

AMOS

The  
**AMOS**  
Bursary

2009-2019

CELEBRATING

**10 YEARS**  
shaping futures





The Amos Bursary exists to help Britain's talented young men of African and Caribbean heritage fulfil their academic potential, attend top universities, and secure good professional jobs in which they can excel and give back to society.



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The Amos Bursary has been pivotal in the trajectory of my life. I joined in 2013 and I have only have dreamed of, improving my personal, professional and emotional life.

I've interned across the globe for some of the world's most dynamic companies across a plethora of industries and have been provided with mentorship, sponsorship and advocacy that has helped provide me with a rich and textured educational experience and has also bolstered my career ambitions.

It is as a result of the true sense of community and service that is cultivated in every Amos Bursary scholar, that I believe in the crucial importance of paying it forward. At every opportunity I'm provided with I seek to pass on some of the wisdom that was provided to me to the young men entering and beginning their journeys with the Amos Bursary.

**Victor Azubuike**, Warwick University  
JP Morgan

## CHAPTER 1

# Introduction

I am writing this in the knowledge - hot of the press - that our co-founder and chief executive, Colleen Amos, is now Colleen Amos OBE!

How well deserved - especially in this year - when we are celebrating a decade of the Amos Bursary. It is especially fitting because in this, our 10th year, the outcomes we dreamed about at the start for our young men are now being realised, being sustained and being elevated.

Throughout our journey, with 50 young men having already completed their university journey - and a further 150 young men pursuing theirs - together we've all been led, cajoled, inspired, enthused and exhausted by Colleen's relentless pursuit of success for the Amos Bursary young men and, in turn, for those who follow in their footsteps and for industry, the professions and society as a whole.

The word 'together' is synonymous with the Amos Bursary as it reflects how, through others' giving, we've been able to achieve success and how we will continue to pursue success.

Colleen's ability to persuade, to lead and to deliver - which are clearly family traits - and her passion to stop the unacceptable wastage of young Black British talent in the world of business, has resulted in all of us being here this evening, celebrating the 10 years (and now her three new letters).



I've been Chair of the Amos Bursary since its creation and I'm immensely proud of Colleen, what the Amos Bursary has already achieved, and what we're intending to go on to achieve together, hand in hand.

Thank you Colleen, thank you Amos Bursary Patrons and fellow Board and Committee members, thank you to all our supporters – to whom we are indebted – and thank you to our young men.

**Sarah Ebanja**, Chair



Colleen Amos OBE  
CEO, Co-Founder,  
The Amos Bursary

## 10 years shaping futures

Ten years is a milestone for any organisation, and as I look back over the years, I have a great sense of achievement for what my family, friends, volunteers and supporters have achieved. The bond we have created as a group of people with a shared vision and set of values for the future and the impact we have made on so many young lives. We continue to challenge the current narrative of underperformance, underemployment and crime for our young men. We know that a community cannot thrive without positive role models who will support their peers to make better choices.

The aim of every student joining the Bursary has always been to achieve success, but we also knew that they would have difficult times, we knew at times they would have to step back to move forward. They would encounter challenges like never before. The Bursary has been with them through the bad times and the good, encouraging them to develop a positive attitude and overcome self-doubt.

Since 2009 we have held over 200 development workshops and offered hundreds of networking and professional development opportunities. With a brotherhood formed of 107 AB students, 47 alumni, over 50 Associates, 250 mentors and 35 committed volunteers all working towards the same goal; many students have excelled, supported by the guidance of our volunteers, facilitators, speakers and mentors. As part of their personal and professional growth and development, the students have used the information, tools and techniques provided to prepare them during their time at university, gain greater insight and preparing them for the world of work where many of them are now fully embarked on developing their career journey.



However, the figure of 204 does not truly reflect the impact that the Bursary has made. We know that thousands of young people have benefited since our existence. Students who applied to the programme and were unable to secure places, have kept their eye on the prize, determined to prove that we made the wrong decision by not selecting them. The thousands of students and their families who over the years have attended our events, networked with AB students and other influential people who have gained valuable insight which has helped them with their personal development or progression in their careers.

The thousands of students who have listened to the words of advice and guidance provided by AB students and graduates as they go around the country, indeed around the world visiting schools, speaking at conferences and seminars. In our 10 years of operation, 100% of our graduates have embarked on postgraduate study or are currently employed at leading organisations such as JP Morgan, Google, Goldman Sachs, Atkins Global, Barings Global, Wayra (Telefonica), Linklaters LLP, The Home Office, The NHS, Unilever – among others. Some graduates have further embarked on entrepreneurial journeys, starting their own businesses. Currently over 50% of our students study at a Russell Group or Ivy League university; 70% of whom study at the top 10 universities in the UK according to 2019 rankings – mastering subjects from Architecture to Aerospace Engineering.

