



**SOLUTIONS
FOR THE
PLANET**

IMPACT REPORT 2024-25

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CEO'S WELCOME

Dear friends, partners and supporters,

It is my pleasure to welcome you to Solutions for the Planet's Impact Report for 2024–25. This year has been defined by growth, learning and, as always, the extraordinary power of young people's ideas.

This year, more than ever, we saw what happens when we create the right conditions for youth voice to flourish. Thousands of young people across the UK stepped forward with creativity, courage and clarity from insights into work experience design and delivery, building brand trust, creating people and planet targets, messaging to market to a Diploflowcus 'Dinosaur Power Station' and Ship Valley, a shipping container village.

Alongside programme delivery, this has also been a year of deep organisational strengthening. We have been preparing our next ten-year strategy, we've expanded our regional reach, and embedded new ways of working across our team, partners and youth networks. We invested in digital transformation, improved our governance and systems, and increased our capacity to support young people and businesses with consistency and care. We also took important steps towards understanding and reducing our own environmental footprint, completing sustainability training and preparing a organisational environmental plan for 2025–26.

None of this would be possible without the communities around us: our schools, business partners, facilitators, volunteers, board members, alumni, and the many individuals who believe in what young people can achieve when they are listened to and supported. Your commitment allows us to keep growing the Big Ideas Programme and Youth Insights Panels in ways that are meaningful, accessible and future-focused.

To the young people featured in these pages: thank you. Your energy drives everything we do. You consistently remind us that solutions already exist in classrooms, communities and youth groups across the country and that our role is to amplify them.

As we look ahead, our ambition is clear: to widen access, deepen impact, strengthen our organisation and ensure that the next generation can play a central role in shaping the fairer, greener future we all need. We are proud of what has been achieved this year, and excited for what comes next.

Thank you for your continued belief in our work and for being part of this journey.

Yours with hope,



Jen Baughan, CEO, Solutions for the Planet



OUR APPROACH

At Solutions for the Planet, our approach is all about empowering young people to be changemakers through meaningful collaboration with businesses and schools. We focus on sustainability, STEM education, and developing key life and career skills in young people.

Our flagship initiative is the Big Ideas Programme, where students work in teams to develop innovative solutions to sustainability challenges. They're supported by business mentors throughout the process, gaining confidence, critical thinking skills, and exposure to real-world problem-solving.

We also run the Youth Insights Programme, which gives young people a platform to influence corporate decision-making. Businesses get the chance to hear directly from youth panels about sustainability issues, products, and strategies, while the young people gain valuable experience in communication, leadership, and insight into how businesses operate.

“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

Sustainability

Empowering young people and businesses to co-create innovative, practical solutions to environmental and social challenges.

Integrity

Respectful collaboration between businesses, students and educators to create meaningful and impactful change.

Innovation

Promoting critical and thoughtful thinking that offers solutions to real world issues.

Collaboration

Uniting young people, businesses and educators to develop a more sustainable future.

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

1 Fostering Creativity

We design programmes that put young people at the centre, giving them the freedom to explore ideas, think creatively, and come up with innovative solutions to real-world challenges.

2 Championing Sustainability

We aim to deepen understanding of sustainability issues and inspire young people to take positive action—locally and globally—through practical, solution-focused learning.

3 Expanding Career Horizons

By connecting students with professionals from local businesses, we open their eyes to a wide range of job roles and career paths they may not have considered before.

4 Building Employability Skills

We help young people grow in confidence by developing key skills like communication, teamwork, and problem-solving—preparing them to thrive in work and in life.

5 Promoting STEM Pathways

We make our programmes as inclusive as possible, with a focus on building essential STEM skills and showing how science, technology, engineering, and maths can solve today's most urgent problems.



