





# A message from our Founder & Chairman - Sir Rod Aldridge OBE



I am pleased to present our 2023 Annual Impact Report providing you with an opportunity to explore the benefits young people gain through our programmes and support. Our work and these benefits are only possible due to our partnerships and collaborations with the individuals, trusts, other foundations and businesses who kindly and generously support the Foundation. Together, we have achieved so much but there is still so much more to do to ensure all young people facing low opportunity and marginalisation have an equal chance in life.

Our overall aim is to break the cycle where the disadvantages and consequences of living in communities where poverty is dominant leads to under ambition, lack of educational progress and barriers to quality employment and therefore further deprivation.

Our approach is not just to provide one-off support initiatives but instead we focus on helping young people to develop the core life and employability skills they need, alongside their academic learning, to create better, rewarding and productive lives for themselves. This in turn supports more sustainable social mobility and helps transform not only the young people's lives but also has a wider positive impact on the communities in which they live.

We seek to equip young people with the skills and experiences to open their eyes to opportunities, remain engaged in education, raise their ambitions, and support their next steps into further education and rewarding careers - all with the aim of supporting greater upward social mobility.

Looking back on our 16 years, I am excited and proud of the significant impact of the charity over this period. The Foundation has continued to refine and scale its five core programmes and has taken significant steps forward in starting the process to embed some of these programmes into the fabric of our partner academies. This will ensure both that the programmes become fully integrated into the school life and enable the Foundation to create and develop programmes to further support young people as they transfer into life beyond school and start to develop their chosen careers.

Looking forward, we need to keep refining and evolving our work. We will inform our work with our learnings and the voice and experiences of young people, and seek further funding support and employer partnerships to ensure we are best placed to continue helping the current, and next, generations of young people to have an equal chance in life.

Thank you on behalf of myself, my family, the Aldridge Foundation team and, in particular, all the young people we work with for your interest and support - it is invaluable.

# An introduction from our Chief Executive - Shona Nichols



In 2023 the after-effects of the COVID pandemic period continued to linger in the deprived and marginalised communities in which we work. Additionally, the young people and their families were faced with being disproportionately affected by the cost of living crisis, with a greater proportion of their household income being allocated to basic household costs in comparison with wealthier households. This resulted in:

- continued high levels of absenteeism, greater numbers of school refusers, higher levels of social immaturity and an increase in problematic behaviour,
- major gaps in learning remaining even though significant efforts through extra teaching and tutoring have been deployed, and
- heightened numbers of young people with mental health issues and many with lower physical wellbeing.

All of these issues will continue to fuel the disadvantage gap and result in even greater future challenges for these young people. We therefore believe our work is more important than ever in helping young people remain engaged in education and developing the key life and employability skills that will enable them to successfully progress and thrive in life.

This report gives an insight into the value of our work but we recognise that there is still so much more to be done to reach and support a greater number of young people facing the disadvantages of growing up in deprived and challenged communities.

We are determined to support the broadest representation of young people from disadvantaged communities to achieve greater social mobility. It remains important to support the most academically able state school students, however there are a huge number of young people who have the potential to succeed in life but do not, for various reasons, attain the highest academic exam results at GCSE and A Levels. The young people's education may have been disrupted, their cultural and family norms may mean they have atypical responses to the curriculum, or they may have chosen to take a vocational route that does not naturally lead to a university education. True diversity of skills and views in our ever-changing world and employment environment is essential to reflect all parts and needs of society and shape products and services appropriately to fuel the economy and help to find ways to solve wider societal and environmental problems. This cannot be achieved by focussing on academic excellence alone and will exclude too many young people from social mobility support and opportunities.

As a charity we need to keep evolving to best serve the full spectrum of young people we support. We will continue to monitor and assess our impact, build on our areas of strength and continue to build a pipeline of donors and employer partnerships to ensure we are best placed to continue helping the current, and next, generations of lower opportunity young people to have an equal chance at life.

# Who we are

We work with young people from areas of low socio-economic wealth to raise their aspirations and help equip them with the life and employability skills that will give them an equal chance in life. We want to ensure that the young people we work with are better placed to achieve their dreams and live the rewarding, productive lives they choose.

We open young people's eyes to opportunities in the world beyond school and help them build valuable skills and attributes through enterprise learning, experiential learning, skills development through sport and the creative arts.

**Our purpose is to give all young people an equal chance in life – because we believe no one should be held back by where they come from.**

# Why do we exist?

Recent data illustrates that the disadvantage gap is still a major issue. Young people from disadvantaged backgrounds feel less in control of their futures – more than 70% of children from the richest tenth of families achieve five good GCSEs, compared with fewer than 30% in the poorest households. One in four young people in the lowest-income households feel people like them don't have much of a chance in life.

We want to close the achievement gap, increase social mobility and regenerate communities. We help young people who are living in poverty, or come from challenging backgrounds, to realise their ambitions, reach their potential and create better life chances for themselves.

