



IOTH ANNIVERSARY EDITION

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CEO'S WELCOME



Dear Partners, Supporters and Friends,

As CEO of Solutions for the Planet, I'm thrilled to present our 2024 Impact Report—a celebration of our collective commitment to empowering young people, driving sustainability, and fostering partnerships that make a tangible difference. This year is especially meaningful as we mark our 10th anniversary, a decade dedicated to inspiring young minds and collaborating with partners who share our vision for a sustainable future. From our first year to this milestone, our mission has remained clear: to put young people at the forefront of solving the planet's biggest challenges, and this report highlights the progress we've made along the way.

Our 10th year also brought its own share of challenges. Despite some personal difficulties faced by our team, the resilience and dedication everyone has shown has been inspiring. This perseverance underscores the strength of our mission and the unity within our organisation. Together, we've continued to push boundaries, working toward a more sustainable future, even as we navigate the realities of our individual journeys.

Our engagement in pivotal industry events like the MEUC Conference and TE Live highlighted our commitment to driving conversations around sustainability and the future of our planet. These platforms not only allowed us to showcase our work but also facilitated invaluable connections that deepen our impact. Our presence was further amplified by strategic board changes, with Kofi Atuah joining and Dan Harrison transitioning to an advisory role, ensuring our leadership remains robust and committed.

A unique aspect of our mission is embedding young voices in all aspects of our business. Young people's active participation in recruitment panels, advisory roles, and indeed our Board of Directors exemplifies how young perspectives are essential in shaping our strategy. It is our belief that young people should not only be participants but leaders in our journey toward a sustainable future. This year, team visits to Tarmac and Northern Gas Networks sites deepened our understanding of sustainable practices in action, while events like the NGN Stakeholder Conference and Tarmac Sustainability Week

strengthened our partnerships, reaffirming the power of collaborative effort.

I was personally delighted to have received the ESS 100 award, alongside our Advisory Board member, Mark Elton — recognition of our dedication to environmental and social impact. At the Lion's Lair, the Plashet team's Hydrobus presentation showcased the innovative thinking of young minds. Our expanding team, including Amy, Lauren, and new associates like Lesley and Louise, brings fresh perspectives and energy to our work.

I'm immensely proud of what we've achieved together this year. From the Big Ideas programme, which saw young people as judges and hosts, to the inspiring PR coverage following the National Final, our work continues to reflect our vision: that young people are at the heart of a sustainable and innovative future. Thank you to our team, partners, board members, and especially the young people who fuel our mission every day. Together, we're creating lasting impact for our planet.

Yours with hope,

den Bayelan

Jen Baughan, CEO, Solutions for the Planet

IOTH ANNIVERSARY

2024 marked 10 years since Solutions for the Planet was formed, and we celebrated our 10th National Final for the Big Ideas Programme. Below are some stats and quotes which sum up the last decade!















Alumni Reflections: How the Big Ideas Programme has impacted their lives over the past ten years

"Taking part in the Big Ideas Programme massively improved my confidence and has now meant I find it easy speaking to a huge variety of people and presenting to audiences. When looking for a job, I was asked to demonstrate an example of my communication skills as a key requirement was customer service. The opportunity to work as a team throughout the programme and the ability to present to an audience demonstrates to future employers exactly the skills needed for a well-rounded and confident individual"

Rishi, Big Ideas Programme 2017

"The Big Ideas Programme give you so many different things that you just don't get through school and the usual education system! Perhaps biggest of all, a sense of responsibility – we were dealing with real money, in touch with suppliers, finding out about the world of 'real' work through our mentors, and presenting in a completely new environment, and definitely the largest audience I had ever presented to at the time (also still the coolest place I have spoken – in Portcullis house!) Aside from that, the teamworking, communication and time management skills were so valuable – this was the first time I ever had any "project management" experience, had to balance another commitment alongside studies, and was working in a team for something "real""

Nusaybah, Big Ideas Programme 2013

"Thank you so much again for the many amazing opportunities that you and the team have given me. It is so cool to see how you have impacted my life! It is your programme that allowed me to turn my English grade around from a six to a now predicted nine, which is a big improvement! I am now head prefect since I felt I had the right skills to do so. The presentation skills I have learnt through S4TP proved extremely useful in the interview. The headteacher said that my presentation and the way I hold myself was a perfect image for the Academy and that's down to having done so much with you all and especially Jamie's presentation advice which helped loads!"

