

THE AMOS BURSARY
IMPACT REPORT
2014

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Contents

Introduction	2
The Future	3
The Challenges Ahead	3
Business Development	4
<i>How we work</i>	4
<i>Partnerships</i>	4
<i>Recognition</i>	4
<i>Funding</i>	4
Academic Success	5
Preparing for the world of work	5
International opportunities	5
<i>Democracy and Youth European Conference</i>	5
<i>The New York Experience</i>	6
<i>Gambia and the Prolifica Project</i>	6
Personal and Leadership Development	7
AB Mentoring	8
<i>Mentor Voices</i>	8
Accessing Opportunities	9
<i>The Inspired Leaders Network</i>	9
<i>'Inspired to Succeed'</i>	9
<i>The Institute of Directors (IoD) Business Ethnicity Summit</i>	9
<i>The US Embassy</i>	10
<i>Charity Events</i>	10
<i>Caribbean Diaspora for Science Technology and Innovation</i>	10
Outstanding Achievements	11
Community Engagement	12
<i>The 'Ambition' Career Networking Events</i>	12
<i>The Prudential Conferences</i>	12
AB Events	12
<i>The House of Lords Reception, 21st Century Education for Business</i>	12
<i>End of Year Party</i>	12
Amos Bursary Alumni	13
<i>Alumni Voices</i>	13
Amos Bursary Activities - 2014	14
Our Structure	15

Introduction

2014 marked the 5th Anniversary of the Amos Bursary and as I look back at our journey, I realise how far we have progressed.

In 2009 we began with seven students. Today we have 106 mentors, 22 volunteers, 55 current Amos Bursary students and eight graduates. We have been actively leveling the playing field for our students, providing opportunities to give them the edge required to compete effectively against their peers.

The underachievement of black boys is well documented and much academic research has focused on the negative outcomes of their schooling. This persistent deficit model reinforces negative stereotypes and adversely affects the expectations of these boys regardless of academic performance, thereby creating a self-fulfilling prophecy.

Research shows that good grades have failed to get British boys of African Caribbean descent to top universities and have not opened up the same career opportunities that are available to other students. They have been identified as the most underrepresented in higher education and the professions. These students have achieved academic success but have limited opportunities; financial limitations; families without a strong tradition of participation in higher education and limited knowledge of the post 16, University and recruitment process. All of which contribute to reduced confidence and self-belief critical for success.

The Amos Bursary continues to change this narrative by giving our students leadership, professional and personal skills ensuring they are fully equipped to make informed and appropriate choices for their futures, preparing them for university, work, and to become "real" models in their communities.





The Future

We will continue working to empower the next generation of young people with the skills they need to achieve economic independence and security. We will invest money, time and skills by putting in place the infrastructure and activities required to harness the individual creative talents of our diverse group of students, and facilitate a model of student learning and development that is unique to the Amos Bursary.

Through excellence in both our internal offering and those of our external delivery partners, we aim to create a holistic environment that incorporates a 'best practice' approach where learning is embedded within the daily lives of our students, and results in the development of transferable skills for the world of work.

Our mentoring programme is at the heart of our service and we will make sure our mentors have the skills and knowledge required to support our students.

The Challenges Ahead

- To ensure the Amos Bursary as an organisation, has the resources and infrastructure in place so that we are able to offer an excellent service to our young men and the companies and individuals, upon whom we depend
- To generate funds to ensure the growth and sustainability of the Bursary
- To meet the demand for more professional and peer mentors
- To provide access to networks and advisors to help negotiate today's complex labour markets.
- To identify UK and overseas internship/ work experience required by corporate organisations
- To increase the range of experiential and networking opportunities
- To increase the number of companies and the sectors the Amos Bursary engages with in order to broaden horizons, widen opportunities, challenge preconceptions improve representation and to inspire for growth

Founder, Director Colleen Amos



Business Development



How we work

This year the Amos Bursary reviewed its operational structure and placed greater emphasis in two areas: the student and mentor recruitment and support team and business support to improve our customer relationship database. The database has become an integral part of the student recruitment process. The next stage will be the development of the database to include mentor recruitment online.

Partnerships

As an organisation we believe in the importance of forming strategic partnerships with others who share our vision.