**37.1%** of the young people we support are eligible to receive Pupil Premium (National 27.1%)

**20%** We support young people attending schools and colleges all situated in communities that rank in the top 20% most deprived communities in the UK across the North West, Inner London and the South East coast

**38.3%** of young people we support receive Free School Meals (National 23.8%)



# Our theory of change

We develop and deliver programmes that help young people from disadvantaged backgrounds to develop the enterprise and life skills they need to succeed, even when the odds are stacked against them.



## INSPIRE

Higher aspirations

Opening up a wider world view of possibilities, goals and dreams, so young people can aspire to better and achievable futures



## SKILL

Transferable skills

Developing important employability and life skills (Aldridge Attributes), so young people are prepared for life after school



## MOBILISE

Equal chances

Arming young people with experiences, resources, opportunities and a positive mindset, to give them an equal chance of achieving their dreams



## Equal Futures

### Outputs

Creating the best chances for all the young people we support, to become bold, independent, confident individuals with the self awareness, empathy and communication skills they need to achieve the rewarding, productive lives they choose.

### Outcomes

Young people are more prepared for the future, are able to reach their potential and more likely to go onto further education and sustainable employment

# Our programmes

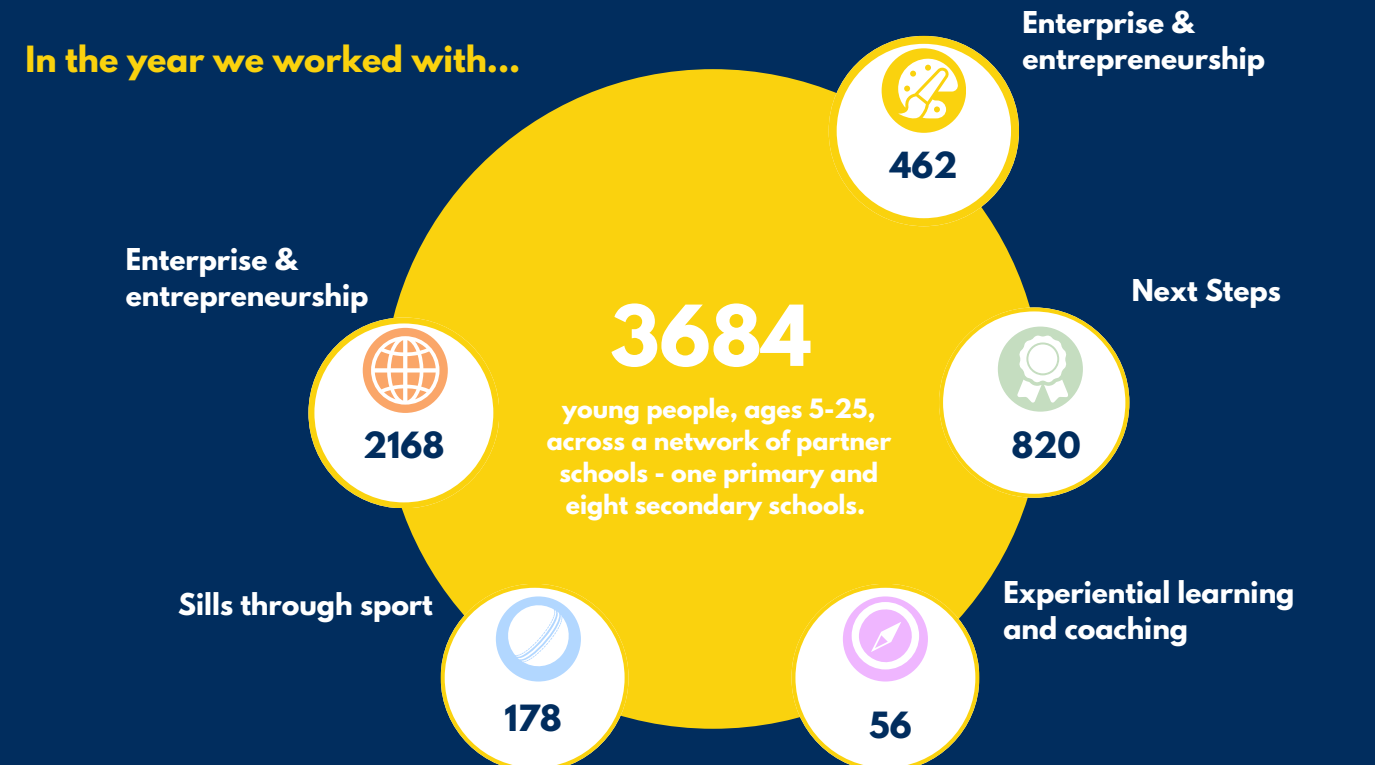
Through inspiring experiences and a range of programmes we help to develop young people's abilities, aspirations and confidence. We focus on five main programmes which, constantly informed by our work and experience, reflect the different ways we have identified that individual young people's interest is ignited and how they each most effectively learn and need to be supported.

These skills and traits, that we call the Aldridge Attributes (Risk taking, Teamwork, Determination, Creativity, Passion, Problem Solving) go beyond traditional academic education and can help young people experiencing disadvantages to aim high and overcome the obstacles and barriers that others don't have to face.

