and therefore the amount of carbon dioxide emissions saved
- Identify social enterprise suppliers for stationary and printing products wherever possible
- All e-mails sent using standard templates include the statement:

 **Save a tree...please don't print this e-mail *unless you really need to.***

Our Business Partners

"[We're] delighted to support Solutions for the Planet this year, and even more so to engage, develop and mentor such vibrant young people in their pursuit of innovative solutions for the environment. Sustainability is an increasingly important factor within businesses, and observing young people coming forward with innovative big ideas was truly rewarding. I was impressed by the creativity and quality of plans demonstrated by every one of the teams, this process can only be encouraging for British business as well as the environment."

Caroline Nash, Managing Director – Contracts, Brammer / Buck & Hickman

"[W]ith the national shortage of skilled engineers in this country, having children of this age to think about key issues affecting our world today, is a great step in getting them involved in STEM subjects at an early age which hopefully will encourage them to become our engineers, innovators and managers of the future."

Sarb Bajwa, CEO, Institute of Gas Engineers and Managers

"I have been involved in the programme for several years and some truly fantastic ideas come out of the school sessions. As a partner it is our job to nurture this creativity and encourage the students to think about the technical and commercial aspects of their proposals. This year's entries were of an extremely high standard."

Glen Judge, Operations Manager, Northern Gas Networks

"We're very proud supporters of the Solutions for the Planet programme and the opportunities it gives young people to learn valuable skills, gain real-life business experience and get an insight into the incredible breadth of careers on offer in our industry. Equally, the employees from our organisation who have volunteered as mentors have benefited hugely from working alongside the students who bring fresh thinking and new perspectives to business challenges. We would like to extend our congratulations to the winners and all those who took part in the initiative and wish them well with their future careers."

Martyn Kenny, Sustainability Director, Tarmac

There are two major commitments that our business partners provide to the programme. The first is financial and the second is time. Employees from our partner companies work directly with students mentoring them throughout the year.

We would like to thank all our business partners for supporting the programme in Yorkshire and the West Midlands this year.

Yorkshire Partners

Balfour Beatty

Balfour Beatty design, manage and maintain power supplies, gas & water pipelines, street lighting, road improvements and repairs, public spaces and rail infrastructure.



A chartered professional body, licensed by the Engineering Council, serving a wide range of professionals in the UK and the international gas industry through Membership, events and a comprehensive set of Technical Standards.



Northern gas Networks deliver gas to 2.7 million homes and businesses in the North East, Northern Cumbria and much of Yorkshire.

West Midlands Partners

Balfour Beatty

Balfour Beatty design, manage and maintain power supplies, gas & water pipelines, street lighting, road improvements and repairs, public spaces and rail infrastructure.



Brammer provide industrial maintenance, repair and overhaul products – Europe's leading specialist distributor.



Buck & Hickman are the UK's leading distributor of tools, maintenance and health & safety equipment.



The UK's leading sustainable building materials and solutions company.

We're pleased to announce we will be launching the programme in the South East from September 2015 with partners SGN and Tarmac.