Corporate Sponsors	Education Sponsors and Partnerships
Linklaters, Prudential and Cititec	Imperial College, London, UCL and BPP, LSE
Project Partners	Business Links
Powerful Media, Rare Recruitment, The City Brokerage, SEO London, Ideas Foundation	EY, Dentsu Aegis, PA Consulting
Networks	Training Providers
Inspired Leaders Network, Reach Society , Inspired to Succeed, Inspirational You, Creative Access	Chris Cain, Robyn Spens, Linda Bolland, Stewart Desson, Chrissie Smith

Recognition

In recognition of The Amos Bursary’s innovative use of Lumina Spark a business psychology model as a fundamental part of student progression, we were awarded the prestigious ‘Association of Business Psychology Workforce Experience Award for Excellence in Inclusivness.

The Bursary uses individual personality portraits to help students build self-belief, and confidence.

The programme provides them with the resilience needed to handle the challenges they will face, and shows them how to take personal responsibility for organising their lives, shortcomings, and setbacks.

Funding

In 2014 The Bursary was predominantly funded by corporate sponsorship with our established sponsors Linklaters and Cititec providing us with financial and extensive support in kind. Prudential plc came on board as a corporate sponsor this year for our 2014 Cohort of students.

Extensive fundraising took place to support our overseas internships including the New York Experience. 2014 saw our first London Marathon participant Robert Grant. Due to his efforts we were able to raise £3,700.

We continued to benefit from the fundraising effort of EY and Linklaters HR team and a number of anonymous donors. We are currently pursuing a number of potential opportunities and next year will explore securing funding via grants and foundations.

Academic Success

We aim to equip our young people to access top universities and overcome the extreme difficulties generally faced securing employment in their chosen careers .

This academic year has seen 18 Amos Bursary students embark on a new chapter of their lives as undergraduates.

The competition to get into topflight universities is ever increasing and this year, eight of our 18 students gained places at three of the world's top ten; Cambridge University which averages five applications per place, Imperial College London which averages seven and University College London which averages eight.

Five AB students secured scholarships to UCL. Other reputable universities our students attended this year are: Manchester, Lancaster, Reading, Royal Holloway, Essex and Surrey.

Four students graduated in 2014 from Cambridge, Warwick, Essex and Chester Universities, three with 2:1 degrees. Currently three have secured employment.



Preparing for the world of work

This year a core part of the programme has been assistance with personal statements, cover letters and applications, advice on grants and loans, university choices, securing internships, and interview practice.

To enhance their personal skills, university applications and career prospects many students participated in work experience with a wide range of organisations during the summer holidays . Companies included: Linklaters, Barclays, Citibank, Towers Watson, Google, Goldman Sachs, McFarlanes, EDF, RoyalFree and Hillingdon Hospitals and Cambridge Associates.

International opportunities

Democracy and Youth European Conference

In July, 7 students participated in the Democracy and Youth European Conference held in Seville. The annual conference seeks to inspire a sense of citizenship, solidarity and tolerance among young Europeans and to involve them in shaping the Union's future. Students who took part in the conference were: Courtney Mikely, James Nsimbe , Kenny Imafidon (Group Leader) , Kenny GB-Dumaka , Paul Egunjobi , Ryan Clarke , Burphy Zumu.

In preparation for the trip the students held two consultations between March and April to gauge the opinion of young people in London on the European Union. The team of seven made proposals to the future Members of the European Parliament on topics which affect young people in their daily lives. These proposals were filmed and uploaded onto the project website in order to facilitate their dissemination among the future Members of the European Parliament and at general European level.

"They really made me proud as team leader. The other delegates and the president of the host organisation were extremely impressed and are keen to invite us again to Seville for other projects."

Kenny Imafidon, Team Leader

The New York Experience

After a rigorous application process, ten students were selected to live and work in New York last August. The lucky participants were Daniel, Segun, Ricky, Dumebi, Jesse, Peter, Victor, Shannon, Solomon and Troy.

The students were hosted by Linklaters LLP, EY, BNY Mellon, Adjaye Associates, Baruch College, New York City and The National Minority Business Council.

