Trustee Report and Financial Statements for the year ended 31st December 2025, including the Annual Report on activities.

Generating Genius Organisational Structure

Generating Genius is a charitable incorporated organisation which was established on 2 December 2013. The trustees who served during the current year or up to the date of this report were:

Chair

Tony Sewell

Trustees

Marcus Nelson
Noel Langley
Tony Sewell

Our Vision

Generating Genius has the vision of a thriving and diverse STEM (Science, Technology, Engineering and Mathematics) community, in higher education and industry, which is inclusive and representative of the UK population. Our aim is that young people from low-income households will hold a representative proportion of places on STEM courses at the top universities and on degree apprenticeships. We want top companies (for example FTSE 100 companies), Medicine and Research Science to have a representative proportion of employees from low-income households. We would like to see more founders, particularly in the STEM space, from low-income households.

How do we deliver public benefit?

We strive to ensure that talented young people, regardless of their background, have the opportunity to make competitive applications for places at the very best universities in the UK for degrees and degree apprenticeships or at higher education colleges for apprenticeships and T-levels. We strive to also ensure that these students then go on to brilliant careers. We are focusing on students from low-income households to ensure that they are able to achieve their full potential which is great for them but also for economic growth and also for having a better society.

Our Mission

We support mid-high ability young people from low-income households get into top universities or other forms of higher education and then into top careers. We do this through targeting schools with high free school meal rates across the UK with a particular focus on including more schools from outside of the London/M25 corridor where there are less social mobility programme opportunities. Schools are asked to identify students who meet our social mobility criteria who are enjoying the STEM subjects. We also work with universities to target their social mobility students. We provide high quality programmes which include activities such as work experience, career mentoring, STEM Masterclasses, competitions and higher education and job application preparation workshops. These programmes are delivered by companies, third party providers often those which leading private schools use and Oxford University. The quality of programmes, repeated long-term engagement and how we get to know our students and their families. Social workers and teachers are the key to the impact we have on our students.

Message from the Chair & Founder - Lord Tony Sewell CBE

This year has been one of our strongest. We improved programme content across all strands, giving students better-designed sessions that deepened their learning and experience. We reached new schools outside London, strengthened our academic and application support, and saw excellent university and apprenticeship outcomes. Teachers continue to tell us that the length of our programmes is one of our unique strengths. They value that this isn't a one-off intervention; it is sustained, structured, well thought out programme support that stays with students and genuinely changes their trajectory. *'This is the best programme in all my 25 years of teaching'* - This was said by a teacher from Ark Alexandra in Hastings when giving feedback at one of our programme celebration events.

At our recent alumni celebration, I spent time with seven young people who have been with Generating Genius for more than six years. Their journeys show exactly why our work matters: sustained support, consistent mentoring and structured opportunities change lives. They are proof that long-term intervention works.

Our model is built around six pillars:

- employer-led skills and knowledge
- end-to-end application preparation
- long-term engagement with families
- academic and employability development
- real-world experiences with employers
- and focused recruitment of poor students from regions outside London

Together, these pillars form a model that is both powerful and scalable.

Although we are a London-based charity with national reach, the next step is clear. Since refining our 2024 strategy this year, we've committed that from 2026 to 2030 we will support 100 students per year for two years or more - 400 students over four years - while building regional hubs that allow us to reach even more young people. This structure will deepen our presence in communities across the country and ensure talented young people everywhere can access the same life-changing opportunities.

To make this possible, we are preparing internally to ensure our proven 20-year model is fully hub-ready. By the end of 2027, we will have completed the groundwork needed to seek funding for the Yorkshire hub in 2028: consistent programme evaluation across all strands, clearer communication of our impact through an improved website and richer student case studies, an updated programme information pack, and a mapped model for regional delivery.

Yorkshire is the ideal first hub. We already work with schools across the region - from Leeds and Bradford through to more rural Scarborough - each facing different but significant barriers to high-value STEM opportunities. Building Generating Genius Yorkshire will allow us to deepen existing relationships and show how our model tackles both urban and rural challenges when rooted locally.

As we move into this next phase, I want to thank all our funders and supporters. Many have supported us for many years, and their continued belief in our mission has made this year's progress possible. I also want to thank the entire Generating Genius team for their commitment, energy, and belief in our charity's mission. Their work is the reason our students thrive, and our vision continues to grow.