South East Partners



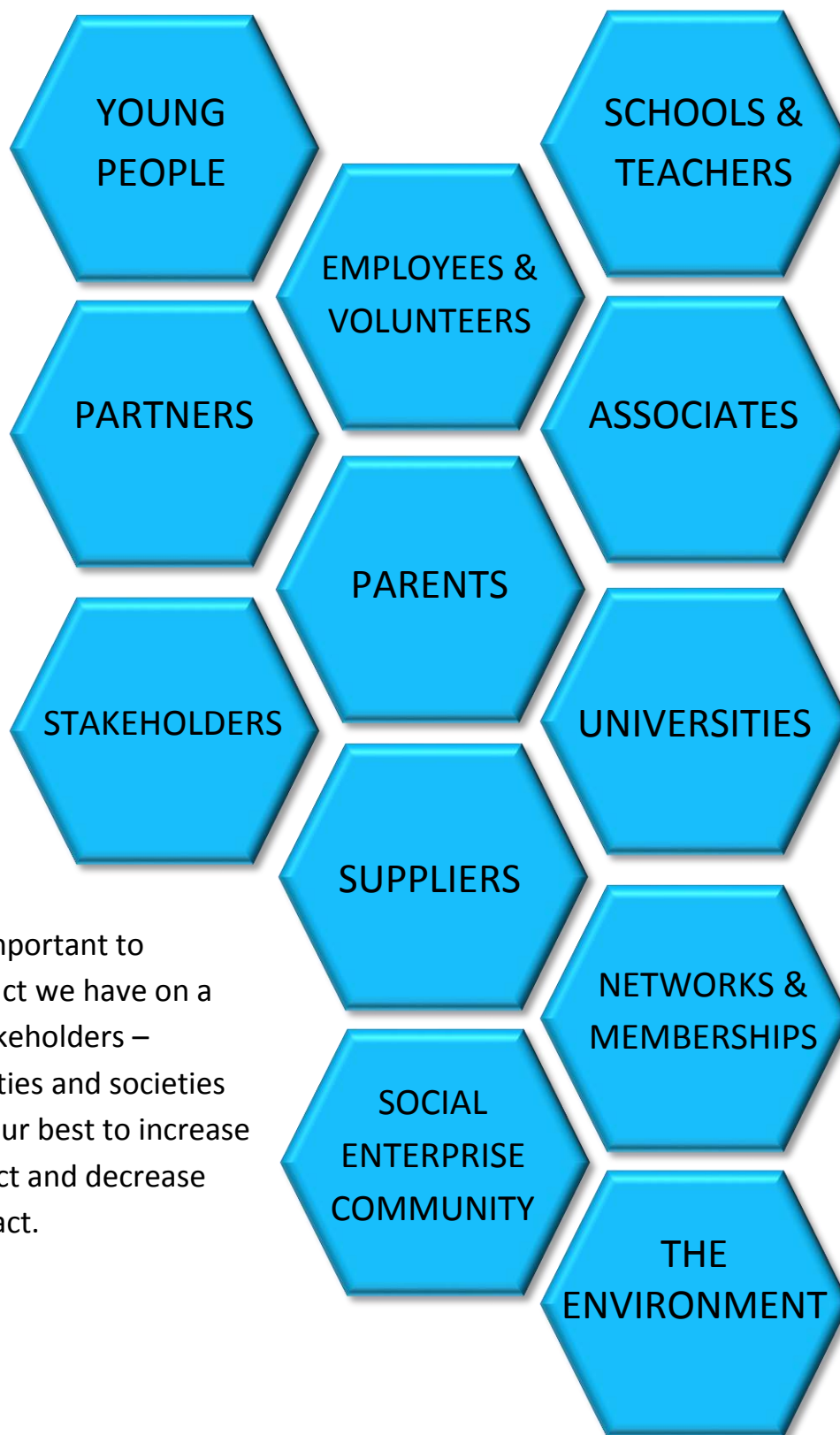
SGN
Your gas. Our network.

SGN operates over 74,000km of gas mains and services in Scotland and the south of England. Whoever your supplier is, they have a responsibility to deliver gas safely, reliably and efficiently to every one of their 5.8 million customers.



The UK's leading sustainable building materials and solutions company.

Our stakeholders



We believe it is important to consider the impact we have on a wide range of stakeholders – people, communities and societies at large – we do our best to increase our positive impact and decrease any negative impact.

Our supporters



“The BSA believes that science and technology are a central part of our culture, and that everyone should feel able to be involved. The Solutions for the Planet final was so inspiring because of the young people who are leading the innovation and driving forward ideas themselves- not sitting back and waiting for ‘professionals’ to come up with solutions to the planet’s problems. All the big ideas were highly impressive, and I have no doubt that many will go on to make a real difference to people’s lives. The essence of the BSA’s CREST Awards is to reward excellent creative STEM project work- and this was certainly excellent!” Maria Rossini, Education Partnership Manager at British Science Association

Universities

This year we were very grateful to four universities who hosted our Semi Final events and provided university tours for the young people.