IMPACT STRATEGY

BUSINESS PARTNERS: OUR PROMISES

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



Engagement in the community

Engagement with employees

Improve brand reputation

Help to win more work

Expand networks

Develop employees

Upskill future talent

Help potential recruitment

Promote diversity

Promote sustainability



THE BIG IDEAS PROGRAMME AND ITS IMPACT

SCHOOLS AND TEACHERS

"The Big Ideas Programme is great because students have the best time channelling their inner creative sides with a team clearly dedicated to the cause of raising aspirations and getting the most of students."

Teacher, Big Ideas Programme 2025



33% had Free School Meals (an indicator of areas of social deprivation). The National Average in 2024/25 was 25.7%".

- 82% of teachers believe that the mentors on the Big Ideas Programme have provided gateways to working in local business
- 82% of teachers think that the mentors have been helpful for the students in sharing skills, ideas and offering support
- 91% of teachers have more of an understanding about what STEM skills employers value

"The Big Ideas Programme isn't a one-off day that is forgotten about - the development sessions, the feedback and the constant support from the Solutions for the Planet team and mentors means that this is an unforgettable experience that has the potential to change lives."

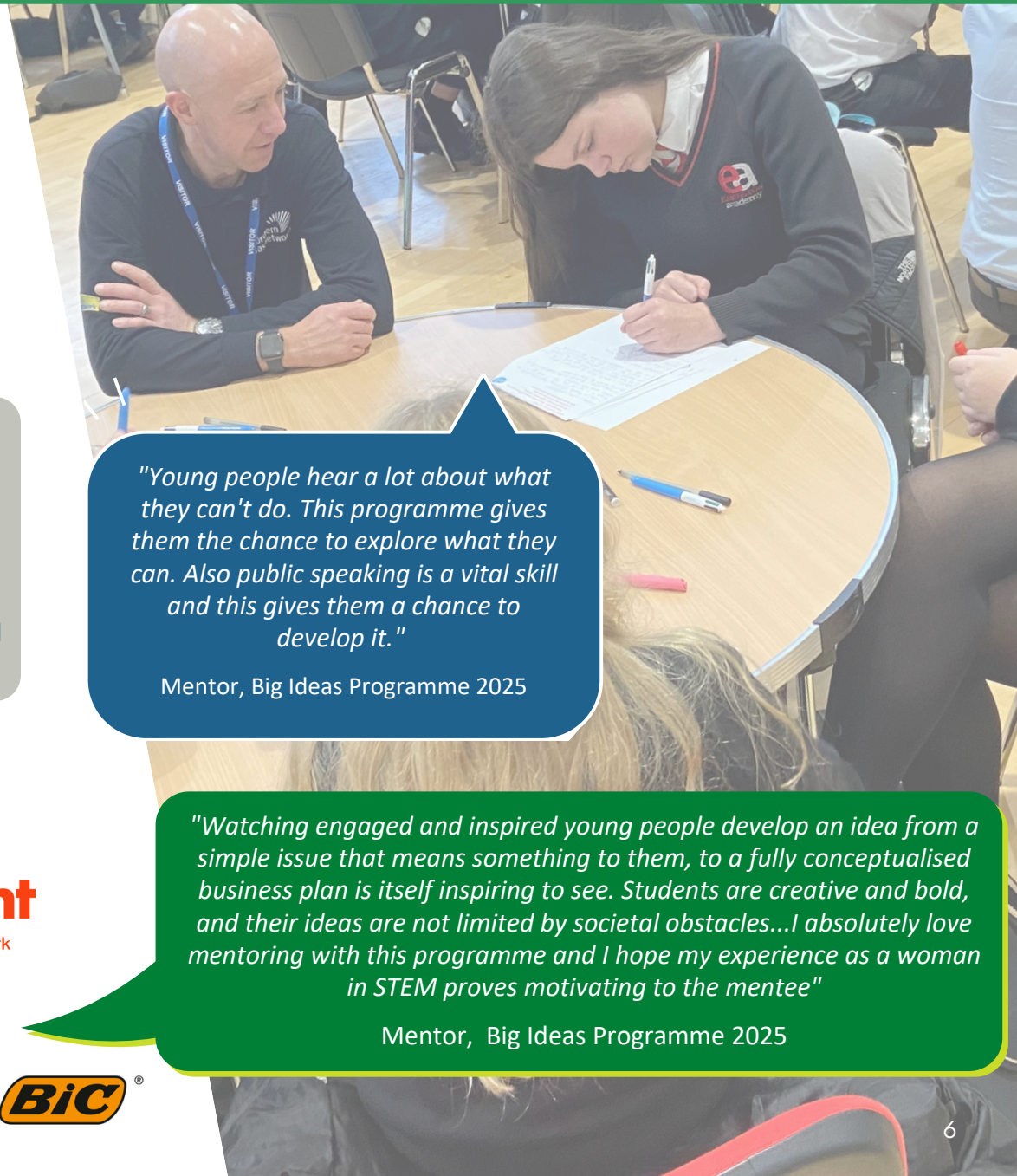
Teacher, Big Ideas Programme 2025

THE BIG IDEAS PROGRAMME AND ITS IMPACT

BUSINESS PARTNERS AND MENTORS



- 95% of mentors feel they have enhanced their communication, collaboration and leadership skills
- 90% of mentors feel a deeper sense of purpose and fulfilment in their job role
- 95% of mentors feel it has helped them to be more creative in how they find solutions
- 95% of mentors believe it has benefitted their business as a whole
- 100% of mentors believe it's helped them to learn about what matters to, and motivates, young people today



"Young people hear a lot about what they can't do. This programme gives them the chance to explore what they can. Also public speaking is a vital skill and this gives them a chance to develop it."

Mentor, Big Ideas Programme 2025

"Watching engaged and inspired young people develop an idea from a simple issue that means something to them, to a fully conceptualised business plan is itself inspiring to see. Students are creative and bold, and their ideas are not limited by societal obstacles...I absolutely love mentoring with this programme and I hope my experience as a woman in STEM proves motivating to the mentee"