 <p><b>Enterprise &amp; entrepreneurship</b> - created an umbrella company and pragmatic business learning modules to enable sixth form students to become freelance and entrepreneur ready by working on real client briefs and getting paid for their work.</p>	<p><b>Aim:</b> To encourage creativity, build confidence and develop key enterprise, life and employability skills and give young people an insight into different careers.</p>
 <p><b>Experiential learning and coaching</b> - designed for young people most at risk of disengaging with education, including in-school coaching/ mentoring and adventure activity days and residential.</p>	<p><b>Aim:</b> To support young people as they reflect on their challenges and behaviour and develop the social, communication and leadership skills they need to manage and overcome challenges they may face in everyday life - at home, in school and beyond.</p>
 <p><b>Skills through sport</b> - created a cricket academy programme and built an industry leading indoor cricket facility capable of supporting aspiring professional cricketers and opening eyes to careers in the wider sports industry.</p>	<p><b>Aim:</b> To use competitive sport to help young people to build confidence, develop a positive attitude and acquire transferable life and employability skills that will benefit their academic studies and future career paths, and improve the health and wellbeing of young people.</p>
 <p><b>Creative arts pathways</b> - exploring the impact of having young professional artists in residence across the schools we support to open eyes to how creative talent can convert into a career in the creative arts sector.</p>	<p><b>Aim:</b> To inspire, inform and develop confidence in young people, to raise their aspirations and explore how their talent could lead to a career in the arts or creative industries.</p>
 <p><b>Next Steps</b> - partnering with businesses to provide internships, mentors, networking opportunities and sponsor students to ensure they have an equal chance of securing and thriving in the career of their choice.</p>	<p><b>Aim:</b> To open young people's eyes to the wide range of careers available to them and inspire and support them as they follow their individual paths into further education and the world of work.</p>

# Our Reach

Our programmes help young people from underrepresented communities to develop key life and employability skills and foster an entrepreneurial mindset. We provide enriching experiences, not typically available to them, that build their cultural and social capital, boosting their confidence and self belief.



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The socioeconomic starting point for the young people we support strongly affects their educational opportunities, potential, and life opportunities. The young people supported:

- Live in areas of Multiple Deprivation. Their families and communities face high unemployment, chronic low-income, inadequate housing, poor physical and mental health, and rising crime and poverty.
- Receive free school meals or are eligible for the pupil premium at levels higher than the national average.
- Live in families and communities with low educational attainment or ambition and limited employment or career ambitions, which can create a cycle of disadvantage that leads to further deprivation in their communities.





# Discovering creative arts pathways

Our aim is to inspire, inform and develop confidence in young people, to raise their aspirations and explore how their talent could lead to a career in the arts or creative industries.

**100%**

of young people developed at least one Aldridge Attribute, in particular creativity, passion or risk-taking

**76%**

of young people learnt a new art technique

**84%**

young people said that the art workshops would impact their future work

**57%**

of AJSAP finalists sold their artwork

**1**

gallery internship with DegreeArt.com was awarded to the overall AJSAP winner

## Building confidence of artistic abilities

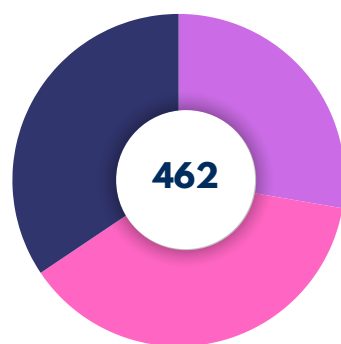
With generous sponsorship from Callsign, a leading cyber security organisation, our annual art competition ran for a fourth year in partnership with leading online art gallery DegreeArt.com.

## Raising awareness and understanding of art careers

Before the awards ceremony, our aspiring young artists enjoyed a day out in London, finding inspiration in some of the City's top art galleries, followed by a celebratory lunch and a talk with the Bankside Hotel's Artist in Residence who shared his story and gave students advice on what it takes to establish a successful career in the art world.

In addition, in the build up of the competition, renowned artist, Ian Murphy, ran workshops across the schools we support, teaching young people a number of new, mixed media techniques that they could use to enhance and develop their own skills and individual creative styles.

These interactions with professionals within the creative industries help to increase young people's confidence in their own abilities and open their eyes to arts career pathways.



**128** entries submitted to the Aldridge Junior Signature Art Prize

**175** young people participated in a workshop with a professional artist

**159** entries submitted to the christmas card competition

Our finalists, whose artwork included fine art, graphics, film, photography, textiles and sculpture, had their pieces displayed in a private exhibition at the Bankside Hotel on the South Bank, a stone's throw from Tate Modern. The experience inspired them, increased their confidence in their abilities and raised their ambitions to explore creative arts careers.