Memberships



Solutions for the Planet is a proud member of SE-ED (Sustainability and Environmental Education).

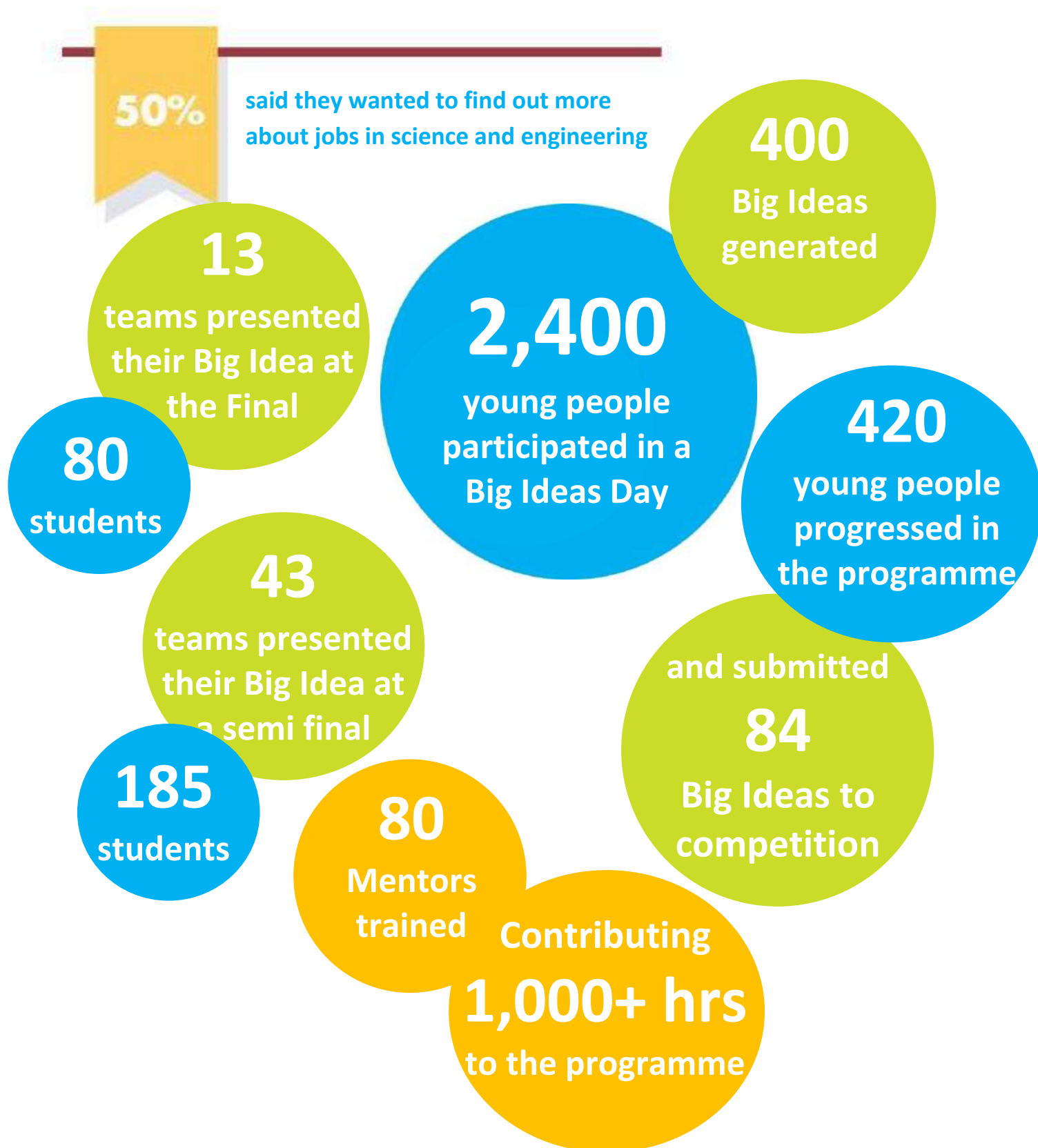
Accreditations



This year all thirteen finalist teams were awarded with a Bronze CREST Award for the time and effort they had committed to developing this Big Idea.

A British Science Association programme

Our Impact in numbers



What Teachers say about the Big Ideas Days

“All 180 students were engaged and involved in coming up with real issues that they felt needed to be raised in the public eye. There was a sense of excitement and ambition in the work that teams carried out”.

“Thank you to the team and the mentors on our Big Ideas Day you were up beat, enthusiastic and supportive as well as knowledgeable and driven to succeed with your students. We were also impressed with your crowd management skills!”

“Great experience for pupils to work away from the curriculum and in a different environment with different staff. They learnt a substantial amount during the day and it linked very well to the science GCSE [specification] so the older pupils could relate”.

What Mentors say about the Big Ideas Day

“...very rewarding to see 120 pupils working towards their big ideas and encouraging them to stretch their boundaries. The mentors and teachers bouncing between the groups sharing and encouraging creativity”.

“The day was really engaging and enjoyable. I was surprised at the low level of awareness about some of the issues which shows how important the programme is”

“It was a fantastic and tiring day. I was genuinely enthused by the reaction of the pupils and inspired by some of their initial thinking”.

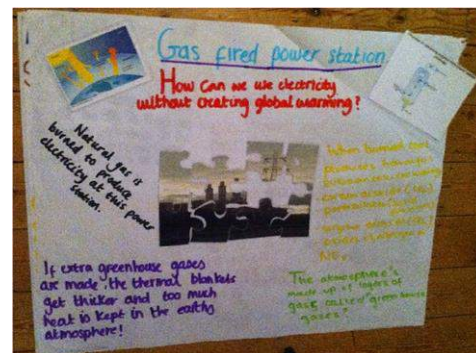
“Very engaging listening to all the weird and wonderful ideas!”

Student Learning