Mentor, Big Ideas Programme 2025

OUR BUSINESS PARTNERS



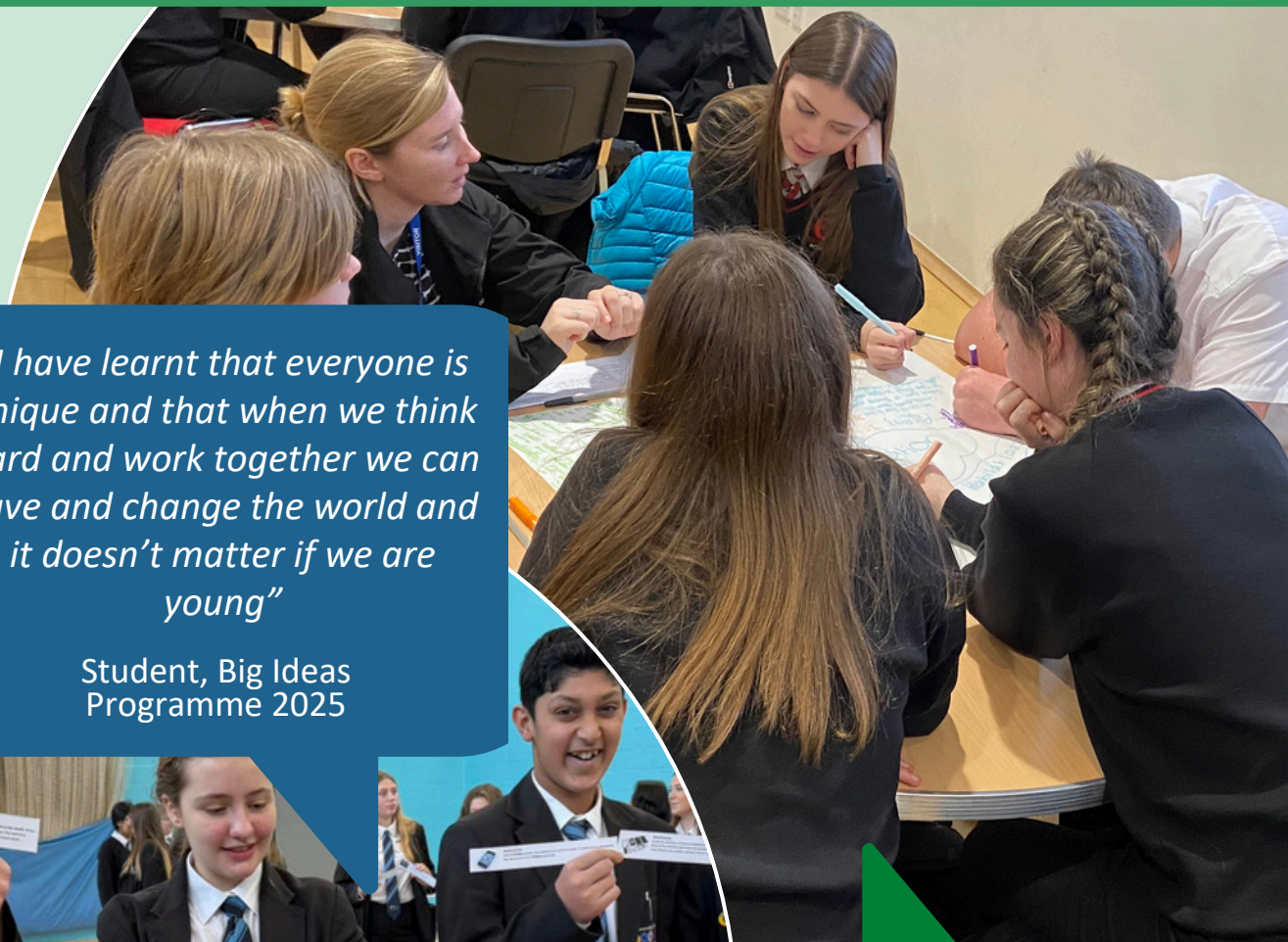
THE BIG IDEAS PROGRAMME AND ITS IMPACT

YOUNG PEOPLE



"I have learnt that everyone is unique and that when we think hard and work together we can save and change the world and it doesn't matter if we are young"

Student, Big Ideas Programme 2025



"I massively improved my oratory skills, which will really help me in the future and with future interviews"

Student, Big Ideas Programme 2025



"I can make a difference and I can be the reason the planet gets better".

Student, Big Ideas Programme 2025

THE BIG IDEAS PROGRAMME AND ITS IMPACT

THE COMPETITION

Our Big Ideas Programme National Final 2025 was extra special this year as we presented the Jamie Baughan Award for Creative Courage for the very first time – in memory of someone who left an indelible mark on the Solutions for the Planet Family. This year, we were back at our usual venue of The Houses of Parliament, where we were joined by 11 finalist teams who inspired the room with their Big Ideas throughout the day. The young people were joined by their supportive teachers, as well as their mentors from our business partners and 5 knowledgeable judges. Throughout the day we welcomed Members of Parliament from up and down the country, who came along to cheer on their local teams.

2025 WINNERS AND THEIR BIG IDEAS



1st Place

Dipliflowcus
Perton Middle School

Their Big Idea was an energy making dinosaur that has three types of renewable energy attached to it: solar, wind turbines and hydroelectric.



2nd Place

Meating Halfway
Oxclose Academy

Their Big Idea was a 50/50 blend of real meat and plant-based protein, offering the taste and texture of traditional meat with half the environmental impact.



3rd Place

Maternal Minds
The Halifax Academy

Their Big Idea was a prenatal Health Kit to help reduce infant mortality in Sub Saharan Africa.



S4TP YOUTH INSIGHTS AND ITS IMPACT

OVERVIEW

This year has been a defining one for the Youth Insights Programme — a year where our panels have not only strengthened their influence within businesses, but also demonstrated the maturity, professionalism and creativity of young people when given the space to lead.

