



# Impact Report

2023 - 24

# Our Founder

Thank you for taking the time to read our impact report. It is a celebration of all we have achieved, but also what will steer us into the next academic year. If you had told me on the 10th of June last year that this is what we would have achieved, these are the opportunities we have been afforded and this is the community that has grown, I would have thought it was a dream. But our volunteer team have made this dream a reality. I am so pleased that Step Up has become a leading organisation in the field of educational grassroots networking and leadership development. We are gradually refining our offer, based on feedback from our community and from what the system needs.

The purpose of this impact report is twofold. One, it is there for our volunteers to help shape the organisation further, to review our strategy and check that we are on the right track. Two, it is for our community to see the work we are doing and for any organisations who wish to collaborate with us.

I hope you enjoy reading through this report, to give you a flavour of what we have been up to this year. I hope engaging with the Step Up Network has empowered you to make the step up that you wish to make.

Best wishes,  
**Ben Hobbis**



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# Our Organisation

## In 12 months, we have transitioned from grassroots network to a formal entity.

Over the course of a year since launching, our organisational structures and status may have changed, but ensuring that we have been continually guided by our strong why, how and what

has kept us committed to empowering educators to make the step up they wish to make. This year, we have focussed on developing our mission, vision, values and priorities.



### **Our Mission and Values**

To empower our diverse community with empathy, passion and integrity to make the step up that they wish to make.



### **Our Vision and Priorities**

We wish to make educational leadership as inclusive, diverse and accessible through positive disruption and by addressing knowledge and skills gaps.



### **Our Financial Status**

We are a not-for-profit organisation that manages financially through event ticket sales, fundraising and sponsorships. We aim to make our offer as affordable as possible.



### **Our Legal Status**

We are a registered community interest company (CIC) with Companies House in England and Wales, as well as being a registered social enterprise.

# Our Year



**From 6 to 20+  
Volunteers in the  
space over a year.**



**250+ Event  
Attendees**



**1900+ Social Media  
Followers and over  
4000 Website Views**

**June 2023**

**Website and Network Launch, First  
Annual Strategy Day held.**



**February 2024**

**London Leadership Day, our  
first annual conference held at  
London Screen Academy.**



**October 2023**

**First face-to-face event,  
our Birmingham Lunch  
and Lead Meet.**

**January 2024**

**Our second virtual event of the  
year, a lead meet takes place.**

**November 2023**

**Get that Leadership Job Workshop, our  
first online event of the academic year.**





### March 2024

Our most popular virtual event of the academic year, our International Women's Day collaboration.



Our first collaborative event with Staffordshire Research School on the new EEF Implementation report.

### May 2024

### April 2024

Northern Coffee and Lead Meet, our final face-to-face event of the year in Manchester.



### June 2024

One Year of Step Up. Our virtual first birthday event and we hold our second strategy day.



Excellent, inclusive event. Really enjoyed myself. Connected with so many wonderful colleagues. It was relaxed, informal but I am taking so much away; a very tricky experience to achieve. Thanks to the whole team. Best Saturday in ages.

**London Event Attendee**

# Our Events

A core part of our offer this year has been our events. Prior to our launch in June 2023, we surveyed as many people as possible for the volunteering team to design and curate content that our community want. This has been something we have openly shared at the start of our events: every event is a trial, and every event is based on feedback (before and after). What was clear is that our community wanted a blend of face-to-face and virtual, as well as mixture of professional development and sociable networking.

Building on this, we have ensured that intentionally each event is slightly different. Taking into account the number of attendees, speakers, how long speakers speak for, location, online platform etc. We have been able to refine our format over the course of the year, ahead of next.

At the end of each event, we collect data from attendees to support our future planning, but also to monitor the diversity of our community. Such data is used by our team to ensure that we produce the very best content for our network.