"The New York Experience has been amazing and undoubtedly unforgettable. Through the experience I have been able to increase my self-awareness, meet some wonderful individuals and construct innovative ideas instigated by the 'New York State of Mind'"

Daniel Agard

"People in NY are very optimistic and open about what it is they want and aren't afraid of doing what it takes to get to where they need to be." Shannon Gayle

"The unpredictable nature of the city mirrors the unpredictability of where our lives will take us in the future. Nonetheless, I hope that from this experience we can all make our future predictably great." **Dumebi Dumaka**

Dumaka

"Looking up at the huge skyscrapers inspired in us a feeling never quite felt the same way in England; this was the land of opportunity. It was then that we realised that we could sit and whinge over the minor setbacks, and get nowhere, or we could think big and reach heights unparalleled by even the Empire State or World Trade Centre." **Jesse Williams**

"I thought it was very well organized. I was extremely impressed with the students I came in contact with."

"It was a great experience, having the welcome and leaving receptions were very helpful. I think perhaps for next year it would be good to have the program for 4 weeks as over a 3 week period it can be difficult to try to get the students fully engaged on a project."

Linklaters LLP

Gambia and the Prolifica Project

Last year Emmanuel Opoku worked in the Gambia on the Prolifica Project alongside renowned scientists and researchers from Imperial College London where he assisted with lab work and research projects. Prolifica is an EC funded project investigating liver cancer, which arises because of cirrhosis of the liver. Below is an extract from his journal while in the Gambia.

"Since my last email, work has been pretty much the same as I now have a more specific role in the team. I regularly update a spreadsheet I created of HC4 list of patients and what dates they have been coming into the clinic and generating a list of those we need to invite to the clinic. I really feel like part of the team now, especially as I have my own reports to feedback to the rest of the staff about what has been going on with the HC4 at their fortnightly meetings."

The nature of work for the past few weeks have been quite administrative but I have been enjoying working very closely with Dr Ndow and Alagie Sanneh. Whenever work calms down I find time to help out Dr Haddy Fye on her post doctorate project and she has promised to acknowledge me by including my name on her publication. I am also quite excited at the possibility of going to the field tomorrow with the field team to meet up with patients who live too far to be invited to the clinic and to also supply those on treatment with their required prescriptions."

Last week, I was invited to a gathering by Dr Ramou Njie (head of GHIS for WHO and principal investigator for PROLIFICA) at her house. I had the wonderful opportunity to build rapport with the team and Dr Njie herself. She expressed her gratitude for the work I was helping her team do and asked me to extend her thanks to the Bursary for collaborating with MRC in such a fruitful relationship for both parties."

To my surprise, a total of 6 new students have joined the MRC on similar placements as me or are working on project for their respective courses. After 2 months, I find it quite humorous that I am regarded as a source of local knowledge for the newcomers. I guess it goes to show how well I managed to fit in here. The days are slowly creeping up on me and I will be quite sad to leave Gambia behind. On the other hand, coming back home to family and friends is something I am quite look forward to, especially after living in such a close-knit community like Fajara where family and friends are really valued. "

Personal and Leadership Development

This has been a busy year with an increase in the numbers of programmes offered.

For the third year running, Imperial College London hosted the Amos Bursary's 'Beyond Outstanding' student residential conference.

The theme of the conference, RE-IMAGINE, was inspired by the evolutionary theorist Charles Darwin's quote "It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change."

Below are some of the programmes delivered in 2014.



 <p>Using Social Media to your advantage</p>	 <p>How to excel at Assessment Centres</p>	 <p>Mind planning for Exam Success</p>	 <p>Dine like a Diplomat</p>	 <p>Cultural Awareness</p>	 <p>Speed Reading</p>
 <p>'Lumina Spark' programme</p>	 <p>'Networking for Career Success'</p>	 <p>Business Writing Skills</p>	 <p>Boys to Men & Stress Management</p>	 <p>Personal Finance & Money Management</p>	 <p>Presentation Skills & Voice Production</p>



AB Mentoring

This year the mentoring programme has been reformed to accommodate more organised sessions for mentors, parents and students. Parents now attend the 'Mentor Pairing Sessions' and combined information sessions are held. Mentors are also encouraged to participate in the personal development programme 'Lumina Spark'

Mentor Voices

Felix Hebblethwaite, Professional Mentor

I have thoroughly enjoyed my experience as a professional mentor and it is something I would heartily recommend. David and I have been working together for 2 years and I really enjoy our conversations. I think we both learn something new as a result of our discussions every time we meet.

Marcus Cato – Professional Mentor

Everything starts with conversations and so mentoring is no different. The peer mentor, our mentee a university student studying outside London, and myself collaborate with each other through conversations. A substantial number of these take place on Whats App. The main topics of the conversations tend to be about the mentee's

goals and progress towards those goals and any challenges that may arise in pursuit of those goals. Encouragement in large doses is given along the way. The peer mentee and I communicate directly with each other so that we are aware of what is going on with our mentee as we are also both in touch with him individually at different times.

