inclusive futures

2026

IMPACT REPORT

Empowering and **inspiring** individuals to realise their **best** possible **future**



inclusivefutures.co.uk

Founder Statement



Rose Sellman Leava
Director & Founder



Jess Woodsford
Director & Founder

Reflecting on five years of Inclusive Futures CIC fills us with pride, gratitude and excitement for where we're going...

When we founded the organisation on the eve of lockdown in 2020, we were driven by a simple belief: **access to coaching should not be a privilege reserved for the few**. Having experienced its transformative power ourselves, we knew that giving young people - particularly those from low-income and underrepresented backgrounds - access to these tools earlier in life could change their confidence, choices and futures.

Lockdown accelerated that mission. As universities closed and students faced isolation and uncertainty, online coaching, wellbeing workshops and coaching skills training enabled us to reach those who needed support at a critical time.

Five years on, we have grown from two part-time founders into a values-led organisation of eight staff, supported by a talented network of Associate Coaches and a committed Executive Board. Together, we have delivered thousands of coaching conversations, helping young people who once felt they "hadn't dared to dream" feel more confident, resilient and hopeful about their futures.

Our ambition for 2030 is bold: **for 500,000 young people from low-income backgrounds** to have experienced the power of inclusive coaching, helping them define and realise their futures and step into workplaces where inclusivity, contribution and belonging are valued as essential - not optional.

Inclusive Futures CIC is built on hope, strengthened by community and powered by purpose.

And we are just getting started.

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Message from Our Board

Why have a board as a non-profit CIC?

Our Board of Directors bring together a **diverse level of expertise, experience, and perspectives** to guide our growth as a social enterprise and **provide accountability** that ensures we remain focused on our mission to create lasting impact while building a sustainable and meaningful organisation.



Dr Helen Thomas Hughes

Chair of our Board

It has been a privilege to serve as Chair of Inclusive Futures and support Rose and Jess as they have established and developed the organisation over the past five years. I am immensely proud of what they and the team have achieved.

This report documents some remarkable accomplishments. Inclusive Futures has directly supported **3,416 young people**, worked with **55 educational institutions** and supported staff across **50 organisations.** Relationships with universities, employers and other partners have been central to this progress, while the launch of Inclusive Futures Academy marks an important new stage in the organisation's development.

I have also been particularly pleased to see Inclusive Futures step forward to lead the development of the Boys' Impact Hub in Bristol. Bringing together different organisations and interests is no small undertaking, and this commitment to responding to inequalities within our communities says something important about the organisation.

I particularly value the way Inclusive Futures combines coaching for individuals with work to develop more inclusive organisational practices. Coaching creates opportunities for people to reflect on their experiences, build confidence and consider their futures, but the circumstances in which people make choices also matter. This wider understanding of inclusion is one of the organisation's strengths.

The ambitions set out for 2030 are considerable, and our role as a Board is to support this growth while ensuring the quality of our work and the experiences of those we support remain central.

I want to congratulate Rose, Jess and the whole team on what they have accomplished. My thanks also go to my fellow Board members and the many partners and supporters who have contributed to the organisation's success.

I feel fortunate to have been involved in Inclusive Futures during these formative years. **It has been immensely rewarding to see the organisation develop, and I look forward to supporting the next stage of its work.**

Who We Are & What We Do



Inclusive Futures is a not-for-profit social enterprise founded in 2020 with a passion for tackling inequality and creating a fairer and more inclusive future for all. Our work is centred around improving social mobility.

Sadly, in the UK, household income remains one of the biggest predictors of life outcomes – from education outcomes, to health, employment opportunities and overall wellbeing.

Our vision is an inclusive society where all individuals are empowered to realise the future that is right for them.

We achieve this through **the principles of coaching:** creating opportunities for people to build self-awareness, confidence, resilience and the skills needed to make informed choices about their future. We believe that coaching should not be a privilege reserved for the few.

We support young people, particularly those from underrepresented and disadvantaged backgrounds to access opportunities, navigate key transitions and pursue futures that feel right for them.