Director's report

Generating Genius remains committed to long-term engagement, supporting students over multiple years while ensuring we deliver meaningful impact for those who join us for shorter periods. This year, we strengthened that commitment by expanding targeted interventions for students who experienced challenges at key progression points, including repeated setbacks in competitive graduate recruitment processes and not meeting the results required for university entry, resulting in unexpected gap years. We provided one-to-one career preparation mentoring, guidance on strong entry-level roles as well as future graduate scheme applications, and additional subject tuition for students completing A-level resits.

We broadened our work with families through new parents' evenings on the Junior Genius programme, ensuring all parents received clear guidance on A-level choices, degree pathways and apprenticeship options. Recruitment continued to focus on schools with limited employer and further-education connections, particularly across the Northeast, Yorkshire, the Midlands, and the South Coast.

We also launched our first online platform, *Next Level Genius*, and introduced new data-driven modules and workshops designed to address barriers in knowledge, parental engagement and skills that can limit progression for students from low socio-economic backgrounds.

Together, these developments reflect a year of focused, intentional progress: deepening long-term support, strengthening short-term impact, and widening access to opportunity.

Impact Summary

Area	Headline impact	Key evidence
Overall Reach	Significant reach across programmes	1,168 students supported across all programmes.
Long-term Engagement	Sustained multi-year support continued	184 long-term students remained engaged after 2+ years.
Skills Development	Deep engagement beyond introductory activity	496 students completed two or more skills-development activities.
Employment Outcomes	High progression into graduate and entry-level roles	87% of 2024 graduates progressed into roles within 15 months.
Work Experience	Substantial access to paid internships and insight opportunities	271 work experiences, internships and insight week opportunities provided.
Higher Education	Strong progression to selective universities	91% of STEM@Oxbridge students progressed to Russell Group universities, including Oxford and Cambridge.
Regional Expansion	Majority of students supported live outside of London & Greater London	647 students live outside of London, representing 55% of our total reach.
Digital Transformation	New platform created to support scale and impact tracking	Next Level Genius launched as a central space for programme delivery, engagement, and impact monitoring.

Overall Reach & Engagement

- **1,168 students** were supported across all Generating Genius programmes this year - demonstrating significant reach across our programme portfolio.
- **184 long-term students** continued their GG journey, each participating in at least one skills-development programme after **2+ years** of sustained engagement.
- **496 students** completed **two or more skills-development activities**, including mock assessment centres, industry challenge days, multi-session mentoring programmes, and work experience placements — demonstrating deep, hands-on engagement beyond introductory insight talks.
- **583 students** completed **three or more mentoring sessions** across all programmes this year, receiving personalised guidance, confidence-building support, and tailored career development.

Employment & Work Experience

- **87% (92 participants)** of our 2024 graduates progressed into graduate or entry-level roles within 15 months of graduating.
    - **100%** rated GG's support **7–10/10** as a contributing factor in securing employment.
    - **80%** rated our support **9 or 10/10**.
- **73% (103 participants)** of our university students and graduates completed a **paid summer internship** in 2025.
- **56% (18 out of 32 participants)** on our *Get Hired Plus Programme* secured a graduate or entry-level role this year.
- We provided **271 work experiences, internships and insight weeks** for university and sixth-form students:
    - **156** for university students
    - **76** for sixth-form students
- Thank you to **National Grid, PDT Partners, GHO Capital, and Salesforce** for providing these opportunities.
- **National Grid - our largest employability partner and biggest funder in this space - has now hired 16 Generating Genius students into graduate roles since September 2022, including four who started this year.** National Grid has supported five Generating Genius students through 12-month placements, all of whom received and accepted return offers to join the business. A further three students have secured 12-month placement offers to begin in 2026. Alongside these mainstream graduate and placement routes our students progress into, National Grid further expanded opportunities by offering 35 paid six-week summer internships for Generating Genius students.

Higher Education Progression

1. **91%** of students (54 participants) on our *STEM@Oxbridge* programme* progressed to **Russell Group universities**, including:
    Two students to Oxford
    Three students to Cambridge
2. Additional international and high-impact destinations included:
    Princeton University
    Colgate University
    Williams College
    Goldman Sachs (Finance & Investment Degree Apprenticeship)

**STEM@Oxbridge* is our university application preparation programme run in partnership with Oriel College, University of Oxford.