Our work with Northern Gas Networks' Young Innovators Council and Northern Powergrid's Focus for Future panel has continued to deepen, with both businesses actively embedding youth insight into strategy, social value and customer engagement decisions. What began as a bold step towards integrating youth voice in regulated industries has now become an established, evidence-driven model for how organisations can meaningfully involve future customers and citizens in shaping their operations.

2025 has also been a year of recognition and refinement. We were shortlisted for two major national awards — the Engage Award for Best Use of Customer Insight and the Gas Industry Award for Customer Engagement in partnership with Northern Gas Networks — a powerful acknowledgement of the credibility and impact of youth voice in these sectors. Alongside this, we refined our evaluation framework to better capture impact on both young people and business partners, ensuring every session links to measurable outcomes — from confidence and skills growth to influence on business priorities.

Above all, this year's programme has reminded us that youth insight isn't a one-off consultation — it's a continuous relationship that transforms everyone involved. The young people's courage, honesty and imagination continue to challenge assumptions and drive our partners to act with purpose.

Claire Fitton, S4TP Youth Insights Manager



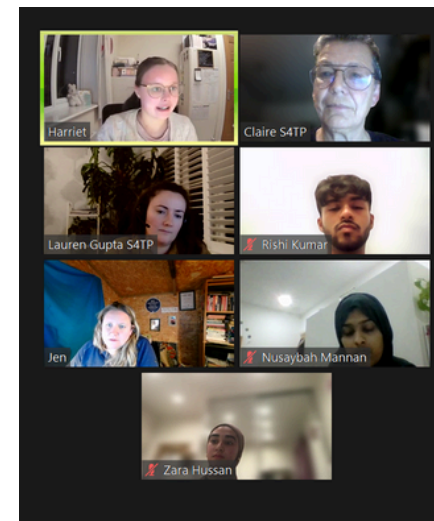
S4TP YOUTH INSIGHTS PANEL

In early 2025, it was time for Solutions for the Planet to launch its very own Youth Insights panel. As we enter a period of strategy development, and having seen the success of panels for our business partners, we felt it was an ideal moment to take the next step to bring more youth voices into our decision-making process.

So in January 2025 S4TP embarked on its own journey of moving from young advisors to a formal Youth Insights Panel to give a youth perspective on our major strategy redevelopment.

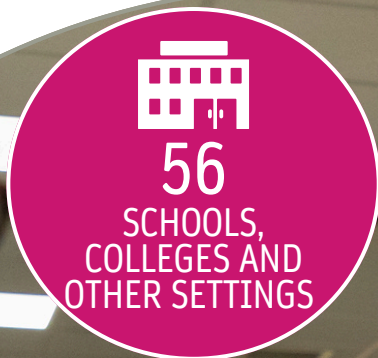
Made up of nine young people, with ages ranging from 16 to 26, the panel tackled subjects covering strategy development, making sure our messaging and marketing reached the right audience, ensuring our values speak to young people and helping to co-create our Youth Impact training project.

We're very excited to continue building on our Youth Insights panel over the coming years to truly embed the youth voice further into our strategy and operations across the board.



S4TP YOUTH INSIGHTS AND ITS IMPACT

YOUTH INSIGHTS PANELS



As well as running our well embedded Youth Insights panel for Northern Gas Networks, we completed our first full year of the Focus for Future panel in partnership with Northern Powergrid. Across 6 sessions, the panel explored sustainability, brand and reputation and supporting vulnerable customers. At each stage, we ensured that the panel's views were clearly fed back into the business.

S4TP YOUTH INSIGHTS AND ITS IMPACT

QUOTES

PANEL MEMBERS

"In smaller groups, I observed how another team member projected their ideas, and thought it was very exemplary, so I tried explaining my ideas in an effective and concise way, when asked."

"The most interesting part of the session for me was getting to meet other young people who share the same passion for creating positive change. It was really inspiring to be surrounded by individuals who care deeply about the same issues and are equally driven to make a difference."

"An overall incredibly positive and eye-opening 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."

"It was interesting to listen to other peoples ideas... I think it benefits me and I learnt a lot about ally ship and how to be more inclusive to other people who have more experience in this space."