We support organisations to create more inclusive and impactful environments where everybody can thrive and belong. Through coaching, training, leadership development and consultancy, we help organisations build inclusive cultures, develop effective leaders and better support early career talent.

Together, these two strands of work help to **create a future where more people can access opportunities, feel a sense of belonging, and pursue futures that are right for them.**

Key Impact Data

For Students & Young People

COACHING

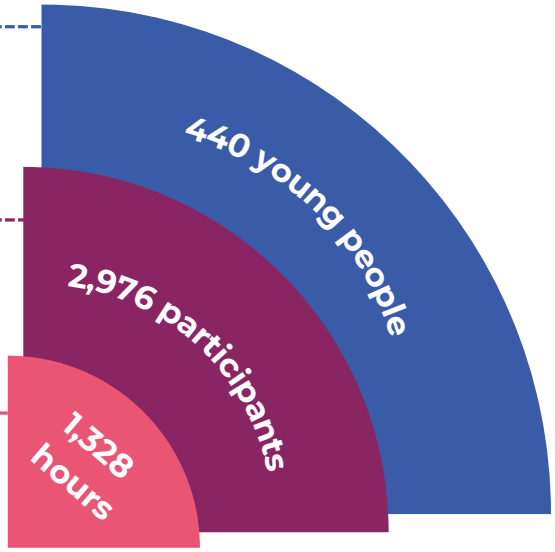
We have directly coached **440** young people and students.

WORKSHOPS

2,976 young people have attended our workshops.

HOURS

We have delivered **1,328** hours of coaching



In the past five years, we have directly supported **3,416 Young People**

Coaching Skills Training — 324 total Attendees

Training hours — **141** total hours

Estimated Indirect Reach — **7, 247** Young People

Total Reach — **10,663** Young People

Total Institutions supported — **55** Institutions*

***Made up of 21 universities, and 34 schools/colleges**

Key Impact Data

For Organisations and Corporates

PARTICIPANTS

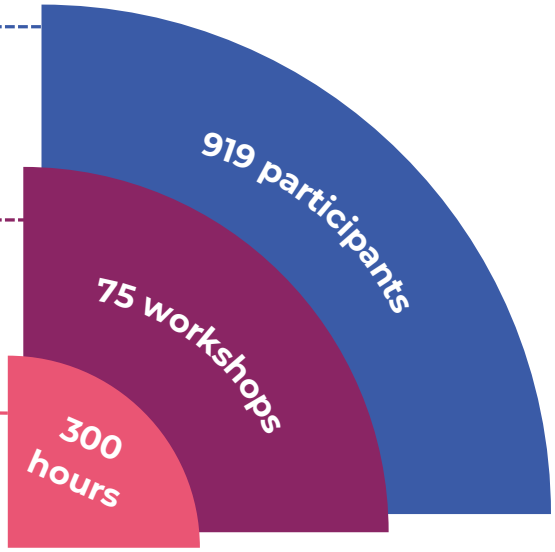
We have had **919 total participants** in our workshops

WORKSHOPS

We have had a total of **75 workshops**

HOURS

We have delivered over **300** hours of coaching



In the past five years, we have directly supported **1,189 staff**

Workplace coaching hours — **348** coaching hours

Participants receiving coaching — **270** participants

Total organisations worked with — **50** organisations

Participants that gained new skills & knowledge — **100%** of participants

Map of Our Reach



Our Reach & Partnerships

Our impact has been made possible through a remarkable community of partners. Universities including Lancaster and York, schools and national organisations have trusted us year after year to coach their students and train their staff.

Corporate partners committed to more inclusive workplaces have helped drive culture change while directly funding our programmes for young people.

And Bristol's small business and social enterprise community, from the NatWest Entrepreneur Accelerator to local founders, mentors and networks, have helped us think bigger, act bolder and grow with confidence.