We all meet together face to face several times a year and also meet individually with our mentee. The face-to-face meetings are important as it is an opportunity to see and hear progress and challenges in real time. If an issue is critical then if possible face-to-face is preferable as you are able to see the body language, facial expressions and link them to the words and tone used much more easily than words on social media which can be a little one dimensional even with emoticons. Doing so I believe adds greater value to the situation and development of the mentee. The face to face meetings demonstrate how the mentee is changing and growing in confidence, competence and maturity in how they show up engage in conversation and articulate their hopes and concerns for their future. The learning is not just two way mentoring has certainly increased my own knowledge and use of social media and its importance to young people tuning me in much more about the challenges facing young people starting their career journey in the twenty first century.

Alex Wiggins, Professional Mentor

One of the key themes in the Amos Bursary mission is to 'empower' mentee's to realise their career ambitions. I first joined the Amos Bursary as a professional mentor, I now act as both peer and professional mentor, and from the outset my aim was to provide tangible advice and opportunities.

My mentee Daniel has never failed to recognise the importance of these opportunities, putting them into context with his ambitions.

Daniel and I first met mid-2013 and we wasted no time in setting out a plan of action for the first year, using the Amos Bursary handbook, which helped to outline aims, goals, strengths and weaknesses and commitments we could both meet. This was important as it helped us to co-ordinate our efforts effectively, bearing in mind work life and study arrangements.

As I work within the education sector, we began by discussing the potential academic paths that Daniel could take. I used my professional network to arrange for Daniel to sit in on two lectures, one on an LLB (Hons) course and another for a BSc (Hons) Leadership, Enterprise and Management. These gave Daniel the opportunity to experience the types of course he was interested in, allowing him to make a more informed decision when applying to university.

In August 2014 the Amos Bursary sent 10 students to New York, to gain valuable work and life skills in an international setting. We both saw this opportunity as a way to further develop his personal, academic and career prospects.

In the build up to this Daniel committed himself to raising £500 towards the trip by taking part in the 10km Peckham Rye Run. I joined Daniel in the run, and although no new record times were set, it helped remind each other that we were both in this together. I would recommend that mentors provide their mentee's with both professional and moral support.

As a result, Daniel interned at Baruch College, City University of New York as Diversity and Inclusion Officer and Academic Officer. We ensured his time would be well spent, by liaising with colleagues at Baruch College, in order to setup up a clear plan. The support provided by the staff at the college was superb and was only made possible through professional networking.

Collaborating with each other and with others has enabled our mentoring partnership to become successful, but only because of the effort we both dedicate to it.



Accessing Opportunities

The Amos Bursary encourages its students to join organisations, attend events and conferences to build their confidence, and network to make contact with professionals in their areas of interest.

The Inspired Leaders Network

AB students meet the very best of the UK's leaders. They have the opportunity to probe and further develop their knowledge across a wide range of issues covering the entire business spectrum

'Inspired to Succeed'

Students attend this speaker series hosted by the Linklaters BAME Network, in association with the City branch of the Black Solicitors Network

The Institute of Directors (IoD) Business Ethnicity Summit

Victor Azuibuke and Warsame Ismael attended the IoD Business Ethnicity Summit. Through networking Victor secured one week's work experience and Warsame said "The event was thought provoking and it reinforced some of my ideas that diversity does increase productivity and performance in a business.

Vivian Hunt, Director McKinsey and Company, provided evidence to show that there is a positive correlation with diversity and business performance. It was a very useful evening."

The US Embassy

This year 33 Bursary students have visited the US Embassy on two occasions. They attended a talk with Simon Sinek, author of 'Start with Why: How Great Leaders Inspire Everyone to Take Action' and for the Preview of the film "Selma" - At both events the students took part in question and answer sessions and used the opportunity to network.

Charity Events

Professional mentor and CEO of Cititec Stephen Grant donated a table for 8 students to attend the COCO Charity Fundraising Dinner hosted by Mo Farah. The occasion gave students the opportunity to be in the company of a host of sporting greats.