National Expansion Achieved - 55% of Generating Genius students supported this year are from outside London & Greater London, demonstrating deep reach into the UK's lowest-opportunity regions

This year, we supported 647 students from outside London across our programmes - Future Talent (307), Post-16 Genius (24), Junior Genius Scholars (23), and STEM Like Us (293) - representing 55% of all 1,168 students we reached. Our largest non-London home regions included the West Midlands (112 students), Yorkshire and Humber (78), Manchester & District (54), Scotland (34), and the East Midlands (29). Across these regions, we see particularly strong concentrations at key schools - including 46 students at Brighton Aldridge Community Academy, 40 at Walker Riverside Academy in Newcastle, 37 at Ark Alexandra Academy in Hastings, 31 at Duke's Secondary School in Ashington and 26 at Trafalgar School in Portsmouth. This demonstrates the depth of our reach in communities with the lowest social mobility.

Technological Transformation

- Our new **Next Level Genius** platform enabled us to scale our programming offer - particularly on the **STEM LIKE US** programme - and provided a central space to track engagement and impact more efficiently.
- Next steps include preparing the platform to support **significant programme scaling**.

Final Reflections and Looking Ahead

We are deeply grateful to the funders and partners whose long-term commitment has enabled our school-age programmes to become established, embedded, and impactful over multiple years. In particular, we thank **The Hadley Trust**, our largest funder of school-age programmes, for four years of sustained support and for committing to a further year of funding. This support has been critical to the stability and growth of our pre-16 provision - an area where funding can be harder to secure because students are still some distance from being recruitment ready, yet where early intervention can have the greatest long-term impact. We also recognise the **AKO Foundation**, founding partner of **Junior Genius**, and **PDT Partners**, founding partner of **Future Talent**, whose early belief helped establish programmes that now support students across multiple years. We are also grateful to **National Grid** for the scale and depth of its employability partnership, including mock assessment centre preparation, internships, and placements. These opportunities, alongside those provided by other fantastic employer partners, give students the practical experience, confidence and workplace understanding needed to compete successfully, contributing to the high conversion of Generating Genius students into permanent roles with National Grid, National Grid's supply chain partners and other organisations.

Looking ahead, our new strategy is focused on preparing Generating Genius for the next stage of growth while continuing to demonstrate clear, measurable impact. At the heart of this is our commitment to a model where we know students individually, understand their barriers and aspirations, and provide the right support at the right point in their journey. This personalised approach is central to our impact because it enables us to build confidence over time, respond to each student's context and support progression through key educational and career transitions. From 2026 to 2030, we aim to support **100 unique students each year** who have been engaged with Generating Genius programmes for **two years or more**, enabling us to reach **400 multi-year students over four years**. By the end of

2027, we aim to have completed the core infrastructure work needed to strengthen this model and prepare for wider scale from 2028 onwards. This includes introducing more robust programme surveys, comparing our data against national statistics, embedding our own Generating Genius Skills Builder framework, improving our website, applying for more unrestricted funding from grant-making foundations and re-working our theory of change based on 20 years of learning. As we grow, there is also an increasing need to secure more work experience supporters for our funded programmes, so that more students can access meaningful workplace opportunities. Real experience remains crucial: it gives students practical insight into professional environments, helps them build confidence and networks, and turns aspiration into clearer, more informed next steps. Together, these developments will help us reach more students while maintaining the depth, quality and relational support that define Generating Genius.

Zindzi, Director - Head of Programmes & Partnerships

Financial Review

The continued academic success this year has also supported by a successful year financially, with a stable financial position and a planned increase of reserves of £235k. This is a successful outcome given the continuing economic and geopolitical uncertainty in 2025, which to do date has not adversely impacted donations. The Trustees are pleased to note that income increased to £732k from £494k increasing financial stability and resilience as we further develop our delivery programmes. We are grateful to all our supporters including the corporations, Universities, School, Councils, Trusts and individuals.