At the core of our programme is a focus on the development of students' knowledge and skills: increasing their awareness of sustainability; about careers in the energy, utility and construction sectors, and how they can apply STEM subjects to real world problems; as well as developing their soft skills in communication, presenting, team working and project planning. Alongside this students develop critical thinking skills, research and analysis skills.

We still need to develop our measurement and tracking systems further but have collected significantly more data this year from students throughout the programme. We haven't been able to share it all here so please do get in contact if would like to know additional outcomes and impacts for young people.

Big Ideas Days



% of students who found the event...



2,400 young people participated in one of 20 Big Ideas Days, 65% of these completed a feedback form.

The graph to the left demonstrates what percentage of students found the Big Ideas Day enjoyable, interesting and clearly explained.

When asked what they enjoyed most about the day, students responded:

“The different opportunities to say what you think: [to] say how you could change the way we do things to change the world for the better”

“..we could make up our own idea without being told it's not good enough and the support from the mentors”



61% WANTED TO CONTINUE DEVELOPING THEIR BIG IDEA

“Using your mind in a different way”

We also asked students at the end of the Big Ideas Day whether they feel they know more about sustainability, how to set up a business and engineering. 50% of students said they wanted to find out more about jobs in science and engineering as a result of the Big Ideas Day. We are working with partners to identify opportunities to share more information about jobs in science and engineering with students before, during and after the Big Ideas Day.

% of students who say they know more about...