Our clients & partners

Case Study

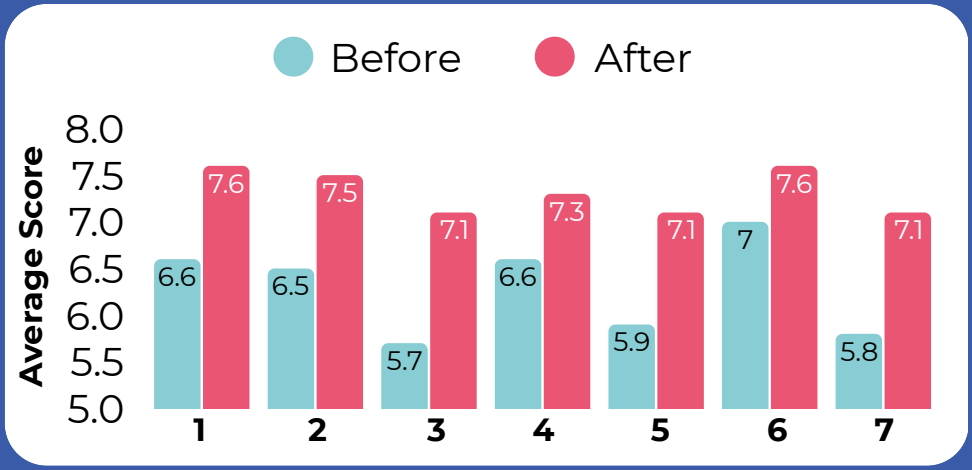
University of York

The University of York's On Track Programme combines **employability support with one-to-one coaching,** helping students build self-awareness, confidence and clarity around their futures.

Following 3 years of pilot delivery, Inclusive Futures became the University's contracted coaching partner for 2025–26.

Data & Evaluation

Students completed a Discovery Wheel at the beginning and end of the four-session coaching programme, **rating themselves across seven areas from 1-10**: Understanding Myself (1), In Control of My Life (2), Self-Confidence (3), Motivation (4), Vision for the Future (5), Resilience (6), and Taking Action (7).



Key Statistics to date

296 coaching sessions were delivered.

145 students accessed coaching support

67% of students reported a stronger vision for the future

71% of students reported a better understanding of themselves

> **"**The team at Inclusive Futures are **clearly passionate about working with students from a range of backgrounds** and have the **expertise** to **support students** with the challenges they face**."**
>
> **Hannah Fraser and Nicola Clemmit**

Read the full Case Study on our Website

Case Study

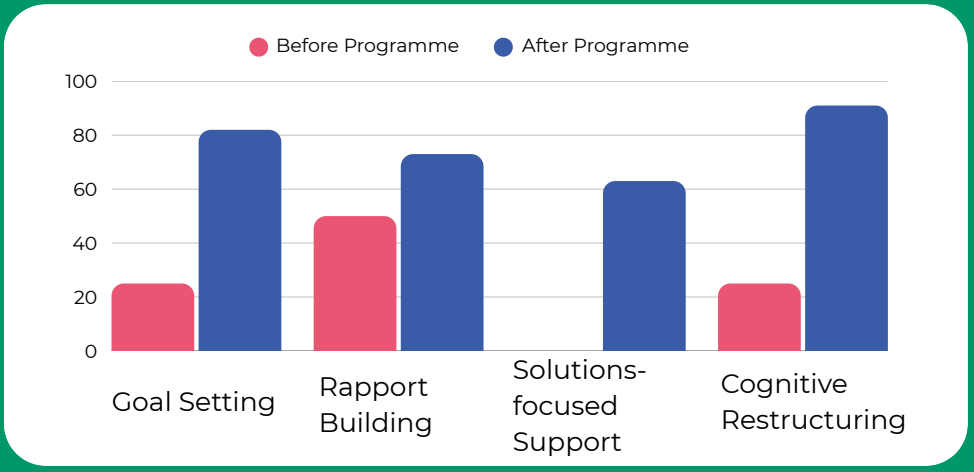
University of Lancaster

A five year partnership supporting the development of **coaching and mentoring approaches** within the **Lancaster Success Programme (LSP)**

What began as a **one-off training session** has evolved into a **deeply embedded,** strategic and reciprocal partnership focused on **student success, belonging and social mobility.**

Data & Evaluation

Evaluation data for this partnership draws on multiple sources, including coaching skills training evaluations, participant feedback, student coaching outcomes, programme engagement data and collaborative evaluation developed jointly by Lancaster University and Inclusive Futures. The table below demonstrates increases in staff confidence in key coaching skills.