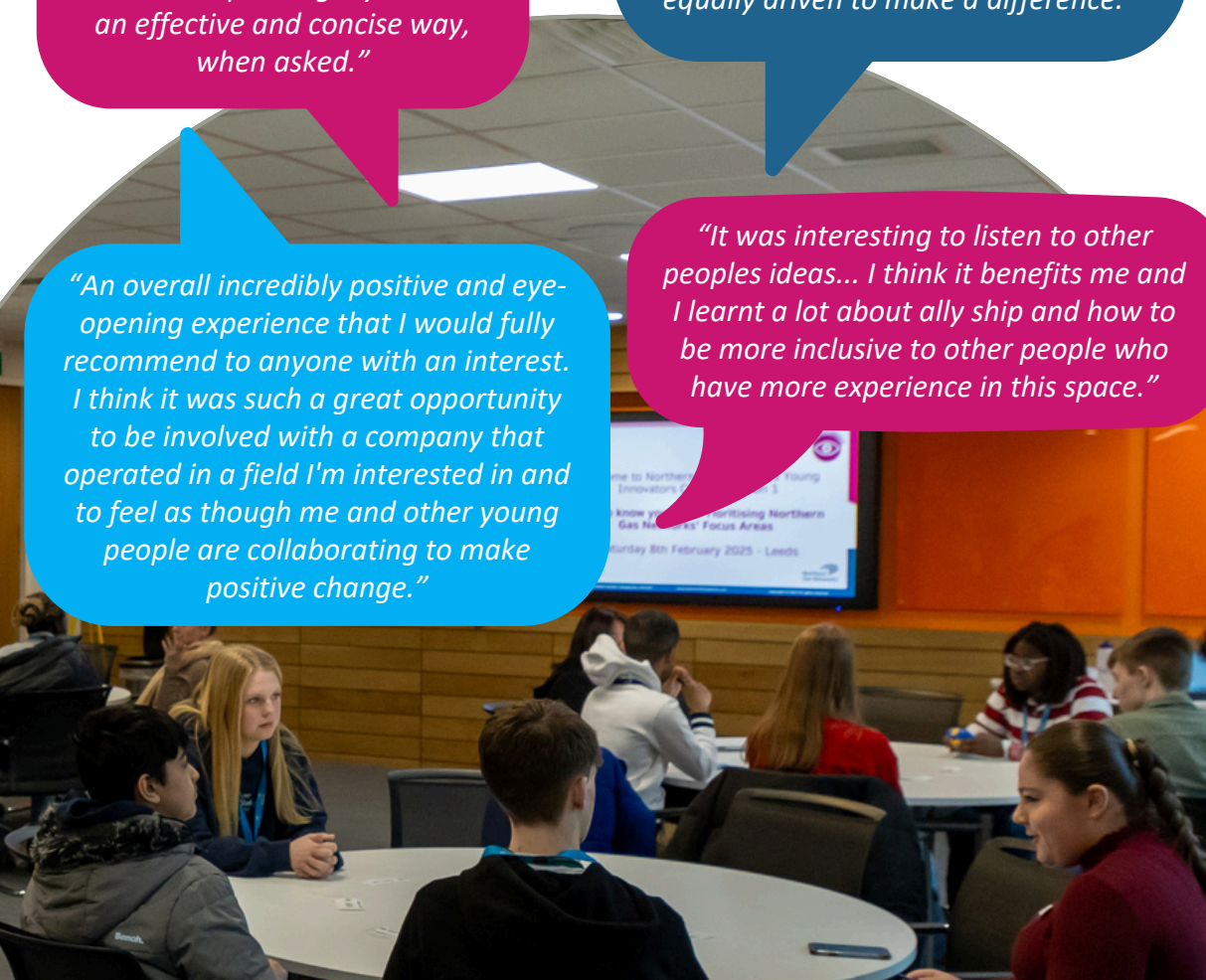
SPEAKERS

"It...restored my faith that young people are determined to consider the future of our planet, that they are enthusiastic and have some empathy towards solving societal and ecological problems"