The overall outcome for the year was a surplus of £235k (2024 deficit £181k), increasing reserves from £156k at the start of the period to £391k as at 31st December 2025. This outcome was inline with strategic and operational plans.

Cash balances remain healthy at £397k as we have continued to pay creditors very promptly during 2025 as part of our support to the wider community in these challenging economic times. Of the £397k cash held £290k is unrestricted cash available for any charitable purpose, after deducting our outstanding creditors of £7k.

Reserves

The trustees have decided that it is appropriate to retain general (unrestricted) reserves equivalent to at least three months operating costs, the purpose being to retain funds for future investment, emerging opportunities and to mitigate the Charity's financial risk. Work in 2025 was successful in improving the Charities resilience and increase the unrestricted cash balances held to ensure financial stability and resilience going forward.

The total retained reserves of £391k (2024 £156k) comprise general restricted funds of £101k and unrestricted funds of £290k.

Statement of Trustees responsibilities in respect of the Financial Statements and the Trustees Report

The Trustees are responsible for preparing the accounts in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The law applicable to charities in England and Wales requires trustees to prepare financial statements for each financial period which give a true and fair view of the charity's activities for that period and of its financial position at the period end. In preparing those financial statements the trustees are required to:

select suitable accounting policies and apply them consistently;

make judgments and estimates that are reasonable and prudent;

state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements;

prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the charity's financial position and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations

2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. Internal risks are minimised by the implementation of procedures for the authorisation of all transactions and the situation is reviewed at regular intervals.

This report was approved by the trustees on 18th September 2026.

Signed on its behalf by:



Dr Tony Sewell CBE
Chair of Trustees

GENERATING GENIUS

Independent Examiner's Report to the Trustees of Generating Genius

I report to the trustees on my examination of the accounts of the Generating Genius trust (the Trust) for the year ended 31 December 2025.

Responsibilities and basis of report
As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

Having satisfied myself that the accounts of the Trust are not required to be audited under section 144 of the 2011 Act and are eligible for independent examination, I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement
Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:
1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Philip Williams FCCA
Director, Williams Martin Limited
1st Floor, Unit 4 Thornbury Office Park,
Midland Way, Thornbury
Bristol
18th September 2026

GENERATING GENIUS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
		£	£	£	£
Incoming Resources					
Generated Funds					
Grants and Donations	2	326,012	406,076	732,088	493,714
Donations in Kind		-	-	-	-
Activities for Generating Funds					
Fundraising Income		-	-	-	-
Other Income		-	-	-	-
Investment Income		-	-	-	-
Total incoming resources		326,012	406,076	732,088	493,714
Resources Expended					
Fundraising & Publicity	3	1,661		1,661	1,479
Charitable Activities Generating Genius	4	46,109	449,280	495,389	673,117
Governance	5	460	-	460	460
Total resources expended		48,230	449,280	497,510	675,056
Net Income (expenditure) for the Year		277,782	(43,204)	234,578	(181,342)
Fund balance brought forward at 1 January 2025		11,954	144,422	156,376	337,718
Fund balance carried forward at 31 December 2025		289,736	101,218	390,954	156,376

GENERATING GENIUS

BALANCE SHEET AS AT 31 DECEMBER 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed Assets					
Tangible assets		0		0	
			0		0
Current Assets					
Debtors	6	0		0	
Cash		397,474		159,276	
			397,474		159,276
Less:					
Creditors: amounts falling due within one year	7		6,520		2,900
			390,954		156,376
Financed by:					
Restricted funds:					
Restricted fund	8		101,218		144,422
Unrestricted Funds					
General Fund	9		289,736		11,954
			390,954		156,376

The Financial Statement were approved by the Board of Trustees and authorised for issue

On 18th September 2026 and signed on its behalf by:

Dr Tony Sewell CBE

Chair of trustees

GENERATING GENIUS

STATEMENT OF CASH FLOW FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	£	£
Cash flows from operating activities		
Surplus / (deficit) for the period	234,578	(181,342)
Depreciation		
Profit on disposal of fixed assets		
	234,578	(181,342)
(Increase) / decrease in stocks		
(Increase) / decrease in debtors		315
Increase / (decrease) in creditors	3,620	469
Cash generated from operations	238,198	(180,558)
Proceeds from sale of tangible fixed assets		
Capital expenditure on tangible fixed assets		
(Decrease) / increase in cash and cash equivalents	238,198	(180,558)
Cash and cash equivalents as at 1 January 2024	159,276	339,834
Cash and cash equivalents as at 31 December 2025	397,474	159,276

GENERATING GENIUS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2025

1. **Accounting Policies**

Basis of preparation of the Financial Statements

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

- the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
- the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)

Income

All income, including grants, is recognised on an accruals basis. All grant receipts are dealt with through the Statement of Financial Activities and depending on their nature and conditions attached are treated as either restricted or unrestricted funds.