**"The experience of entering the Junior Prize and then going on to win, and sell my artwork, has motivated me to work hard both in and outside of college."**

Abby, Aldridge Junior Signature Art Prize Winner



## Photography Category and Overall 2023 Winner: Abby, Darwen Aldridge Enterprise Studio, for her piece: 'Thé Fantaisie'

**Growing up in a town with little to no opportunities to thrive in the creative industry**, the Junior Prize has opened new doors for me. It has helped me to believe in myself and to see the possibility of turning my passion into a career.

Taking inspiration from self-portrait artist Brooke Shaden and adding my own fantasy theme, I created a design for a fictitious coffee brand that enabled my unique art style and original ideas to shine through. I chose to enter this piece of work - 'Thé Fantaisie' - into the competition because it was my most successful photography work to date and had allowed me to utilise other skills too, from make-up and styling to searching for the perfect shoot location. But I didn't expect that it would go on to win!

The impact of winning both the photography category and the overall prize of an internship with Degree Art, cannot be overstated. I feel that society doesn't value the creative industries and we're often being told to focus on more "important" subjects such as English and Maths but the Junior Prize proved to me that I can and should pursue my artistic dreams.

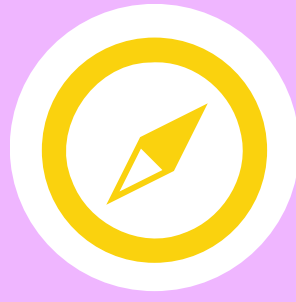
I'm excited for my internship - to get out there, meet new people and make connections. Maybe because of my lack of industry connections I appreciate even more the value of this experience - it will help me grow my network, develop employability skills and gain an insight into the industry. It'll be great for my cv and help me progress towards my future career.

I now have the confidence to share my work online and would like to set up a small business selling my artwork to help cover the cost of university, where I'm hoping to study graphic design. Ultimately, I want to use my creativity to help brands tell their stories and communicate their messages in unique ways.

Watch the [highlights video!](#)







# Building confidence through outdoor experiences and coaching

**95%**

of young people said that they feel like they have a more positive impact on those around them

**89%**

of young people said that they felt more determined

**84%**

of young people said they developed teamworking skills

**76%**

of young people said that they felt more confident

**67%**

of young people said that they felt more settled in school

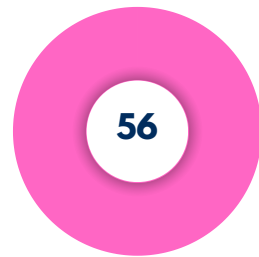
**60%**

of young people felt more optimistic and have started setting goals for their future

Click [here](#) to learn more!



**Supporting young people who are disengaged or at risk of disengaging with education, or facing other social, family or emotional challenges to develop the social, communication and leadership skills they need to overcome these challenges.**



Young people took part in group and one-on-one coaching sessions and an outdoor activity residential facilitated and led by a senior youth worker to help them boost their confidence, increase their self-belief and develop key life and employability skills, so they can fulfil their full potential at school and look optimistically beyond school to their futures.

## Meeting young people where they are at and giving them support to grow into who they want to be

Through in-school coaching and active learning sessions, we provided young people, who might otherwise not have the chance to attend such activities, with a safe space to express themselves, meet new people, give and receive support from their peers and gain professional guidance. They were encouraged to step out of their comfort zone, challenge themselves physically and mentally, spend time outdoors, learn new skills and set future goals and create a pathway to achieving them.

## Future development

Through continuing to develop the programme this year, we've gained more evidence and certainty that Bright Futures has the ability to change young lives. In 2024, we'll be expanding the programme further to work with 240 young people, bringing on board more specialist facilitators and running double the number of residential.



**“Bright Futures was motivating and profound. It has given me the opportunity to develop my leadership and teamworking skills. I'm prepared, and now, with goals, I'm more focused and thinking about my future.”**

Erin, Bright Futures 2023

**“I have been fortunate enough to have been part of this programme for a few years now and I get to see first hand the positive impact the workshops and the residential trips have on the young people. I have seen pupils who lack confidence and have low self esteem, find their voices and overcome such barriers as speaking in front of a group, realise their self-worth and consequently raise their aspirations.”**

Louis Levin, Senior Youth Worker



**Amy\* was put forward for the Bright Futures programme (BF) for two main reasons.** Firstly, her family has faced a number of challenges over the past few years and secondly, Amy had recently changed her friendship group and started to show signs of becoming a little distracted both inside and outside of school as some of these new friends were at risk of exclusion and somewhat involved in street activity. School staff were worried that things were starting to slip in the important options year and hoped BF would help prepare Amy for a positive transition from Key Stage 3 to Key Stage 4.

BF's mentors recognised the leadership potential in Amy and that she needed an outlet to express her frustrations about the challenges in her life. In the workshop phase and the 1-2-1's attached to these sessions, Amy started out quite boisterous and outspoken but always fully engaged. In front of the group, especially when young people from the other school were present, she started to show her best qualities and model strong answers and contributions to discussions. This was supplemented by her voicing her worries and concerns in the 1-2-1's and learning to receive feedback including how to accept compliments and praise. Amy then seemed to use the residential to further let off steam and to make friends with pupils from other schools. Amy sought out support during the residential to further process emotions.