Key Statistics

Approximately **500** students supported

356 students engaged during **2025-26**

2,747 one-to-one coaching sessions delivered

Participants were **twice as likely to achieve a First-class degree** than eligible non-participants

> Beyond the LSP, **we are seeing a ripple effect into the wider university community.** Our volunteer coaches are taking what they have learnt and are using it in their broader workload."
>
> **Martin Walker, Head of Social Mobility and Student Success**

Read the full Case Study on our Website

Case Study
IMEX

Read the full version on our Website

Interview with **Jenny Burrow, Head of Learning and Development & Rhiannon Phinbow, Director of People and Talent**

We collaborated on a **Leadership and Management 360 Programme**, which provided leaders with a holistic view of their leadership strengths and development areas through a combination of self-assessment, colleague feedback and peer interviews.

What challenges were you facing, or what had you observed about your organisation, that led to you contacting Inclusive Futures?

Jenny: We've had a goal for a few years around building a **really open feedback culture.**
Our employee engagement surveys a couple of years ago had indicated a bit of a drop in confidence and trust in our senior leadership team. And there were some key areas of feedback that we knew needed to be delivered in a really sensitive and well-handled way.

How was the sales and onboarding process? Please explain why you felt you could trust Inclusive Futures?

Rhiannon: I think **they really listened to what we were trying to achieve.** They were really **open to ideas**. They were really flexible with stuff. They asked good questions to understand what we wanted.

Jenny: **They were also really open and excited about co-creating something completely bespoke for us**. It wasn't like a lot of companies out there; they've got their 360 process on the shelf. It's got a set questionnaire, a set way of doing it, and they're just trying to sell that to you. This was something that **we built together.**

How did you find working with Inclusive Futures?

Jenny: **It felt like we were working with colleagues rather than an external consultancy.** They just kind of felt like an extension of the company for a little while.

We were able to be really open around feedback to them or things that we thought weren't working. I'm not sure that I would feel necessarily that open with many external consultants.

Rhiannon: They always **responded quickly to feedback.** We were quite specific in terms of what we wanted and language and wording. And it never felt like they were getting frustrated with us going back with some of that feedback or raising issues.

Have there been any tangible outputs? Or any other changes you've seen or felt since the programme?

Jenny: **Those scores in our employee survey that had gone down have gone back up** and there were comments in the surveys saying staff really appreciate how seriously concerns were taken, mentioning the 360.

Is there anything else you want to mention that you think other people sort of looking to work with us should know?

Rhiannon: It felt like a really great company to be investing our money with in terms of their ethos and their values, it felt very aligned with IMEX and kind of how we're wanting to work around social impact.

Case Study

Uni Connect

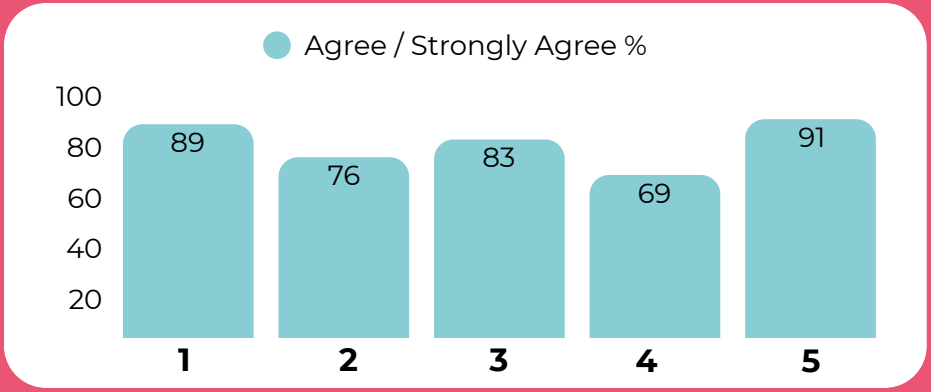
Logical Levels workshops delivered in **partnership with Future Quest.**

