



**Teach
First**

**DHL UK
FOUNDATION**

Working in partnership since 2015

Tackling educational inequality and preparing young people
for the world of work.



Thank You

Thank you, DHL UK Foundation, for your loyal support to Teach First and our mission; to help every child fulfil their potential.

Our journey together started in 2015 when we joined forces to help children from disadvantaged backgrounds realise their potential. Over the years, Teach First have become an important part of DHL UK Foundation's flagship education and employability programme, GoTeach UK. And since our partnership began, DHL UK Foundation have donated an incredible £2 million to Teach First.

Our transformational partnership is down to the unwavering commitment of DHL UK Foundation, and their belief in Teach First to create long-term, systemic change for young children who need it most.

DHL UK Foundation are a shining example of what we mean by a 'partnership'. They have been integral to the work we do, not only by providing £2 million in funding but also by becoming woven into the very mechanics of our work. We take a holistic approach to our partnership, with DHL UK Foundation supporting us in many areas of our work. For example our Careers Expo, where pupils learn about opportunities available to them in the world of work. The Foundation have also supported our Digital Divide campaign, which formed part of our response to the COVID-19 pandemic, ensuring children facing poverty have access to learning from home. Senior staff at DHL UK Foundation shared their time as guest speakers in our CSR series, which is designed to share knowledge and experience of Corporate Social Responsibility.

We are thankful to DHL UK Foundation, as well as DHL staff who have volunteered their time and are an integral part of our partnership and charitable mission.



Our partnership

In April 2015, DHL UK Foundation teamed up with Teach First to impact the lives of young people in the West Midlands. Since then the partnership has grown, with young people all over England benefitting from the careers and employability sessions that DHL staff deliver as part of GoTeach UK. In addition, DHL staff have generously volunteered their time as part of Teach First's Coaching programme, which supports teachers and leaders to realise their career development goals.

DHL UK Foundation has donated
£2 million
to Teach First

This has helped Teach First:

- recruit approximately **500 teachers**
- reach **62,500 pupils**

DHL UK Foundation have reached over **14,000 pupils** with Teach First as part of their GoTeach UK programme.

At least **15,000 pupils** have benefitted from Teach First teachers and leaders coached by 122 DHL volunteers.

DHL staff have completed more than **5,000 volunteering hours** in 57 Teach First partner schools.

Teach First and GoTeach

GOTEACH CHAMPIONS

The GoTeach Champion initiative partners DHL colleagues with local partner schools to deliver GoTeach activities e.g. Employability Skills workshops. Teach First were integral to setting up this initiative, helping identify schools, facilitate introductions, and provide support to the champions and schools where necessary. The Champion is encouraged to use the existing GoTeach resources and deliver the sessions alongside fellow colleagues they have recruited themselves, engaging more colleagues at their site and helping pupils learn about different roles at DHL.

"It is incredible to have the opportunity to support and work with Oasis Academy Coulsdon. Seeing the students grow in confidence and being able to offer visits to meet our aviation contacts is so rewarding and a lot of fun! It feels like we are part of the team, always made to feel welcome by the staff and the students. Thank you for having us!"

Emma Garnham, DHL Supply Chain – GoTeach Champion for Oasis Academy Coulsdon



▲
Top: Jon Luing, DHL Supply Chain at Yate Academy

Bottom: Gaynor Osborn, DHL Global Forwarding at Harlington Academy

IMPACT EVALUATION

The DHL UK Foundation commissioned Staffordshire University to conduct an impact evaluation of their 'GoTeach' programme. The sessions were organised by DHL UK Foundation, together with charitable partners Teach First and City Year UK, with DHL colleagues delivering the GoTeach sessions in partner schools. The aims of the evaluation were to understand the impact of the GoTeach programme on pupils' outcomes, such as self-efficacies, to explore perceptions of the GoTeach activities and to make recommendations for improvement. It involved Year 9/10 pupils from 12 schools in socio-economically disadvantaged areas. Pupils took part in four GoTeach sessions: 'Classroom Career Talk', 'Employability Skills', 'CV & Interview workshop' and 'Logistics Challenge'.