68%



SUSTAINABILITY

67%



**how to set up a
BUSINESS**

60%



ENGINEERING

The Semi Finals

“Loved it...the kids loved it...Many thanks!” Teacher, Ninestiles School

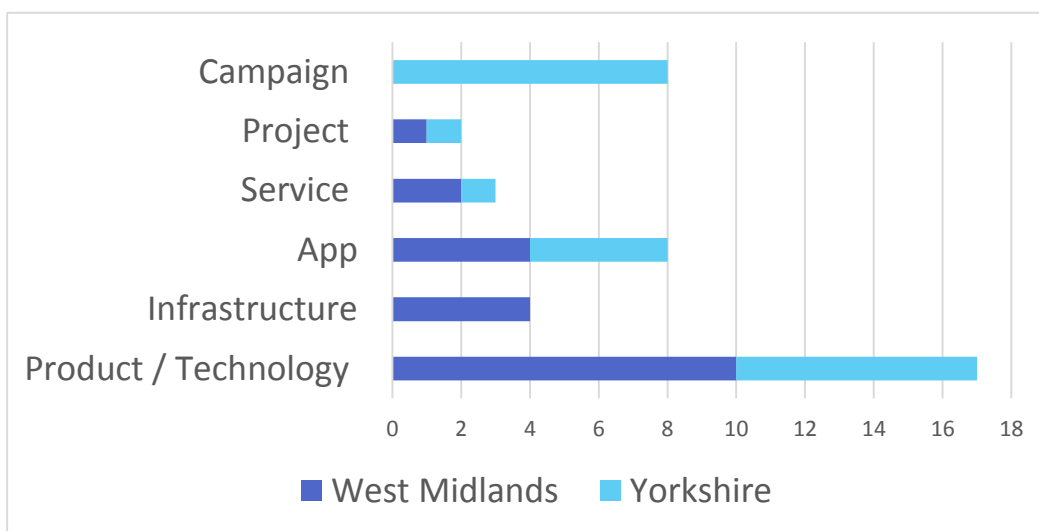
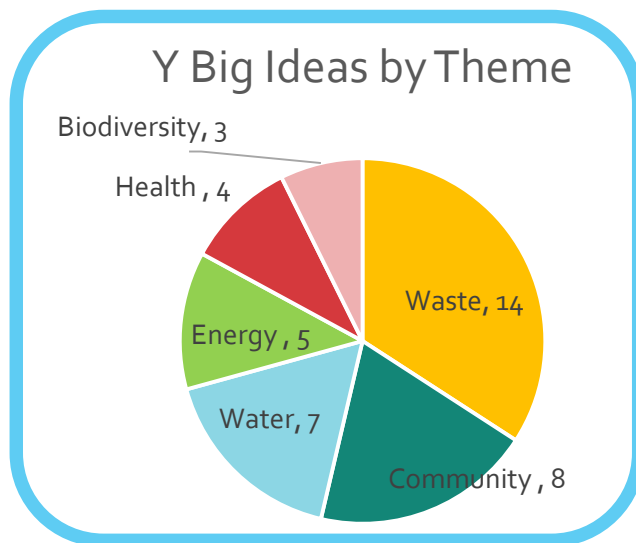
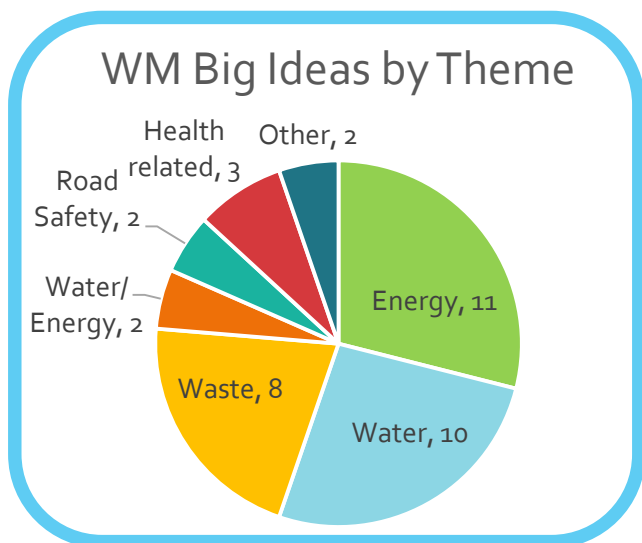
‘I was really impressed by professionalism shown by my peers. The enthusiasm and the confidence they demonstrated through their presentations was very inspiring and refreshing. It was exciting to hear how their Big Idea business plans are starting to take shape.’ Marissa, Judge and Work Experience Year 10 Student from Alderbrook School