Harriet, Big Ideas Programme 2020

"Solutions for the Planet's core values reflect our deeply held belief that we can support positive change through our programmes, whilst remaining true to ourselves, and these are promoted through all of the programmes we offer"

Mark Wood

Non-Executive Director Chair, Solutions for the Planet

OUR CORE VALUES



OUR APPROACH

Solutions for the Planet is a social enterprise, that works to create a world where sustainable practices are commonplace; every young person is equipped with essential skills that benefit people and planet; and social creativity, innovation and diversity is built into every business and workplace.

We build partnerships to promote sustainability, STEM careers (science, technology, engineering and maths) and employability skills.

We are driven by our core values and encourage collaboration, both locally and internationally, between young people, schools and businesses to create opportunities for young voices to not only be heard, but acted upon.

Our mission is to bring young people and businesses together to share knowledge and skills and shape a more sustainable world.

We achieve this by inspiring new ways of thinking and behaving through partnerships between young people, teachers and businesses, as we know this mix of knowledge, skills and passion creates a sustainable present and future.

Big Ideas Programme

Our flagship programme, the award-winning Big Ideas Programme, has already involved over 30,000 young people from more than 50 schools, and over 500 mentors from our Business Partners. It lasts a whole school year, starting with a Big Ideas Day and culminating in a competition with the National Final usually held at the Palace of Westminster.

S4TP Youth Insights

This service offers businesses the opportunity to work with panels of young people from around the UK, giving those young people a voice within the business organisation, and helping shape its future direction and strategy.

Our work supports the Government-adopted Gatsby Benchmarks of Good Career Guidance and the Sustainable Development Goals.

IMPACT STRATEGY

YOUNG PEOPLE: OUR PROMISES

We are committed to delivering on the following promises to the young people who take part in any of our programmes.

1 Encourage creativity

We promise to run studentcentred programmes that give the opportunity to think outside the box and empower young people to solve real-life issues.

Promote sustainability

sustainability solutions, increase awareness of sustainability challenges and motivate young people to take action.

3 Widen options

We promise to introduce young people to a wide variety of jobs and career pathways and introduce them to mentors from locally-based companies.

4 Encourage STEM careers

We promise to ensure our programmes are accessible to as many as possible, with a focus on developing wider STEM skills

Develop employability skills

We promise to help young people to develop their skills, giving them confidence in their abilities and empowering them to be active thinkers and doers.

IMPACT STRATEGY

BUSINESS PARTNERS: OUR PROMISES

We are committed to delivering on the following promises to our business partners across all our programmes.

1 Develop your employees

We promise to help your employees improve their mentoring, communication, collaboration and leadership skills.

6 Community engagement

We promise to give businesses the opportunity to engage directly with local young people, support education, develop future talent and contribute to long-term economic growth.

2 Upskilling your future talent pipeline

We promise to help develop the employability and STEM skills of local young people, as the future generation of your potential employees and customers.

7 Employee engagement

We promise to help you engage with your employees through promoting volunteering and showcasing the positive impact your mentors are having.

Raise your recruitment potential

We promise to educate schools, teachers, parents and young people about the range of career opportunities in your company and the variety of routes to employment available.

8 Help you win more work

Increasingly tenders require commitments to provide initiatives that contribute social value and our programmes are excellent demonstrations of this.

Increasing diversity in your future workforce

We promise to ensure that access to all our programmes is inclusive and targetted in areas of most need.

9 Enhance your brand reputation

Taking part in one of our programmes fosters a positive public image and builds brand loyalty among young people and their parents.

5 Promote sustainability

We promise to stimulate sustainability discussions within your business, increase awareness of sustainability challenges and motivate you to take action.

10 Expand your networks

We work with a huge variety of partners and offer multiple opportunities for networking with others taking part in our programmes.

THE BIG IDEAS PROGRAMME AND ITS IMPACT

SCHOOLS AND TEACHERS













34% had Free School Meals (an indicator of areas of social deprivation). The National Average in Jan 2022 was 22.5%.

"The Big Ideas Programme gave our students the belief and confidence that they can change the world for a better more sustainable future, for teenagers today that is avery powerful message!"

Teacher, Big Ideas Programme 2024

"The Big Ideas programme is great because in empowers young people to think about the problems in their local community and how to improve the future for everyone."