KEY RESULTS

- Pupils who participated in four GoTeach sessions had statistically significant increases in a 'GoTeach' measure, which measured pupils' confidence and understanding about writing CVs, public speaking and working as a team.
- Pupils felt that they had been provided with information and learning that they would not normally experience at school. They felt that working with individuals from a large business made the experience more 'genuine'.
- GoTeach sessions were well organised, and the content was considered favourably. Pupils were engaged by the interactive and immersive elements within the sessions.
- Overall, the GoTeach programme was highly regarded by the secondary school pupils, Career Leads and Coordinators and Stakeholders interviewed for this evaluation.

Coaching

“What they do is so inspiring – providing a high-quality education in challenging environments whilst developing as a teacher is not easy.”

35

DHL employees became coaches in 2023. And 30 the year before.



The Teach First Coaching programme matches employees from our supporters, like DHL, with teachers and leaders in schools facing the toughest challenges.

Coaches and coachees then work together over the school year through regular one-to-one online sessions. Both experienced coaches and those new to coaching are welcomed.

All coaches on our programme take part in specialist training in coaching techniques with our partner Goodfoot before the programme starts and are provided with ongoing support throughout the programme. DHL colleagues from across the business have received this training to develop their own skills as a coach whilst supporting Teach First teachers with their professional development.

Our coaches' expertise, time and commitment help our teachers develop their professional goals and address the challenges they face. They're making a positive impact on our teachers and school leaders working in schools serving low-income communities, helping to make an even greater difference to the lives of children from underrepresented backgrounds across the UK.

We are so grateful for all of the amazing volunteers that give up their time to support us to help give every child the future they deserve.

“The teachers that I've coached over the years are high achievers with big hearts. What they do is so inspiring – providing a high-quality education in challenging environments whilst developing as a teacher is not easy.”

“It can be a bittersweet moment to close the coaching relationship with the teachers. But when you review the goals the teacher had at the start and realise how much they have achieved – which you've played a small part in enabling – it's always a reason to smile.”

Alan West, DHL Supply Chain

“Being a coach is an amazing and rewarding experience. I hope that I have supported every teacher I have been matched with, in working through any challenges they have faced and unlocking their potential. So that they continue developing in their career and supporting young people.”

Tracy Hodges, DHL eCommerce

Working in schools



▲ Stephen England at Waterhead Academy

Each school we work with has its own unique challenges. So, we take these challenges into account and work with all our schools in different ways. This is why our partnership with DHL UK Foundation works so well: their mission to ensure young people have the best possible education completely aligns with our own, to ensure every child has the future of their choice.

Here are two examples of different but effective approaches to working with schools to meet their needs.

WATERHEAD ACADEMY

To have a truly transformative impact on the lives of children living in poverty, schools need to have an environment in which all teachers and leaders thrive. And this change comes from the top-down: schools with good leadership are ten times more likely to improve their overall Ofsted rating at the next inspection compared to schools with poor leadership scores. Our solution to this is Leading Together: a uniquely tailored programme that works with the whole school leadership team for two years to become stronger and more effective leaders. Plus, Leading Together supports schools serving deprived communities – with stronger leadership, these schools can build an environment that sustainably transforms outcomes for pupils for generations to come.

DHL GoTeach Champions have been delivering pupil sessions at Waterhead Academy since 2019. This work carried out by DHL GoTeach Champions, alongside

Teach First trainee teachers placed at the school and the Leading Together programme, has contributed to the school now being out of special measures and on the road to recovery. We are incredibly proud of how far Waterhead Academy have come in ensuring every child at their school can fulfil their potential.

“A GoTeach Champion builds a lasting relationship with a partner school local to them and delivers GoTeach activities to its pupils. This role felt perfect as I wanted to give something back and share my story with those it could help. Over a 12-year period of working for DHL, I have been able to progress from being a home delivery driver to a transport first line manager. When I left school, this isn’t something I thought I could achieve.”

Stephen England, DHL Supply Chain – GoTeach Champion for Waterhead Academy

“The partnership we’ve established has greatly enhanced our whole school CEIAG programme (Careers Education Information Advice and Guidance). The workshops delivered by Stephen and DHL colleagues have been informative, engaging and extremely well received by pupils and staff. We look forward to continuing to work with DHL and Teach First.”