"Young people get to learn more about industry, the outside world and the types of career path that may be available - in addition to the core sustainability and STEM messages"

"We shouldn't underestimate what we say as it can lead to future careers in STEM"

"It inspires the youngsters to be the best they can be and show them that they can make a difference to the world and shape the future"



GATSBY BENCHMARKS

Gatsby is an organisation committed to strengthening the country's science and engineering skills. The 8 Gatsby Benchmarks serve as a framework for world-class careers provision and have been adopted as part of the Government's Careers Strategy, and statutory guidance for schools.

We are proud that both the Big Ideas Programme and Youth Insights panels help to meet the majority of the Gatsby Benchmarks. Here's how...

Benchmark 1: A stable careers programme

Both the Big Ideas and Youth Insights Programmes can form part of a schools careers strategy across the year groups. External partnerships are 'crucial to the implementation of the benchmarks'* and we both act as an external partner ourselves and facilitate partnerships with our business partners.

Benchmark 2: Learning from career and labour market information

The Big Ideas Programme provides resources to help schools do just this. Our Youth Insights panel members learn about the very latest labour market information direct from an industry that is based in their locality through our business partners.

Benchmark 3: Addressing the needs of each young person

Both the Big Ideas and Youth Insights Programmes are designed to be accessible to all learning types, target disadvantaged students, encourage diversity in participants, and actively seek to 'challenge misconceptions and stereotypical thinking, showcase a diverse range of role models and raise aspirations'*.

Benchmark 4: Linking curriculum learning to careers

The Big Ideas Programme underlines the importance of STEM skills beyond STEM subjects and the Youth Insights Programme brings real life issues from business partners to the attention of young people which directly relate to subjects they may be studying at school. Both programmes align with the Skills Builder framework 'designed to develop employability skills with young people.'*



GATSBY

Benchmark 5: Encounters with employers and employees

Both our programmes are designed specifically to create opportunities for young people to work with employees from local businesses and build real and long lasting relationships with them, which have been proven to lead to multiple opportunities for our young people such as work experience and apprenticeships.

Benchmark 6: Experiences of workplaces

By helping schools and students to form relationships with local business, we facilitate many opportunities for them to arrange site visits and work experience outside of our programmes.

Benchmark 7: Encounters with further and higher education

The Big Ideas Competition Regional Finals are held at universities across the UK and we ensure that there is either a campus tour or at least a talk delivered by university staff/Student Ambassadors introducing university life.

*All quotes taken from the Good Career Guidance: The Next Ten Year

SKILLS BUILDER FRAMEWORK

The Skills Builder Universal Framework is the world's leading tool for measuring and building essential skills. It's completely open source, and backed by years of research. Developed with leading businesses, academics and educators, it consolidates the array of different frameworks into something comprehensive and practical. It's truly universal. That's why it's used by over 950 employers, schools and social impact organisations across the globe. We are proud that both our Big Ideas Programme and Youth Insights Programme have achieved a Level 4 Impact rating and that we are a Skills Builder Partner.



"[The Big Ideas Programme is] a fabulous opportunity for young people to be creative, apply their knowledge and research skills, to develop their self confidence and learn to work effectively in a team."
Rachel Evans, Tarmac mentor

"Thanks to the programme I've gained lots more skills that I didn't have before."
Big Ideas Programme student 2025

"This has been a very successful experience...I have learned many skills such as teamwork and communication."
Youth Insights panel member 2025

"I chose teamwork as the skill I developed most because it was the first time I collaborated with such a diverse group of young people who all brought different perspectives to the table. I learned how to actively listen, build on others' ideas, and adapt my communication style to make sure everyone felt included."
Youth Insights panel member 2025

OTHER HIGHLIGHTS OF 2024 - 2025

NGN's Young Innovators Council Shortlisted at the Gas Industry Awards

NGN's YIC was recognised nationally and shortlisted at the Gas Industry Awards. We attended alongside three young council members