**Thanks for a great morning, being a second year ECT there is a lot to think about here. Great selection of speakers, looking forward to spending the day at a conference (step up) in the future.**

**London Event Attendee**



*Central Lunch and Lead Meet, Birmingham, October 2023*



*North Coffee & Lead Meet, Manchester, April 2024*

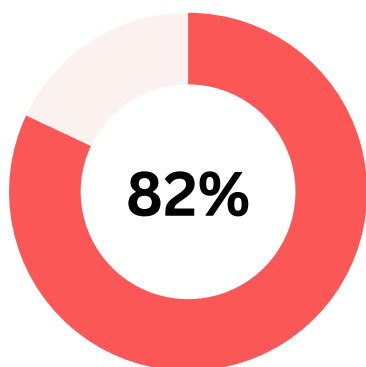
**Incredibly well organised, fantastic diverse and knowledgeable line up, and all-round great mind broadening day!**

**Manchester Event Attendee**

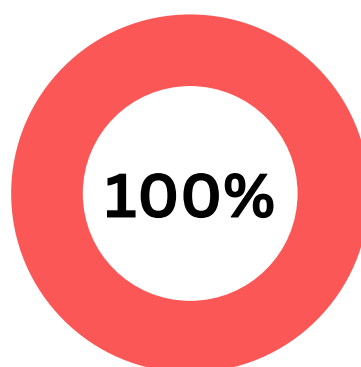




*London Leadership Day, February 2024*



Is our average turnout rate for our face-to-face events. We are exploring ways to move this further towards 100%



Of our event attendees this year stated they would recommend Step Up and attend another event of ours.

**I've done virtual speaker events before. Yours was the best organised. Timely contact, support and always friendly. Thank you for the step up.**

**IWD Event Speaker**

**A really enjoyable, engaging and varied event. Lots of food for thought from inspirational speakers. Thank you. Lots of potential going forward!**

**Birmingham Event Attendee**

# Our Partnerships

**We believe that by working together we are stronger. We have been fortunate at the level of interest to work with with us.**

Since launching the network, it has been great to have the support of many different organisations and people. Within one year of launching, we have had the opportunity to work and collaborate with many other organisations including some of those listed below.



#WomenEd

Subject Leads



**DIVERSE  
EDUCATORS**



Step Up is a fantastic network which we are proud to partner with. They provide a thriving space for leaders in education to connect and share knowledge across the system. The leadership group are exceptional and highly collaborative which is the foundation for the rapid success of the network.

**Tim Mobbs**  
Head of Community, Teach First







Male childcare and  
teaching jobs

Collaborating with the Step Up Network has been an enlightening journey. Ben's flexibility and attention to detail have made our partnership exceptionally fruitful. His commitment to ensuring open lines of communication has allowed us to stay informed about the impact of our collaborative efforts, reinforcing our dedication to leadership development in education. The Step Up Network, under Ben's guidance, embodies a passion for empowering educators, aligning perfectly with our core values at Male Childcare & Teaching Jobs. This partnership has not only deepened our understanding of leadership's nuances but also strengthened our resolve to support educators' transformation into leaders.

**Claudio Sisera**  
**Head of Diversity & Inclusion,**  
**Male Childcare and Teaching Jobs**



We started working with Step Up as the host venue for their first London event. Ben and the team kept us well informed, the event was very well planned and Step Up was incredibly organised from the get go. Also, on the day, the event ran like a dream due to the organisation and commitment from volunteers. As we were hosting, Step Up provided free tickets for all staff who wanted to attend. Since the event, the founder, Ben, has met with us personally to see how the network can support our middle and senior leaders in LSA with their development.

**Laura Defrates**  
**Business Manager,**  
**London Screen Academy**

# Our Content



## **Our Social Media:**

We launched through X (formerly Twitter) and we are rapidly growing on LinkedIn.



## **Our Website:**

Launched over a year ago, since then we have had over 4000 views. As part of the platform we have an extensive directory and regularly updated blog.