Teacher, Big Ideas Programme 2024

"The Big Ideas programme is great because it gives young people a voice to shape the future for themselves and generations to come"

Teacher, Big Ideas Programme 2024

- 100% of teachers feel more confident discussing STEM-focused career options with students
- 100% of teachers think that The Big Ideas Programme has supported students across the curriculum
- 100% of teachers think that The Big Ideas
 Programme helped their students become more environmentally responsible and understand more about sustainability
- 100% of teachers think that The Big Ideas Programme has encouraged students to think differently about their future career options

"The Big Ideas Programme has given our students essential life skills and experiences they will remember forever"

Teacher, Big Ideas Programme 2024

THE BIG IDEAS PROGRAMME AND ITS IMPACT

BUSINESS PARTNERS AND MENTORS







- 100% of mentors are more positive about their employer as a result of their mentoring experience
- 77% of mentors believe the Big Ideas Programme builds their organisation's reputation on sustainability among the local community
- 100% of mentors believe that mentoring young people has helped them in their professional life

OUR BUSINESS PARTNERS





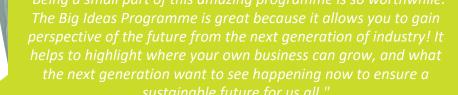




Mentor, Big Ideas Programme 2024

"Being part of the Big Ideas Programme has furthered my confidence in being a business mentor for my company and has guided me on a path to advance in my career to a leadership role. Anyone who is looking to step into a managing/leadership role should take on a project like this as part of their training."

Mentor, Big Ideas Programme 2024









THE BIG IDEAS PROGRAMME AND ITS IMPACT

YOUNG PEOPLE





THE BIG IDEAS PROGRAMME AND ITS IMPACT THE COMPETITION

Our Big Ideas Programme 2024 National Final was extra special, not just because it was our 10th anniversary, but also because it was set against the backdrop of an exciting General Election. This meant that although we were not able to hold the final at the Houses of Parliament as we usually do, we enjoyed exploring a new venue, The Science Museum. 11 teams joined us from across the country to present their Big Ideas, as well as Big Ideas Programme alumni, teaches, mentors, parents and judges.

2024 WINNERS AND THEIR BIG IDEAS



First Place went to Vita Verde from Plashet School. Their Big Ideas was converting food waste from people into biochar in order to install green roofs into their houses.



In second place was Podzzz from Bradford Girls' Grammar School. Their Big Ideas was setting up a community of 'pods' that homeless people can sleep in and gain education and skills to further their life opportunities.



Third place went to Bee Quick from Telford Priory School. Their Big Ideas was an app/game where you pollinate trees, and the rewards are that trees get planted in real life.



THE BIG IDEAS PROGRAMME AND ITS IMPACT PRESS COVERAGE

Following the National Final we were thrilled to receive extensive coverage in local press for lots of our finalist teams. See a selection of this below...











OVERVIEW

Young people are the leaders of today and tomorrow.

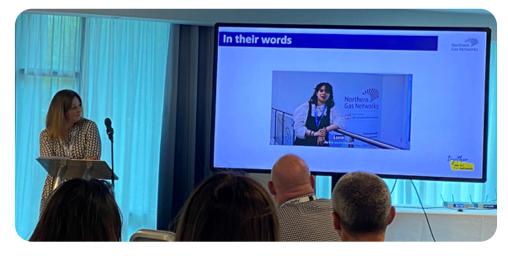
Once again, this year Young People on our panels have proved to play a vital role in driving change with their fresh perspectives. Young people are powerful, well-informed and are determined change-makers. Youth and children account for over 40% of the global population, which is one of many reasons why youth voice is so important. Our Youth Insights Panels are also proving to be a really empowering process for the young people themselves, giving a sense of ownership of their ideas and a real insight into a business that they are interested in.

It has been a year of growth for Youth Insights, Lauren has joined the team bringing with her a wealth of knowledge on streamlining our processes and collecting the right data to showcase the work that we do. Our work with Northern Gas Network's Young Innovators Council continues to build and Northern Powergrid's Focus for Future Panel became our second partner.

We are quickly gaining a reputation for working with regulated sectors and bringing the benefit of Youth Voice to industries in these fields. The team hopes to continue its growth into new sectors, giving more businesses the opportunity to harness the power of working in partnership with Young People for the benefit of both.

Claire Fitton, S4TP Youth Insights Manager





Excitingly for us, in October 2024, Jenny Wilkinson (Stakeholder Engagement and Research Lead at Northern Gas Networks) spoke at the Stakeholder Engagement Summit in Manchester, hosted by Tractivity, about how Northern Gas Networks engages future stakeholders.

Their answer...? The Young Innovators Council (YIC), facilitated by Solutions for the Planet! She explained how the YIC members have contributed to business decisions around Vulnerable Customers and around the Energy Transition, and she demonstrated the benefits on the business volunteers who work with us too.

It was so awesome to see the young people's faces and voices displayed at this conference (had it not been a school day, we'd have had the YIC there themselves!).