Following BF, school staff have reported that Amy has settled into Year 10 well and is not only back to her best self but is showing some new maturity, calmness and purpose. In 1-2-1 catch ups, Amy has expressed that she feels better equipped to handle the pressures of life in and outside of school and that the BF's programme helped her to learn how to express her worries and concerns and broadened her horizons, especially in regard to getting to know young people from the other schools and raising her ambitions regarding higher education and careers.

School staff are also pleasantly surprised to see that Amy's progress has had a positive impact on her new friendship group, with them all experiencing a dramatic drop in the number of negative behaviour points they are receiving, with one yet to receive any at all this year.

BF has helped Amy to better express herself, get to know her best self and be proud of who that is.

\*Name has been changed for privacy purposes





69%

of young people on our Next Steps Bursary programme have been able to buy IT equipment required for their university course

31%

of young people on our Next Steps Bursary programme say their bursary has been essential to afford the basics – food, rent, bills

46%

of young people say that they feel they have gained a reliable support network

100%

of young people have valued individual guidance and advice

Click [here](#) or scan the QR code to find out more



## Next Steps: Beyond School

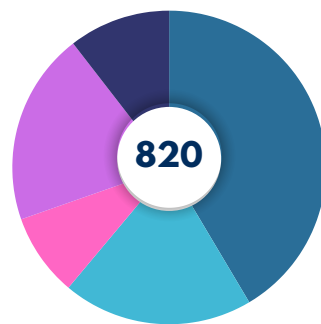
Opening young people’s eyes to the wide range of careers available to them and inspiring and supporting them as they follow their individual paths into further education and the world of work.

### Overcoming barriers

No young person should be held back from where they come from, but the reality is that even when they have the skills, aspirations and self-belief, young people from low socio-economic communities face barriers that prevent them from achieving their dreams. Our Next Steps Bursary programme is helping them to overcome these barriers, realise their capabilities and believe that anything is possible as they take their next steps into further and higher education, apprenticeships and the world of work. Our bursary programme includes wrap around pastoral and careers support.

### Cost of living

The existing financial challenges faced by the young people we work with are being exacerbated by the soaring cost of living, so our bursaries are needed more than ever. Young people need financial help to buy the basics even before they consider loans to address university fees or purchasing specialist equipment. The bursaries mean they can start their university or work life with lower levels of anxiety and can focus on fulfilling their potential.



163 young people supported in creating CV's

161 young people explored careers and job roles on our Futures Hub

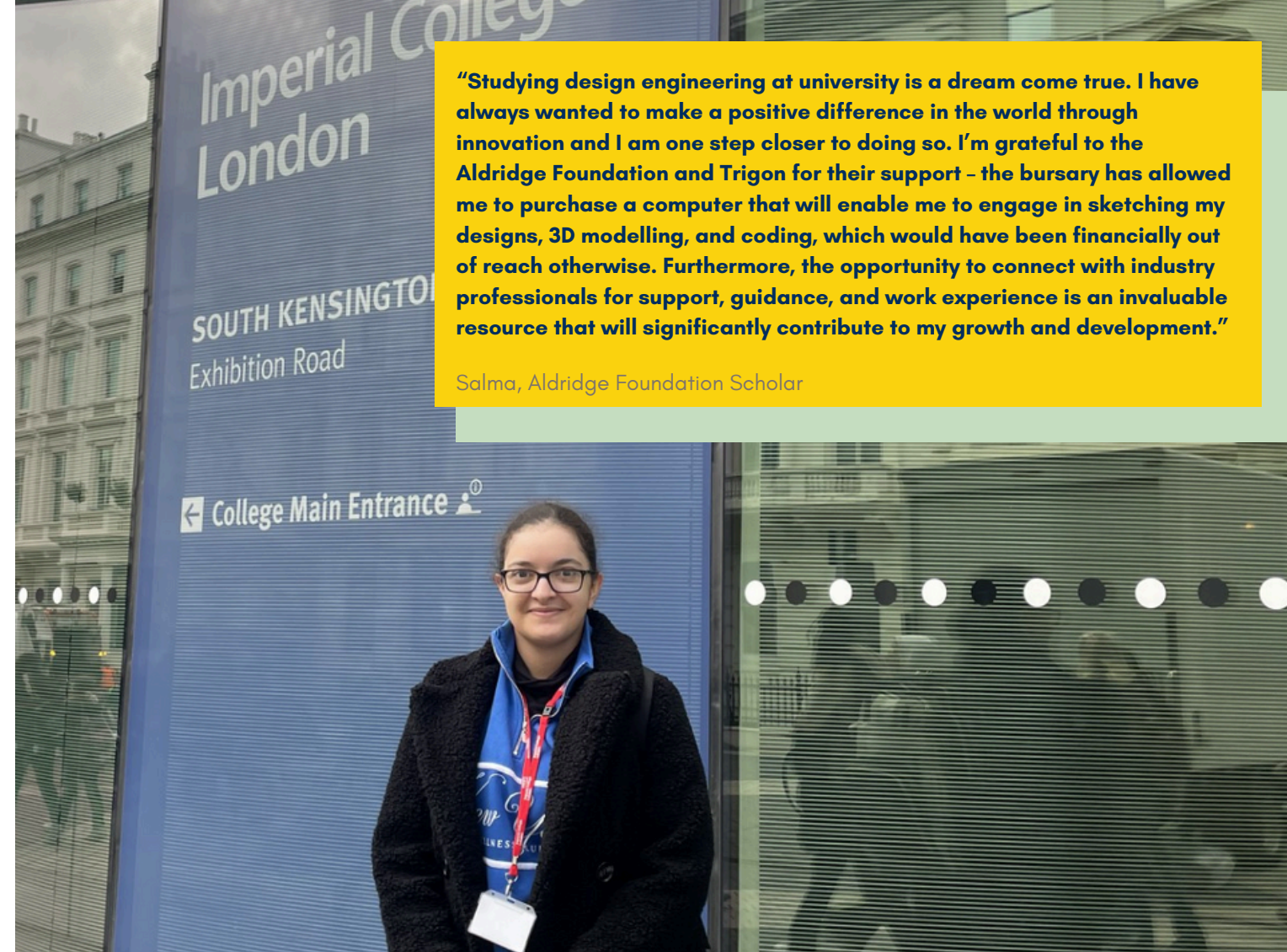
86 businesses and young people came together at our inaugural Youth Symposium