Caribbean Diaspora for Science Technology and Innovation

KC'I Beckford, year 13 - Accessing Opportunities

On the 11th November 2014, I was lucky enough to be invited to the Caribbean Diaspora for Science Technology and Innovation CADSTI_UK event which was held at Microsoft's London offices. I heard about the research being done by Microsoft in the fields of computer science and biology. I, along with two other students of the Amos Bursary, Treasure and Renael attended the talk, presented by Dr Andrew Phillips, a leading researcher in the field of biological computation and head of the Biological Computation Group (BCG) at Microsoft, Cambridge.

As an aspiring computer scientist with a passion for the central sciences, attending this talk resonated with me on a very personal level. It was inspiring to listen, and really think about the work being done within computer science, and opened my eyes to the astonishing breakthroughs science and technology may achieve in the future. I am looking to attain a degree in physics at university and so discovering how easy it is link fundamental aspects of science to computer science has strengthened my confidence in wanting a career in this field. Potentially linking computer science with conventional physics in a similar way to how Dr Phillips links it with biology gives me a wider outlook on the different ways we can approach advancing science and technology and makes me wonder whether computers could be used to answer some of the most fundamental questions we have in the universe.





Outstanding Achievements

Kenny Imafidon, Kenny was named Top 10 Student in the 2014 Rare Rising Stars Awards and was presented with a Letter of Commendation at the Southwark Civic Awards which pays tribute to the finest examples of active citizenship in the borough. Kenny sits on a number of Youth Boards and has published two reports. His first report entitled "How does politics and economics affect gangs and serious youth violence across the UK?" was followed by the thought-provoking "Is Politics for young people?"

Wilfrid Obeng-Boayke was also included in the National Rare Rising Star Awards top 10 and was listed in the Powerful Media publication as a Future Leader. He said "One of my greatest achievements is being named a student ambassador. As an ambassador, I visit inner city London schools to present the work of the Bursary and to recruit future talent." Wilfrid is completing his placement year which included placements at Goldman Sachs and Google. He returns to Sussex University in September to complete his degree in Computer Science.

Max Aeur was co-chair of the Excell3 Parents and Children's Conference. The conference was entitled "Education Success, Nothing Less" with

presentations by leading educational experts. Last year Max secured internships with Deutsche Bank in the UK, Chili and Brazil. He is currently studying at Birmingham University.

Darrell Adjei and **Kwarteng Sarfo** were two of the four finalists in the A Level Category of The ninth annual London Schools and the Black Child Academic Achievement Awards organised by Diane Abbott MP. They are currently studying at Imperial College London.

Ivan Beckley UCL Medical student and a colleague founded 'Limitless' in 2014, a programme led entirely by inspiring university students to raise the ambition of students aged 12-14 within secondary non-selective schools across London. The project has grown from strength to strength.. He was selected to attend the very first TEDxTeen event in London at the O2 Arena and has secured funding for the programme. Ivan said "Networking is not a natural skill for most people. And I was one of those people. But by the fantastic opportunities the AB has offered me, I have been confident enough to build the network and contacts that has allowed Limitless to be where it is today, and where we hope to be in the future. In fact it was at one of my very few networking events with the AB, located at Cass Business School where we connected with our first business advisor and mentor."



Community Engagement

Community engagement is crucial to the success of the Bursary and this year we continued to attend networking events and conferences to build relationships with the families of our current and potential students.

The 'Ambition' Career Networking Events

We brought together inspirational speakers who shared their stories and gave insight into a range of careers. The events were well attended by students, mentors and supporters.

This year we noticed an increased number of younger students attending with families or with their schools.

The February event, 'Retail Beyond the Shop Floor' was held at Linklaters. In May EY hosted 'The business of Sport' and in October The Prudential was the venue for 'The Communications and Marketing Mix'.

Thank you for such an enjoyable and informative evening last night. It was so inspiring to hear about your work from some of your professional mentors and your mentees. We are so delighted to be working with you and supporting the 2014 cohort.

John Murray, The Prudential plc

Career Conferences

We attended the Annual 'Reach' Careers Fair and the London School of Economics, Black Achievement Conference, effective ways to meet prospective students and their parents. Our students were also encouraged to attend to represent the bursary and participate in the conferences.

AB Events

The House of Lords Reception, 21st Century Education for Business

Our flagship event for 2014 was the Business Development event held at the House of Lords.