Neil Wilson, Assistant Principal, Waterhead Academy

OASIS ACADEMY COULSDON

DHL UK Foundation started working with Oasis Academy Coulsdon in 2022. We've had a presence in the school for many years, with both the headteacher and deputy headteacher being Teach First ambassadors. We have placed a total of 19 trainees here with three currently in programme. So, when we offered Oasis Academy Coulsdon the opportunity to work with DHL UK Foundation, they were delighted. In just one year, **238 pupils** have been supported by DHL colleagues, with 13 sessions delivered, and seven coaching sessions have already taken place.

"Working with the DHL Foundation has injected energy and enjoyment into our careers curriculum. The employability workshops are planned and delivered to the highest standards allowing our students to refine their CVs, interview techniques or understand the importance of networking. Pupils also value the opportunity to hear from a range of professionals sharing their career journeys and the opportunity to visit Gatwick airport has ignited pupils' imagination of different careers which are available to them! Our pupils are always excited to see DHL team back in our school as the team have built incredible relationships with the pupils and staff and have become an extension of our Oasis family!"

Jordan Kenison, Head of PSHE and Careers

OASIS ACADEMY COULSDON AND DHL TEAM AT GATWICK AIRPORT

THE SELECTION DAY

The DHL team at Gatwick airport visited Oasis Academy Coulsdon in Croydon and ran a selection day. 30 pupils applied to take part in the Gatwick site visit and completed a range of activities that focused on communication, listening and teamwork skills. Pupils wrote up personal profiles, similar to a CV. Then, the pupils attended a 5-minute interview, where they told the DHL team about themselves, why they wanted to come to Gatwick and how it would help them in the future. Ten of the 30 pupils were selected; a difficult choice, as all pupils showed their commitment. After lunch, the ten pupils were given a rundown of what to expect at Gatwick, office etiquette, and were given some essential networking skills.

SITE VISIT DAY

The pupils arrived at 8am and were excited to be at a live airport. They were given PPE needed for the day and then began their journey of 'following the bag'. Pupils followed passengers' bags from check-in through to being loaded onto the plane.

As this was some pupils' first time at an airport, this was a fantastic opportunity for them to not only see the front of house, but also behind the scenes of a live airport with hundreds of passengers.

After lunch the pupils were then taken airside in the DHL minibuses where they watched their teachers pushing planes back, explored a stationary EasyJet plane, and met the team at the fire station. One pupil decided he wanted to have every job role offered at the airport, stating: "I have never been to an airport before, it's so bright and so exciting!"



Oasis Academy Coulsdon pupils experiencing the different work opportunities at Gatwick airport.

"I have never been to an airport before, it's so bright and so exciting!"

Big thanks

Teach First have been working for 20 years to make our education system fair for children living in poverty.

A huge part of this is our work with partners like DHL UK Foundation. In the nine years we have worked together, young people across England have experienced significant turbulence in their education. From changing government policy to a global pandemic, our partnership has worked through a lot.

We are deeply grateful for your support.



 Russell Hobby CBE,
Teach First CEO

As a close to this report, I want to thank our friends at DHL UK Foundation for your fantastic support during our last nine years of partnership. Your generous donations have helped Teach First support children from the most deprived backgrounds in the schools we work with. You've supported thousands of young people to realise their goals, given teachers and leaders tools to succeed and, helped schools by delivering high quality employability resources.

Without partners like DHL UK Foundation, Teach First would not have the impact that is needed. We wouldn't be able to do the work we do to close attainment gap, and those living in poverty would not get the support and guidance that they so desperately need. The evidence is there. We are making a difference together. But this gap is not closing fast enough. We need to do more.

I'm really hopeful that Teach First and DHL UK Foundation will continue to work together for years to come, to eventually ensure that all young people get the opportunity to fulfil their potential.

Russell

Teach First is a charity that believes education is the most powerful tool to help a child fulfil their potential.

teachfirst.org.uk

Teach First is a registered charity, no. 1098294