YOUTH INSIGHTS PANELS













Our work with Northern Gas Networks has gone from strength to strength: Each session continued to build on a cocreation model with Young Innovators Council (YIC) members being given the opportunity to take part in facilitator training this year continuing to enhance their skills following the skills builder framework. Plenary discussions were introduced this year giving an opportunity for the YIC to formulate and express their opinions on a variety of subjects. The YIC is now clearly embedded within NGN's business planning framework and the YIC have continued to influence NGN's new business plan for 2026 – 2031. Two young people who were alumni of the Young Innovators Council joined NGN's Independent Stakeholder Group.



In June we launched a new panel in partnership with Northern Powergrid made up of 22 young people aged 14-19. The panel, who named itself Focus for Future, has discussed vulnerable customers and the priority service register, the pace of change needed to get to net zero and how to help Northern Powergrid ensure that it is the employer of choice in the energy industry. The panels views and opinions are being fed back into the company to ensure that strategies and policies are future proofed and that future customers priorities are listened to within the company.

It is exciting to work with an electricity distribution organisation in a time where major decisions are being made around the future of energy in the UK and the insights of young people will be invaluable at this time of change.

QUOTES

PANEL MEMBERS

Just one word: brilliant.

An overall incredibly positive and eyeopening experience that I would fully recommend to anyone with an interest. I think it was such a great opportunity to be involved with a company that operated in a field I'm interested in and to feel as though me and other young people are collaborating to make positive change

My YIC experience was so fun and intriguing. It has educated me and allowed me to develop an interest in a topic I have never really been able to explore thoroughly before. I have really enjoyed discussions with like minded people and those who are genuinely just as keen and interested in the topic- if not more. All of the S4TP and NGN representatives were so helpful and encouraging, so any questions were always answered and given a thorough response. It has been such an amazing experience and wonderful to get to work with so many people through the YIC. Thank you so much and I really hope to be on the YIC again next year.

It has been a valuable insight! I've learnt a lot, especially on developing an answer to a question by factoring in multiple perspectives and using that to aid vulnerable people. I've also improved my communication skills and have found more confidence in expressing the points I want. Furthermore, I've learnt about the current energy crisis and how companies are trying to reduce the impact of global warming

Enlightening because you learn a lot about some topics and gain new perspective about things you rarely think about in your daily life

I would say it's been a nice experience, meeting different people and learning different perspectives of things. It's been nice knowing we can influence our future and actually get a say instead of adults thinking they know what's best

SPEAKERS

"The session was a real learning opportunity for me to see what the opinions of young people are.
The breadth of the discussion that they had was impressive and they are obviously really engaged with the subject."

"What a fantastic session! They really blew me away and I loved listening to their ideas, suggestions and challenges. I thought the debate idea really brought it to life too."

"It was really great to support and fascinating to hear the discussions and perspectives."

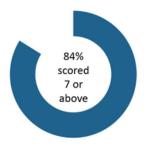
"It was amazing! The young people were inspirational! I really enjoyed it and the debate definitely worked so well done."

A truly insightful experience filled with a range of employability skills

STATS & SKILLS BUILDER

FEEDBACK FROM PANEL MEMBERS

"I felt that I had the opportunity to contribute to the discussions in this session"



"I felt that my ideas were listened to"



"It is clear to me how my ideas and insights will be used to influence the business and its future plans"



SKILLS BUILDER We're proud that our S4TP Youth Insights Programme is aligned with all 8 of the essential skills as identified by the Skills Builder Partnership.



"In the group discussions, we ensured that everyone was listened to and given the chance to talk. This was beneficial as it is an important skill for every day life"



"I'm not going to lie, I'm an anxious person and if I can avoid speaking, I will, but in the panel I feel empowered to speak, and I hope I can keep feeling like that"



"I learnt that there isn't only one single correct answer but many and they can all be implemented in different ways in and in different conditions and locations."



"From assessing resources and data, I was pushed to form ideas and solutions to current problems. I was challenged to think outside of the box such as brainstorming alternative energy modes"



"I learnt that polarizing topics can be included in civil conversations, given the professionalism we discussed in our expectations"



"I was able to massively contribute to a discussion, and lead certain topics"



"I learnt how to work as a group in the breakout room on the Zoom meeting. This is a skill I have not used before, so practicing it helped me develop it. In the future, this will be useful in the workplace, as I will already know how to work as a team online"



"I would like to hear more about how the business sees the future of energy distribution changing and what will they be looking for in regards to personnel for future job roles. It might help me decide what i need to study after my GCSE'S"

CASE STUDY: YVANA

Alumni panel member, Yvana shares her experience of working with S4TP Youth Insights over the years...