70 young people awarded Next Steps bursaries, 29 of whom are enrolled to our Next Steps Bursary programme (18+ years old)

340 followers on Aldridge Connect, an online community on LinkedIn for Aldridge alumni to grow their network and find world of work related resources and opportunities

“The Next Steps bursaries have been transformative to the lives of many students, unlocking the doors of opportunity for their university education. It has provided them with the means to access essential resources, from textbooks and research materials to specialised equipment and technology. With each bursary, we witness the power of investment, enabling dreams to take flight and empowering young minds to shape a brighter future.”

Adam Whitlock – Assistant Principal, KAA Sixth Form



“Studying design engineering at university is a dream come true. I have always wanted to make a positive difference in the world through innovation and I am one step closer to doing so. I’m grateful to the Aldridge Foundation and Trigon for their support – the bursary has allowed me to purchase a computer that will enable me to engage in sketching my designs, 3D modelling, and coding, which would have been financially out of reach otherwise. Furthermore, the opportunity to connect with industry professionals for support, guidance, and work experience is an invaluable resource that will significantly contribute to my growth and development.”

Salma, Aldridge Foundation Scholar

### Pastoral and professional support

In addition to financial barriers, our young people often face other challenges such as a lack of local opportunities, or role models and professional networks who can offer guidance as they start making important decisions about their futures. That’s why, alongside the financial award, a key element of our Next Steps Bursary programme is the additional support – mentoring, workshops, regular check-ins, sharing resources and creating opportunities for self-development, networking and internships – so that young people are better prepared for and equipped with the confidence, resilience and experiences needed to have an equal chance of success in their chosen career.

### Equal opportunities

Alongside our Next Steps Bursary Scholars, we support a wider community of young people. Many of them know where they want to get to, but they don’t always know how to get there. They have had the opportunity to watch 'Day in the Life' and panel Q&A videos on our Futures Hub, expanding their awareness of the various career options available to them and being signposted to further information. Additionally, they can stay informed of training and job opportunities through Aldridge Connect, our alumni community page on LinkedIn.

### Expanding young people’s voices and influence

Even when young people from disadvantaged and marginalised backgrounds take their first steps into the world of work, they often falter and need greater understanding and support. We therefore hosted our inaugural Youth Symposium in partnership with The Talent Tap, a social mobility charity, which brought young people and businesses together to listen to, learn from, and exchange ideas with each other to come up with possible solutions to achieve, retain and grow genuine diversity in industry – to both change young lives and enhance businesses.





# Exploring enterprise and entrepreneurship

Encouraging creativity, building confidence and developing key enterprise, life and employability skills, and giving young people an insight into different careers.

**69%**

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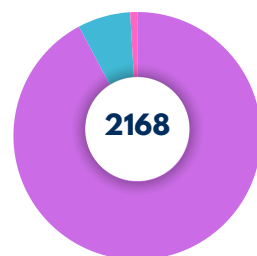
of young people have valued individual guidance and advice

## Enterprise Learning

With the employment landscape evolving to rely more on freelancers and agency models (particularly in the digital and creative industries), this programme educates and inspires young people to increase their awareness of entrepreneurship, agency working and freelancing, and helps them to develop key employability skills and practical business knowledge so they are better prepared to succeed in the world of work.

In collaboration with our Entrepreneur in Residence, Paddy Willis, and our partner school, UTC@MediaCityUK, we have developed an integrated programme of practical enterprise learning live briefs, hands on business learning modules and online business simulation training.

Young people learn about and gain the essential business skills through the core set of practical business learning modules and gamified business simulation exercises exploring subjects such as product and service pricing, financial modelling, IP protection, contracts and taxation.