## **Our YouTube:**

We have been sharing clips of our virtual events on our channel. We have also been showcasing our event content and the work of our volunteers behind the scenes.



## **Our Podcast:**

Is set to launch in the next academic year. We are currently working tirelessly behind the scenes to curate fantastic content to share with you.



## **Our Mighty Network:**

We are very fortunate that Diverse Educators have provided a space within their 'Mighty Network' online networking platform.



## **Our Newsletter:**

We publish a monthly update which shares the successes from the previous month and what we have got planned. It is a one stop shop for all things Step Up.

# Our Community

We are really pleased to see that our community is ever growing. Diversity is also a key focus for the Step Up Network and is great to see that those attending our events and engaging with the network are recognising the high emphasis that we have placed on diversity, equity, inclusion and belonging, which includes the launch of our 'Leadership Empowerment Fund'. We have an active DEIB strategy, and one of our vice chairs acts as the strategic lead for this across our network. At each of our events, we have collected diversity data, this has been optional to complete, therefore the statistics below reflect that of people who have completed the survey:



**62% of our community are cisgender female.**



**30% of our community identify as sexual orientations other than heterosexual.**



**65.2% of our community are non-Christian.**



**45% of our community are from a non-white background.**



**41% of our community have parental responsibilities.**

We will now use this data to support our DEIB strategy for the forthcoming academic year.

We have managed to achieve a large geographical spread for our network. We will now use this to aid us in developing our events further and engaging more people from across the country by organising events in key event locations within regions.



# Our Thanks



A huge thank you to **Teach First** for continuing to champion and support our work. We would also like to say thank you for having access to your network fund, it has elevated our organisation forward massively.



We are so fortunate to have had the support of **Male Childcare and Teaching Jobs** this year, who have continued to amplify our work and empower us as an organisation financially. A huge thank you to Claudio.



When **London Screen Academy** agreed to not only host, but to gift their wonderful venue to support our first conference style event and first venue in London, we didn't realise the relationship it would turn into. Thank you LSA!



This organisation really do epitomise everything a strong network and company should be made of. Thank you to Hannah and the team at **Diverse Educators** with your support amplifying us and the Mighty Network.





It was great to hold our first ever collaborative event with **Staffordshire Research School**. It was not only great to co-organise and co-host, but for our wonderful team to find out so much about the latest EEF guidance.



One of our founder's leadership icons, **Hannah Wilson** has been a constant source of support throughout our first year. Her generosity in providing two pro-bono keynotes has inspired our whole community.



We are hugely grateful for the ongoing support of **Black Men Teach** who have attended every event that we have held. It has been amazing to support them such as with their recent retreat. We can't wait to connect again soon.

**We must also thank all of our amazing speakers, attendees, volunteers and partners who have made our wonderful Step Up community. Without you all none of this impact would have been possible.**

# Our People



We have been so fortunate to have had the support of fantastic people since our launch. Growing from a team of six to 29 in the space of 12 months. We have also moved from a flat structure, to a structure that allows people to work as part of a team collaborating of key areas of output for our network. The appointment of four vice chairs has aided the strategic direction of the organisation to flourish further and make further impact.

**I love how our network talks the talk but also walks the walk when it comes to wellbeing. Thank you Ben and the team for ensuring my wellbeing is a priority.**

**Vice Chair**

As part of our strategy and team day, we surveyed our volunteers for their views, in which:

- **100%** said that Step Up is **well led** and **managed**.
- **100%** feel that Step Up is a **diverse** and **inclusive** organisation.

A key area that we will be focussing on are the systems and processes for our volunteers to support them.

**It is great, the open and honest culture we have created as an organisation. Thank you to Ben and my colleagues for giving the clarity required.**

**Volunteer**



**We are proud to have been named part of the Top 100 Social Enterprises in the NatWest SE100 2024 List organised in partnership with Pioneers Post.**



**The Step Up Network CIC**

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