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Donated services and facilities are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Expenditure and Liabilities

The Charity is not registered for VAT. Components of resources expended are recorded in the Statement of Financial Activities inclusive of VAT.

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Fixed Assets

Fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset of its expected useful life, as follows:

Office Equipment	33% straight line

Note 2 Grants, Donation and other Income

Analysis	Unrestricted funds	Restricted income funds	Total funds £	Prior year £
Trusts	31,965	221,037	253,002	219,172
Corporates	250,877	170,389	421,266	196,026
Schools / Universities / Public Bodies	589	14,650	15,239	23,850
Private / Other	42,581	-	42,581	54,666
Grants	-	-	-	-
Fundraising Events	-	-	-	-
Donated facilities and Services	-	-	-	-
Other income	-	-	-	-
Investment Income	-	-	-	-
Total	326,012	406,076	732,088	493,714

Note 3 Fundraising, Marketing & Public Relations

Analysis	Unrestricted funds	Restricted income funds	Total funds £	Prior year £
Fundraising	-	-	-	-
Marketing & Public Relations	1,661	-	1,661	1,479
Total	1,661	-	1,661	1,479

Note 4 Charitable Activities

Analysis	Generating Genius £	Total funds £	Prior year £
Staff Costs	168,945	168,945	148,822
Freelance Project Management / Coordination (1)	121,235	121,235	466,635
Programme Delivery (1)	183,052	183,052	
Scholarships	9,000	9,000	38,250
Rent & Room Hire	1,303	1,303	899
Travel & Subsistence	491	491	804
Communications	4,557	4,557	2,962
Office Equipment & Supplies	1,626	1,626	3,585
Professional & Legal Fees	3,948	3,948	3,062
Insurance	1,232	1,232	824
Depreciation	-	-	-
Misc.	-	-	7,274
Total	495,389	495,389	673,117

(1) Project Management and Delivery costs were not separately reported in 2024.

Note 5 Governance

Analysis	Unrestricted funds	Restricted income funds	Total funds £	Prior year £
Independent Examiners Fee	460	-	460	460
Total	460	-	460	460

Note 6 **Debtors**

	This year	Last year
	£	£
Debtors	-	-
Total	-	-

Note 7 **Creditors**

	This year	Last year
	£	£
Creditors	6,520	2,900
Total	6,520	2,900

Note 8 Restricted Funds

	1st Jan 2025	Incoming Resources	Resources Expended	31st Dec 2025
	£	£	£	£
AKO Foundation	37,250	60,000	92,874	4,376
GHO Capital	-	-	-	-
Hadley Trust	25,266	161,037	115,379	70,924
Haseltine Lake Kempner	-	3,125	3,125	-
Kilburn & Strode	-	3,125	3,125	-
Legal & General	-	-	-	-
Murgitroyd & Company	-	9,908	9,908	-
National Grid	21,555	151,106	146,743	25,918
Oriel College	11,100	14,650	25,750	-
PDT Partners	20,000	-	20,000	-
Syncoma Foundation	29,250	-	29,250	-
Withers Rogers LLP	-	3,125	3,125	-
	144,421	406,076	449,279	101,218

Note 9 **Reserves**

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Balance at 1st January 2025	11,954	144,422	156,376
Net incoming (- outgoing) resources in the year	277,782	−43,204	234,578
Balance at 31st December 2025	289,736	101,218	390,954

Note 10 Trustees remuneration

No Trustee received remuneration, whilst in office during the year £0 (2024: £0). Expenses reimbursed to, or paid on behalf of Trustees during the year amounted to £0 (2024 £0).

Note 11 Related party transactions

There are no related party transaction that require disclosure.