Lord Nash, Minister for schools addressed prospective Amos Bursary supporters. Baroness Amos made a special appearance with Business Guru, Rene Carayol and Dr Debra Humphris who Chaired the discussion. Students Wilfrid Obeng and Mentor Tyrone Edwards also spoke about their Amos Bursary experience. The event introduced a number of new organisations to the work of the Bursary and new leads are still being followed up.

'Hannah and I were reflecting on those very early days and it gives us both great pride to say that we were there at the beginning. Yesterday evening was great. There is nothing better than 'standing room only!'. Brilliant!

Lord Mitchell

End of Year Party

The year was rounded off by an awareness and fundraising Party for the Bursary at Thai Silk Restaurant, Southwark. The even was well attended and raised nearly £2,000.





Amos Bursary Alumni

Currently there are eight graduates who are now working in a range of careers including, Health PR, Financial Recruitment, digital marketing and Journalism. On securing employment they have returned to the Bursary and are now working as volunteers in a range of capacities as mentors, committee members and student advisors.

Alumni Voices

'I recently attended the yearly residential weekend at Imperial College and had a bit of a moving experience, knowing it would likely be my last as a student on the Bursary. The feeling was not one of sorrow - I certainly knew I would continue to be involved with the Bursary; it was more one of immense pride to have been involved, and to have witnessed and been a part of its growth. The weekend, for me, was more a reflection of my time on the Bursary and marveling about what the future holds for the Bursary. When I joined I believe there were 12 of us in total; to see it grow to over 60 students now is certainly quite touching. It is rare that I am ever in a room with that many young black men whose drive and potential is completely unshackled. It made me optimistic and excited about the possibility of working with students in the future. I think that is the most brilliant thing about the bursary; you never stop being involved and will always be welcome in the family.'

Nathan Gray, Graduate Warwick University

I found my A levels very challenging, and a constant thought in my mind was, "I know I am not stupid but why do I find it so difficult to get the information in my head onto paper for my course work or exams." As a result I failed my A Levels. Following this, I avoided contact with the Bursary or attending any events as I was ashamed. Then Colleen phoned me one night and said "we are not giving up on you". As a result, the Bursary provided me with additional mentors and life coaches who helped me to reorganise my life style. I went on to start my degree in Theology at Regents Theological College in Worcester. There I discovered that I had a learning difficulty, which my schools did not identify. This added to the struggles that I faced in college. But the consistent support of the Bursary gave me the encouragement I needed to continue my studies. The Bursary gave me the platform to raise my aspiration and the encouragement to pursue my education, despite the challenges I encountered. I have now completed my degree with a 2.1 in theology.

Xavier Hamilton, Regents Theological College, Chester University

Amos Bursary Activities - 2014

January 2014

- 'Lumina Spark' personal development programme for Mentors and Committee Members
- Student Development - Using Social Media to Your Advantage

February 2014

- 2014 Cohort of students recruited
- The Amos Bursary Supporters Meeting... RETAIL – Beyond the Shop Floor
- Student Development – How to excel at Assessment Centres, University of East London

March 2014

- Student and parent Introduction Cohort 2014
- 'Lumina Spark' personal development programme – Cohort of 1214
- The Prolifica Project – The Gambia (March – July)
- Student Development – MindPlanning® for Exam Success

April 2014

- Student Development – 'Dine Like A Diplomat' & Cultural Awareness
- Student Social – Football for Fun
- Recruitment – UCL students for September 2014

May 2014

- The Amos Bursary - AMBITIONS event – 'The Business of Sport'

June 2014

- The House of Lords Reception – 21st Century Education for Business
- Student and Mentor introduction – Cohort 2014
- Student Development – 'Networking for Career Success'
- Student Development – Tutored Physics and Maths

July 2014

- Student Development – 'Beyond Outstanding' Residential Conference
- Democracy and Youth Conference – Seville
- The New York Experience – July – August
- NCS – The Challenge programme (two week Residential)

September 2014

- Mentor, Student and Parent seminar with Rene Carayol
- Student Development – Business Writing Skills with the Examiners
- Student Development – Boys to Men (Part 2) & Stress Management
- Student Development – Presentation Skills & Voice Production

October 2014

- Leadership workshop at the US Embassy, London
- Student Development – Personal Finance & Money Management
- The Amos Bursary – AMBITIONS event – 'The Marketing Communications Mix'