“A fantastic day that made me realise the potential of the younger generation and how they can impact the planet, with their innovative and sustainable ideas. The confidence that these children have make it hard to remember they are still in education and haven't yet been given the full opportunity to make a difference in the world.” Luke Dlugaj, Balfour Beatty

“At today's semi-final I learnt that young people have some amazing ideas!” Students, Lyndon School

Each year the semi-finals are held at regional universities. This year they were hosted by University of Leeds Business School and University of Bradford, in Yorkshire and Aston University and the University of Wolverhampton in the West Midlands. 42 teams were invited to present their Big Idea at one of four semi-finals. The semi finals are the first opportunity that the students have to pitch their Big Ideas to a panel of judges and meet their peers from other local schools. Once the students have presented their ideas they have a tour of the universities led by students ambassadors.

Big Ideas by Type



The Finals

“I was delighted to present the successful schools with their awards. There were a number of inspirational ideas which shows just how talented and entrepreneurial the participants were. I want to congratulate all of the teams that took part.” Emma Reynolds, MP for Wolverhampton North East and Shadow Communities Secretary

“S4TP is a fantastic programme which gives young people the chance to bring their ideas to fruition whilst providing exceptional support and opportunity from the S4TP organisation. Allowing students to gain fantastic experience and grow in confidence.” Teacher, Tong High School

“S4TP is a fantastic opportunity for students to not only develop their skills in subjects such as science but also their awareness of environmental issues and their confidence and social skills” Teacher, Lyndon School

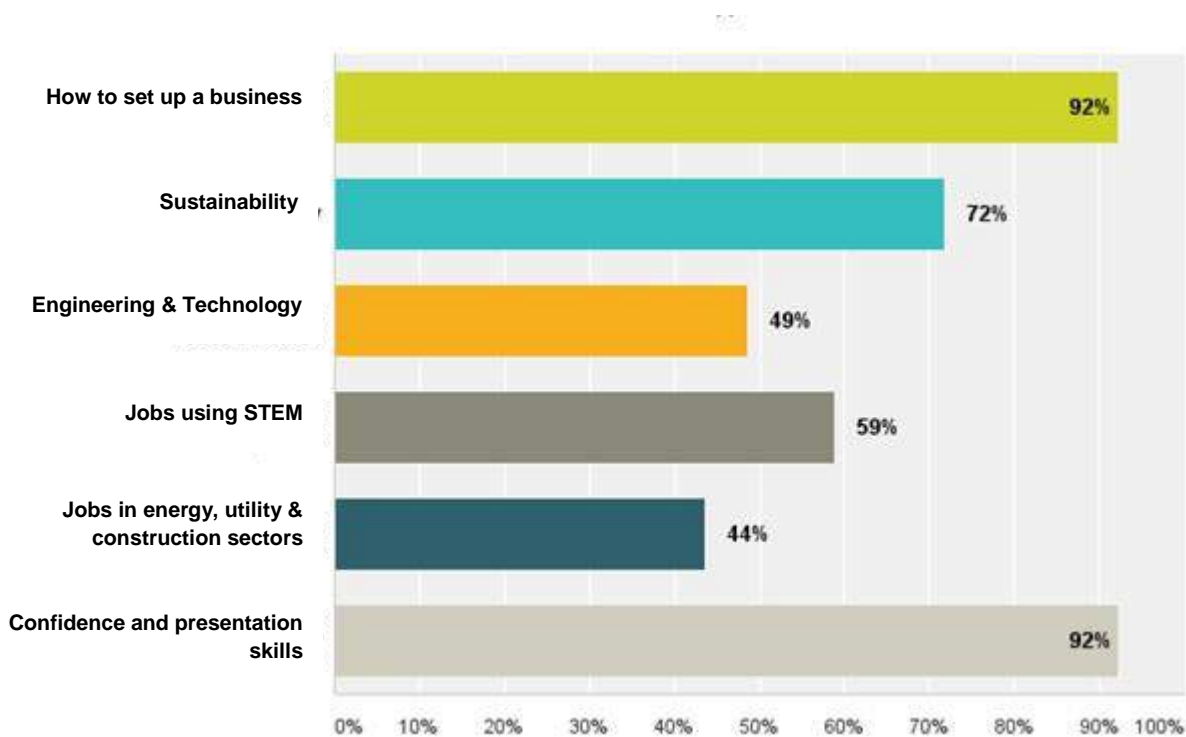
“S4TP inspires young people to be creative in a positive way”
Teacher, Ninestsiles School