**2008** young people participated in a Young Enterprise programme

**150** young people attended Business Founders talks

**10** young people completed a pilot business simulation programme

## Aldridge Enterprise Services Ltd (AES)

Alongside the Enterprise Learning Modules, 2023 saw the creation of AES, an umbrella company that enables sixth form students to experience being a freelancer responding to clients' business briefs being paid for their work. The aim is to help them to prepare for entering the world of work when they have completed their education. This model is being piloted with creative digital and technical digital students at UTC@MediaCityUK but is replicable and, following detailed evaluation, our aim is for the concept to be rolled out across other schools.

## Business Founder Talks

Through inspiring talks, we open young people's eyes to entrepreneurship as a potential career pathway, give them an opportunity to expand their professional networks and equip them with the knowledge and self-belief to follow this pathway if they wish to do so.

**"Students participated in a fastpaced simulation of establishing and running a Mobile Phone Company franchise. It was fantastic to hear our young people competing to ensure they had the right marketing, the right customer feedback and the right profit margins to make the company successful. Students were very enthusiastic about this form of delivery and valued the real time updates on company performances. This is something we will definitely run again at our college."**

Sharon Cross, Principal UTC@MediaCityUK



Louise Oliver, Co-founder of Piercefield Oliver and President of the British Association of Women Entrepreneurs and Paddy Willis, Entrepreneur in Residence at the Aldridge Foundation

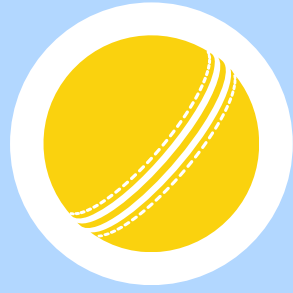
"2023 was another rewarding year of engagements as Entrepreneur in Residence with the Aldridge community, notably the Y12 and Y13 students at the UTC@MediaCityUK. To expand young people's knowledge of business, I drew upon my professional network of fellow entrepreneurs to share their journey and advice to their younger selves, resulting in a total of eight talks and interviews delivered live. Each speaker was drawn from a sector relevant to the work being undertaken on the students' courses, from games design to creative agencies. Once again, I was heartened by the willingness of the professionals to share and young people to listen. As I say to my interviewees, they may never know the impact of their words but research backs up the value of such sessions in helping keep young people engaged in education and development activities. Many speakers reported that students later connected with them on LinkedIn, which is a valuable extension to the young people's budding professional networks.

We piloted a business simulation exercise with a group of Y12 students, giving them a real sense of what it takes to run a retail business. The friendly rivalry between the teams was fun to observe, as was the gradual dawning upon each team at various stages of the workshop as to the impact of the decisions they were making to enhance sales, profits and customer satisfaction. Whilst learning about business is part of the objective and more relevant to some, the development of essential skills for the students is universally applicable. Hence, I was delighted when their feedback included top marks for their experience of team working and for developing a greater self-awareness of how they engage with others.

I am particularly excited by the opportunity in 2024 to help launch the AES umbrella company pilot at the UTC prior to further roll out across other schools. This will allow sixth form students to use their creative and digital skills as freelancers working on real life paid projects. I'm aware there is pent-up demand amongst them to flex their commercial wings, and I will be pleased to continue to share my experience of business with them as part of this process across this school year."

Paddy Willis, Entrepreneur in Residence at the Aldridge Foundation





# Developing skills through sport

**Using competitive sport to help young people to build confidence, develop a positive attitude and acquire transferable life and employability skills that will benefit their academic studies and future career paths and improve their health and wellbeing**

2023 saw the 10th anniversary of the Aldridge Cricket Academy (ACA) programme and state of the art cricket facility at Brighton Aldridge Community Academy (BACA). With the addition of the Sir Rodney Aldridge Cricket Centre (SRACC) in 2016, the cricket initiative has built its impact year on year at the school, and within the immediate community and wider County. Young people throughout their secondary education can now build key life, sporting and health management skills alongside their academic learning. Young people on the programme have also had opportunities to hone their cricket skills and broaden their world view through cricket and cultural tours and exchanges to South Africa, Sri Lanka and New Zealand.

BACA was named in The Cricketer Magazine Top 100 Cricket Schools for the first time in 2020 and has remained in this prestigious list for the last 5 years – one of less than 10 state schools to have been named in the list in this period. None of this could have been achieved without the collaboration and support of the Aldridge Foundation, BACA and Aldridge Education MAT, and our lead partner, Sussex Cricket.

The SRACC plays a key role in Sussex’s cricket community being the home to Sussex Women and Girls, the Southern Vipers and one of only two MCC Foundation Hubs in the County. The Cricket Academy programme and wider community engagement helps to remove the financial barriers to participation in cricket and better prepares young cricketers to fulfil their potential.



young people have taken part in the Cricket Academy programme and the Junior Cricket Pathway has ensured even more students are able to access the program and benefit from the combined education and cricket offer.