November 2014

- Community fundraising Party
- 'Lumina Spark' personal development programme for Mentors and Committee Members
- Student Development – Mind Planning for Exam Success Revision Surgery / Time Planning
- Student Ambassador Training for recruitment 2015
- Launch of Student Recruitment for 2015

December 2014

- Student Development – Speed Reading

Our structure

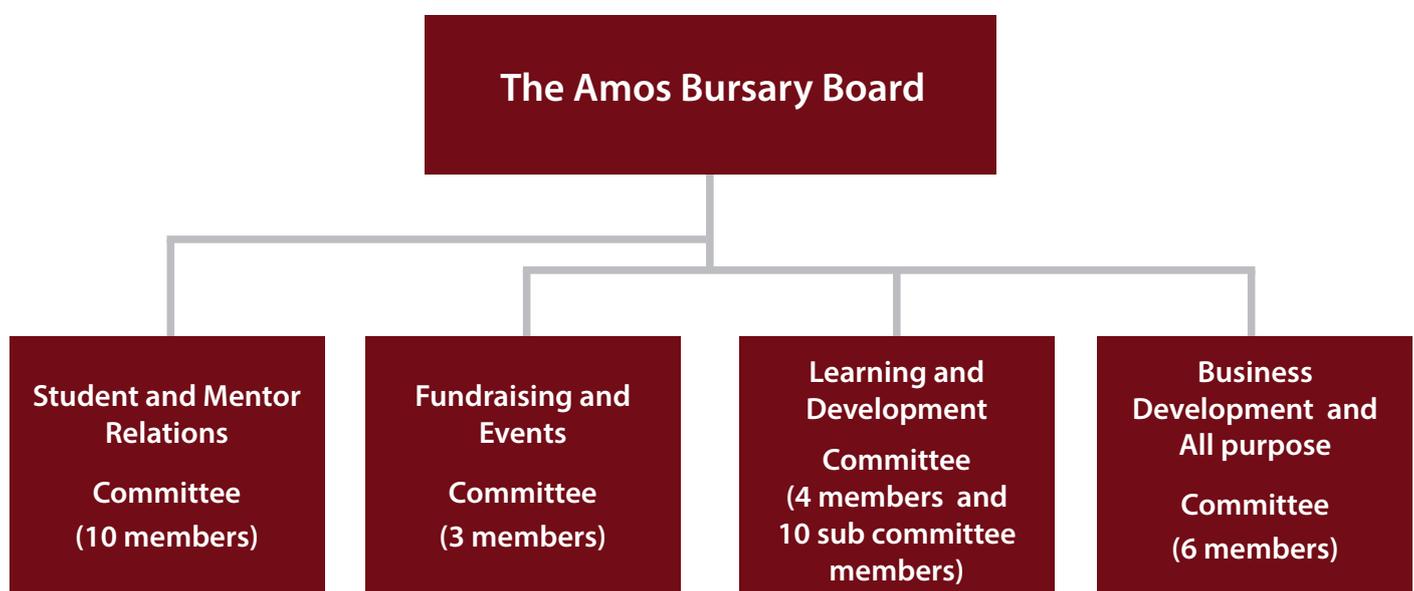
The Amos Bursary is run by a dedicated team of trustees and volunteers, all passionate about helping our young men achieve their ambitions. The Board sets the overall direction of the Charity and is supported by volunteers who work with the charity in various committees. There are three sub committees, each chaired by a member of the Board of Trustees and the General purposes committee which provides the following services: - general administration, finance, business development, community engagement communications and marketing. Founder and Board member Colleen Amos is responsible for the day-to-day management of the Charity.

The Board

Our Board members are volunteers who are active participants in our work, typically spending a considerable amount of time on Amos Bursary business as chairs of committees. As with any charity, the board of trustees is responsible for the overall wellbeing of the organisation, in particular in financial terms, and are the ultimate guardians of the governance and probity of the organisation. The current board comprises the following individuals:

<p>Sarah Ebanja Chair Business Development</p>	<p>Colleen Amos Director</p>	<p>Pamela Clarke Head of Recruitment and Support</p>	<p>Desiree Fraser Head of Events and Fundraising</p>
<p>Joy Maitland Head of L and D</p>	<p>Yane Amos Head of Student Recruitment and Support</p>	<p>Ashley Horsford Head of Mentoring Services</p>	<p>Stephen Brookes Mentor Performance</p>

Thank you to our volunteers who work tirelessly to support the work of the Bursary.



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