The workshops were designed to create space for students to explore their **aspirations, values, beliefs and strengths**, helping them develop greater self-awareness and confidence when thinking about **future pathways.**

Data & Evaluation

The following data was found through **participant feedback surveys** completed at the end of each session. Students were asked to respond to the following prompts on a scale of strongly agree - strongly disagree.

1. I have a clear idea of what my values are
2. I have a clear idea of what careers align with my values
3. I can use what I learned today to support future decisions
4. I feel more confident about future career decisions
5. The workshop was engaging



Key Statistics

17 Logical Levels workshops delivered

34 hours of interactive workshop delivery

Supported **300** young people on free school meals

83% of participants reported they could use what they had learned to support future decisions

"It was **engaging and fun**. I felt **comfortable** talking about my **ideas and opinions."**

Anonymous Student

Read the full Case Study on our Website

Inclusive Futures Academy

We introduced **IF Academy in 2024,** alongside it's Flagship service - the **Diploma in Inclusive Coaching** - in 2025.
Our Academy is a coach training organisation which is both **CPD accredited** and accredited by the **International Coaching Federation (ICF).**

Our aim is to make coaching, and coach training **more accessible, inclusive, and diverse.**

After only a year, our Academy has achieved **global reach,** with participants from all across the **UK, UAE, New Zealand, Australia, Spain, France, Portugal, Ireland, and South Africa.**

The Diploma is an online ICF accredited coaching diploma for aspiring coaches, educators, leaders, and purpose-driven professionals.

8 total cohorts across **9** different countries

69 past/current participants enrolled on our Diploma

536 total training hours

inclusivefutures.co.uk/inclusive-futures-academy/

Coaching Specialist Courses

We also offer **short training courses** for qualified coaches to develop their skills in specific niches - **from grief and loss to neurodiversity.**

We have had a total of **103 participants** across the 5 courses.

Foundation in Inclusive Coaching

We ran an in person**, Introduction to Inclusive Coaching in January and June 2026,** bringing together engaged participants from various roles and organisations **across Bristol.**





Future Goals

Our Aims by 2030

01. We aim to **reach 500,000 students**, directly and indirectly, equipping young people with the confidence, skills and motivation to navigate their futures, recognise their potential and access opportunities that might otherwise feel out of reach.

02. We want to have **supported at least 150 organisations** to build more inclusive, supportive and empowering workplaces, with managers using our Inclusive Coaching approaches as a standard in how they support employees.

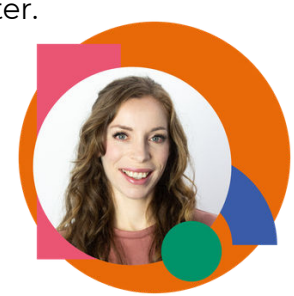
03. We aim to have **trained 500 coaches** through our Academy, widening access to high-quality coaching development and creating more opportunities for coaching to make a positive difference in people's lives.

Our vision for the next 5 years is bold. We want Inclusive Futures to set the standard for how both employers and the education sector not only think about, but demonstrate inclusion.

As I write this, it feels like our world is increasingly prioritising productivity, efficiency and consumption, over kindness, connection and consideration. We want to help change that.

We are seeing, first-hand, the ripple effect in workplaces and the education system when inclusion and consideration are prioritised. Productivity, innovation and efficiency go up. But they increase at the same time that young people, and employees feel safer and more confident to articulate themselves.

We believe that when people feel valued, heard and empowered the impact reaches beyond those individuals. It transforms organisations, strengthens communities, and has the power to change society for the better.
This is the future we are creating.



Rose Sellman-Leava
Director & Founder

inclusive futures

Thank You for your Support

Want to keep up with us?



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