“S4TP has the potential to inspire a generation of sustainability conscious thinkers.” Mentor, Brammer

“S4TP brings the best out of the children and encourages them to create sustainable ideas whilst building the foundations to a business.” Judge, Balfour Beatty

Each year our Finals take place at the Palace of Westminster, London, hosted by Rt Hon Hilary Benn MP. This year Emma Reynolds MP for Wolverhampton North East and Shadow Communities Secretary welcomed everyone to the event and gave the Awards in Hilary Benn's absence. The competition was so high this year we invited thirteen teams to present their Big Ideas to the panel of judges.

At the finals we asked students whether they felt being involved in the S4TP programme has helped them in the following areas:



We will continue to work with young people throughout the programme to increase their knowledge and engagement with science, technology, engineering and maths (STEM), as well as jobs using this knowledge and careers in the energy, utility and construction sectors.

We asked finalists: What was the best part of the programme? they answered....

“Making our business”

“Having a lot of opportunity”

“Presenting in front of the judges and taking part”

“Working as a team and sharing my Big Idea with other people”

“The competitive atmosphere, presenting and learning new ideas”

“Being able to meet new people”

“Developing skills and confidence”

“To be able to present our ideas”



We asked finalists: How have mentors helped?

“They advised us, helped adapt our product and encouraged us”

“[They] interested me in more job experiences”

“They helped us with our business plans and gave me confidence on how to present”



“They helped us a lot, not only to make our product better but to make us think about the outcomes of our product”

“Gave us points that we hadn't thought of for our presentation - extended our viewpoint”

“They helped build my confidence”

“Lots of good business industry advice”

The Big Ideas & Finalists



THERMall (1st place) Roundhay School, Leeds - created an interior insulating paint that reflects heat back into the room by using aluminum particles in the form of aluminum paste.



Safety Connected (2nd place) Heath Park, Wolverhampton - designed a wifi device, which could be attached to school ties (or hard hats on construction sites) and vehicles, alerting drivers to nearby pedestrians.



Aqua (3rd Place) from Dixons City Academy in Bradford who designed a new pipe fitting which could be used in new homes or as a retrofit to existing bathrooms, which connected the sink with the toilet cistern.



A Special Commendation was given to **RePear, Rounday School, Leeds** who's idea involved helping families reduce packaging waste with a supermarket reward card and app.



Drip Drop, North East Wolverhampton Academy, Wolverhampton - created an animation to inspire young people to save water and be more responsible with their water usage.



W&E Roads, Lyndon School, Solihull – explored how to generate electricity-using Piezo-electricity generators under roads and motorways and turbines in the drains will be used to generate electricity.