"I joined Northern Gas Networks' (NGN) Young Innovators Council (YIC) when I was 16 in Year 12 because I was figuring out what I wanted to do and thought that the council was a great opportunity to gain skills and knowledge about an industry I did not know much about. Not only did the YIC provide me with knowledge on how NGN works, but it also allowed me and everyone in the group to give our opinions and see them being considered within the business. It also allowed me to network with experienced professionals outside and within NGN, which helped me form a much clearer career path.

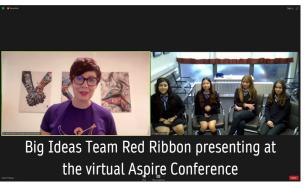
From presentations and asking lots of questions, which Solutions for the Planet always strongly encouraged, I decided that I wanted to study Environmental Geoscience to understand the environment and our impact on it. After my time at the YIC ended after 3 years, the opportunity to apply for NGN's ISG (Independent Strategy Group) as a young member became available. In this role, I again have the opportunity to give my opinions to NGN and see them being turned into actions taken by the company.

The YIC gave me transferable skills such as teamwork, communication, and critical thinking, which I use not only at the ISG but also at university. Solutions for the Planet also gave me the opportunity to be a judge for the Big Ideas Programme, a role I feel honoured to take part in, as it allows me to see inspiring and original ideas from students.

Today, 4 years later after I joined the YIC, it has been amazing to see that the program continues to attract more and more young people who want to be represented. The team at Solutions for the Planet has given, and continues to give me, amazing opportunities. It is wonderful to still feel part of the Solutions for the Planet family."

OTHER HIGHLIGHTS OF 2023 - 2024

















We proud to have partnered with the Good Things Foundation this year, the UK's leading digital inclusion charity on a mission to help everyone become digitally equal, able and safe, so that they can be happier, healthier and better off.

STAFF CHANGES

We've welcomed a few new faces to the team this year, with Amy joining as Big Ideas Programme Coordinator and Lauren joining us as S4TP Youth Insights Coordinator. We've also welcomed Kofi to the S4TP Board as a Non-Executive Director, and expanded our network of associates who help us to deliver the Big Ideas Programme.









Kofi Atuah

OUR ENVIRONMENTAL IMPACT

Here are some of the steps we've taken to be more environmentally friendly in 2024...



We partnership with BIC Ecolutions range to supply eco friendly stationary for our Big Ideas Days



Team uses Ecosia as their search engine, which uses renewable energy to power its servers and invests its profits in tree-planting projects



We've purchased a new eco printer for the business which uses more eco friendly ink



We refill rather that redo our Big Ideas Programme resources, meaning this is all the printing for the entire year



We hold all of our Big
Ideas Programme training
virtually to save on travel
emissions



We source sustainable awards for our Big Ideas Competition



Our team works remotely from home to save on travel and office emissions



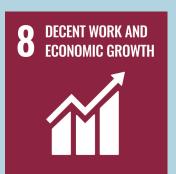


We've recruited more local associates to help run the Big Ideas Programme to save on travel emissions



OUR IMPACT ALIGNED WITH THE SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. See below how we're working towards meeting these goals at S4TP...



Ensure healthy lives and promote well-being for all at all ages.

S4TP works towards providing young people with the best opportunity to transition to a decent job and calls for investing in education and training of the highest possible quality, providing youth with skills that match labour market demands. Internally we give young people opportunities to develop the way that S4TP works by advising the CEO and our board. In support of employee health and wellbeing, we have flexible working for all employees.



Make cities inclusive, safe, resilient and sustainable

S4TP always uses sustainable methods of travel including using the train and car sharing. We discourage unnecessary travel by asking all employees to work from home when possible. We source supplies from ethical, local and sustainable businesses when available.



Revitalize the global partnership for sustainable development

S4TP works alongside businesses who may have had a poor track record on working towards the SDGs, however, we believe that the necessary changes will happen at a deeper level and in a more sustainable way by working in partnership. S4TP believes that real change requires partnerships between governments, the private sector, and civil society.



Take urgent action to combat climate change and its impacts.

All of S4TP's programmes provide a way for young people's voices to be heard on sustainability issues including climate justice.



Ensure sustainable consumption and production patterns.

We have initiatives in place to reduce plastic use, increase use of recycled plastic content and encourage the recycling of plastic components. We are targeting 60% of our electricity to come from renewable sources by 2030. We continue our product partnership with BIC, who supply all of our schools with samples of their Ecolutions products.





IN LOVING MEMORY OF JAMIE BAUGHAN

S4TP Admin, Associate and Solutions Legend. Forever in our hearts.