In 2023, the Aldridge Foundation also continued their partnership with the Arundel Castle Cricket Foundation which once again generously hosted students from the Aldridge Academy in Tottenham at the fantastic Arundel Castle Cricket Club grounds for a residential building confidence and aspirations through introducing cricket, the castle and the nearby seaside to these inner London young people – a completely new experience for many of them. The Aldridge Foundation also continued its collaboration with the UK registered charity East Africa Character Development Trust which also uses the power of cricket to provide vital life skills and education to disadvantaged East African children to enable them to stay engaged with education and elevate the quality of their lives and futures.

**£1.8m**

Indoor Cricket Centre

**3**

full run cricket lanes

**Premier league standard** cricket square maintained by Sussex Cricket ground staff

**ECB Level 3 and 4** coaching staff including Sussex Cricket Performance Coaches

Click [here](#) to watch more!



**“There is nowhere else like this and training here has made me fitter and stronger. I would not be in the position I am today without this opportunity.”**

Tara Norris, Cricket Academy Graduate

Tara Norris, Professional Cricketer for Lancashire Thunder, London Spirit and USA Cricket (former ACA student) Having grown up in Spain, Tara arrived in the UK as an eight-year-old who hadn’t even seen cricket on TV let alone picked up a bat – but a chance coaching session at primary school led to an instant affinity with the game. Eight years later, Tara was playing for her club, representing her county and was eventually offered a place in the England Academy. Her natural abilities gave her an advantage, but realising her ambitions was going to take determination and an environment to thrive in. When she discovered that through the Aldridge Foundation’s work, Portslade Aldridge Community Academy (PACA) would soon have access to the Sir Rod Aldridge Cricket Centre, (a £1.8m specialist centre for the game with a particular focus on women’s cricket) she didn’t think twice about where to undertake her sixth-form education.

Tara was the first ever Aldridge cricketer to gain a place in the Sussex Academy and this led to her Sussex Women’s debut. She was also named the first ACA Player of the Year after a successful tour of South Africa and numerous performances for the 1st XI in her first year. Since her time studying Psychology and Double BTEC Sport at Portslade Aldridge Community Academy (PACA), Tara has graduated from Loughborough University where she studied BSc Sport Science & Management, represented England U19’s as well as playing in the KSL Superleague for the Southern Vipers and Loughborough Lightning.

Tara is now enjoying a professional cricket career playing for Lancashire Thunder, London Spirit and USA Cricket.



“

“I am incredibly grateful to the Aldridge Foundation. The support they have offered me will make such a difference throughout the next three years, whether that be relieving financial stress or by opening new doors and opportunities.”

Samarah - Aldridge Foundation Scholar

“It pushed me to play a level of cricket that I never would have got to as I was only playing village cricket at the time. Sir Rod Aldridge has done a great job in bringing private school level cricket to a state school and I felt very fortunate to be part of an academy he created.”

Aldridge Cricket Academy graduate

“I loved all of it! Visiting Duke’s Aldridge Academy, all the activities on the residential, all of it. I have made friends for life from the other schools.”

Zak - Bright Futures participant

“The reason I entered the Junior Prize was so people can know who I am and what I’m capable of doing. I wanted to stop hiding behind my shadow and show my masterpiece!

When I found out I was the Winner of the Textiles & Sculpture category, I saw and started planning my future.”

Hiway - Aldridge Junior Signature Art Prize Winner  
(Textiles & Sculpture category)

“Taking part in the business simulation helped me develop my communication skills and made me realise the importance of teamwork. This experience is valuable because even if you don’t believe you will start a business, the skills you develop, you will have forever.”

Charlotte - business simulation participant



## A message to our friends, partners and supporters

**Thank you to our friends, supporters and partners – we are incredibly grateful to work with organisations and individuals who share our passion and values, and without whom our work would not be possible.**

### Partners & Supporters

- AMS
- Arundel Castle Cricket Foundation
- Bookmark Reading Charity
- Business in the Community (BITC)
- British Exploring Society
- CMS
- DegreeArt.com
- Future Foundations
- Ian Murphy
- Soul Ltd
- The Company of Entrepreneurs
- The Talent Tap
- Willis Towers Watson
- Young Enterprise

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- Mercers Family Charitable Foundation
- Newcore Capital Management LLP
- Peter Cundill Foundation
- Shaftesbury Enterprise, Harrow School
- The Childhood Trust

And all the other generous businesses, individuals and those who wish to remain anonymous who donate and/or volunteer and give their valuable time to us.



The Aldridge Foundation opens young people's eyes to opportunities in the world beyond school and helps them build valuable skills and attributes through enterprise learning, outdoor experiences and coaching, sport and the arts.

If you would like to find out how you can support our work, visit our website:

[www.aldridgefoundation.com/support-us](http://www.aldridgefoundation.com/support-us)

Telephone: **+44 (0) 207 297 0365**

Email: [hello@aldridgefoundation.com](mailto:hello@aldridgefoundation.com)

Website: [www.aldridgefoundation.com](http://www.aldridgefoundation.com)