Aluminex, Colton Hills Academy, Wolverhampton, explored designing a smart meter which would connect to customers main energy source in their house, telling them which plugs are on.



Xstra from Dixons Allerton Academy, Bradford which created a social business which produces comics educating young people about the endangered red species, such as the red panda and red squirrel.



3R Fairy from Lyndon School, Solihull devised an App that creates step by step instructions to do create things with waste.



C Busters from Tong High School, Bradford, designed a campaign to help children in Holmewood (the area in which they live) and have long term plans to develop a youth centre.



Green Solution, Ninestiles School, Solihull, created a simple product that will collect rainwater and create some electricity to supplement the already strained electricity system.



Next Generation, St Bedes & St Joseph's Catholic College, Bradford, made an App which allows you to scan packaging barcodes, telling you what material it is and how to dispose or recycle it correctly.



Zapp, Heath Park School, Wolverhampton, anan App for children to help them save electricity, water and reduce the amount of litter.

Implementing Big Ideas

95% of young people who attended the finals said they would like further support to develop and implement their Big Idea.

This year we piloted the next stage of the Solutions for the Planet: Implementation. It's our vision to see the Big Ideas generated in the first year of the programme, implemented within twelve months of the end of the competition year they were designed, in order for the social and environmental impact they were designed to have is achieved.

We piloted this phase with two teams, Eco-Nition and App Aid from last years' finals (2013-14). Both teams were from Dixons City Academy.

We are hoping to support more teams from this year finals implement their Big Ideas, setting up new companies, social ventures and campaigns.



Additional Activities

In October 2014 we attended The Skills Show at eth NEC in Birmingham. Where we were kindly given a stand by Brammer / Buck & Hickman. Over 70,000 young people attend this event with their teachers and families;



In March 2015 we participated in the Your Green Future event organized by Seven Wye Energy Agency, where we met over 300 students from Solihull schools.

Thank you

Partners

Balfour Beatty (BB)
Brammer / Buck & Hickman (B)
Institute of Gas Engineers & Managers (IGEM)
Northern Gas Networks (NGN)
Tarmac (T)

School Partners

Bradfield School
Colton Hills Community School
David Young Community Academy
Dixons Allerton Academy
Dixons City Academy
Grange Technology College
Heath Park School
Hodge Hill School
Lyndon School
Ninestiles School
North East Wolverhampton Academy
Roundhay School
Skipton Girl's High School
St Joseph's & St Bede's Catholic College
Tong High School

Special Thanks to

Emma Reynolds MP
Rt. Hon. Anna Soubry MP
Rt. Hon. Hilary Benn MP
Sally Clarke

In-kind Supporters

Aston University
Candelisa People
Cubic State
Grant Thornton
Imagio
Scarlet Logitech
University of Bradford
University of Leeds
University of Wolverhampton

Judges

Alan Bailey (Low Carbon South West)
David Biss (Solihull Met Borough Council)
David McCabe (T)
Douglas Brown (B)
Glen Judge (NGN)
Jen Rushworth (BB)
Jenna Hughes (NGN)
Keith Thompson (NGN)
Keri Bunnell (NGN)
Luke Dlugaj (BB)
Marianne Savory (University of Leeds)
Marissa Chauhan
Mark Bircumshaw (University of Wolverhampton)
Martyn Kenny (T)
Matt Jagger (BB)
Michelle Miller (University of Bradford)
Nicola Martin (BB)
Nicola Mcquilkin (Groundwork)
Rachel Wright (NGN)
Simon Burrell (BB)

Associates

Adam Newman Turner
Jamie Baughan
Sam Martin
Vanessa Rhone

Volunteers

Augustine Onefako
Beth Roberts
Sam Martin

We would also like to thank all our partners' employees who mentored throughout the programme year, contributing over 1,000 – a spectacular amount.



C/o Candelisa People, Church House, 12a North Parade, Bradford, BD1 3HT

www.solutionsfortheplanet.co.uk

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