Jen was named in the "Environment 100" at ESS Expo

We were recognised among the Environment 100 — alongside S4TP's Advisory Board member Mark Elton



Shortlisted for Two Great British Entrepreneur Awards

CEO Jen was shortlisted for both the John Caudwell Award and Entrepreneur of the Year

STEMunity Celebration Event at the House of Commons

S4TP attended the STEMunity celebration in Parliament, strengthening relationships with national STEM leaders and showcasing S4TP's industry-education model



Alumni Career Success:

Two Youth Insights alumni progressed into the green workforce: Imogen became a Hydrogen Graduate Engineer at NGN, a full-circle moment after joining the YIC in 2019. Tom secured a Craft Apprenticeship at Northern Powergrid, directly crediting the programme. Big Ideas Alum Kate Dearden became MP for Halifax



The Big Ideas Programme was shortlisted in the Education Today Awards 2024



Big Ideas Programme Shortlisted for Two Social Economy Awards

S4TP was recognised in the Green Impact and Youth Impact categories, celebrating the programme's dual environmental and social outcomes.

S4TP as a Judge at Big Bang & National Careers Challenge

CEO Jen judged at two major national STEM competitions, increasing S4TP's profile in engineering, green skills, and youth innovation

Graduation from the SSE Shifting London Trade Up Programme

CEO Jen completed a year-long leadership and scaling programme, strengthening S4TP's approach to impact, prioritisation, and organisational resilience



Students from The Portsmouth Academy and our CEO met Stephen Morgan MP

Marketing Masterclass with Greenhouse Communications pro-bono support



OUR ENVIRONMENTAL IMPACT

Here are some of the steps we've taken to be more environmentally friendly in 2025...

A year of learning, capacity building and preparing for change

As a sustainability-focused social enterprise, we are committed to reducing the environmental impact of the way we operate, not just the programmes we deliver. In 2024–25, we invested heavily in training, awareness and systems preparation so that we can implement a full organisational sustainability plan in 2025–26.

Our CEO completed **Future Leap's Organisational Sustainability Programme**, giving us a clearer understanding of our Scope 1–3 emissions, digital footprint, procurement impact and opportunities for reduction. In addition, all team members completed digital emissions and low-carbon operations training, enabling us to embed new habits and make more informed decisions about day-to-day activities.

While some changes are already in place, this year was primarily about building knowledge, baselining our footprint, and preparing the team for a more systematic approach to sustainability.

2025/26 PRIORITIES

In the coming year, we will introduce the majority of our new sustainability measures, including:

- a full organisational sustainability plan linked to our 10-year strategy
- clear Scope 3 emissions reporting
- a sustainable procurement policy for events, merchandise and office supplies
- digital-first practices across all programme materials
- travel and events guidance to minimise carbon impact
- annual cloud storage audits and waste-reduction milestones

KEY ACTIONS WE HAVE TAKEN THIS YEAR

Sending fewer emails and deleting old ones

Optimising our website

Cleaning out cloud storage

Practising 'less is more' on social media





Encouraging personal low-carbon digital habits

Setting the foundations for full Scope 3 monitoring

Reducing the number of video calls and online streaming



Thank you from all of us!

-  @S4TP_Official
-  @Solutions for the Planet
-  @s4tp_Official
-  @SolutionsforthePlanet

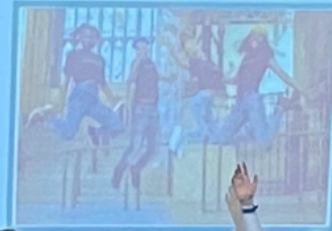
Partners:

National:  **TARMAC**
A CRH COMPANY

Regional:  Northern Gas Networks  Cadent 

Local:  pam building

Product:  BIC  Solutions  #BigIdeasforthePlanet  #HopeInAction




BIG CHALLENGES NEED BIG IDEAS TO SOLVE THEM

 BIC  eco solutions



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