To mark our ten years, the students selected the theme ‘It takes a village’. This year, we will reflect on, think about and thank everyone who has supported the Amos Bursary and our students. We will continue to populate ‘our village’ with any and everyone committed to championing young men who have worked hard while at school. Young men who deserve the right to understand the systems at play, acquire the skills required, have access to experiences and be given the opportunity to progress in the careers of their choice.

We recognise the selflessness of the hundreds of people who since 2009 have ensured that our ‘village’ is populated with people from every race, religion and creed ready to support our young people. We celebrate the achievement of the students who continue to demonstrate that given the right level of support, access and opportunities they can outperform their more socially affluent counterparts in the UK.



We look forward to  
the next 10 years with  
confidence.

This is in reference to the African proverb 'it takes a village to raise a child', and was chosen in recognition of the role that the various sponsors, mentors and wider community played in developing the scholars into the great young men they have become.

### The future

We will continue to strengthen the employment potential of our students by:

- > Maximising our use of Alumni and Undergraduates
- > Giving a greater focus on technology and well-being
- > Maximising networking opportunities
- > Embedding the Associates Programme as a tool to upscale the Bursary with limited financial impact
- > Exploring the potential to support schools, universities and organisations using our approach to raising attainment of students and explore alternative funding opportunities

The Amos Bursary has been successful in supporting young men of African and Caribbean descent but is considering extending their work to young women of African and Caribbean descent who also have needs in relation to their educational and career development. Thought and consideration is being put into the form(s) of this support to ensure the specific needs of these young women are met without affecting the existing provision for our young men.

Enjoy the magic of the Bursary over the last 10 years. Read the stories and enjoy the photographs of our students, alumni and mentors - the journeys they have travelled together, the experiences they have shared and the life long bond they have formed, all of which contributed towards the first 10 years of the Bursary.

**Colleen Amos OBE**, CEO, Co-Founder, The Amos Bursary



## CHAPTER 2

# The legacy



Mike and Dolly Amos

Michael and Dolly Amos were ordinary, but upstanding members of society. They achieved a dream of bringing up their family in the UK. They worked as teachers in Guyana, a career Michael pursued in the UK.

The tight family bond which was formed by Michael and Dolly Amos, extended to friends of their children also becoming their close friends. We were all welcomed into the fold and every opportunity to eat and be merry was an excuse for a celebration.

Close family and friends knew the background of Michael and Dolly Amos as being educators and wanted to honour them both in some way which would leave a legacy for generations to come. *But with so many similar organisations already in existence, it was difficult to choose which one to support.*

Thoughts and ideas were discussed loosely between friends and family, but it was at the Westminster Cathedral memorial service that the idea was set in stone. Donations generously poured in and it was decided that these donations were to be used to support young black men who were already academically bright, but lacked the understanding and know-how of how best to excel in a challenging and cut-throat environment. This worthy cause took on a life of its own, bringing together the skills and expertise of close friends and family. A template was formed – it was clear we did not want to replicate the services of other organisations.



Baroness Valerie Amos

*What started as a tribute to my parents and their passion for education has become an amazing legacy to them in just 10 years. The Amos Bursary was born out of their belief in young people and the power of education to transform lives. They understood the importance of being aspirational, of nurturing talent and of building confidence. They also understood the pernicious and sustained negative impact of discrimination and prejudice on young people and they fought it through instilling pride in and understanding of black history and culture and the desire to be the best. They were strong, determined and unflinching in their pursuit of excellence. They believed in family and community and were generous and welcoming. The Amos Bursary is built on their values. We are successful because our students understand the challenges they face and are determined to overcome them. They are prepared to work hard and to give and receive support. We are a huge extended family. Thank you everyone for believing in us and for your amazing support. You have all made this possible.*

**Baroness Valerie Amos**, Patron the Amos Bursary



Yane Amos

*The Amos Bursary has been a magnificent phenomenon which has supported young men of Caribbean and African heritage for 10 years and it is still going strong. We still remember our discussion with Colleen Amos (our mother) about what we can do to make a difference to our community in 2008. At that time issues such as stop and search, knife crime and the over representation of young black men in prison was in the news and today not much has changed. With our grandparents who had recently passed away it was a no brainer about what needed to be done. It was time for us as a family to honour our grandparents and 'change the narrative', and that is what has been done.*

*As the grandchildren of Mike and Dolly Amos we are so proud of what the Amos Bursary has accomplished in 10 years. The amount of young lives that have been changed at the hands of the Bursary. We believe our grandparents would be ecstatic by what has been accomplished and will continue to be accomplished. Our grandmother, Dolly Amos, would be delighted*



Shyko Amos



*with the amount of support, guidance and nurturing that is given to the young men on programme. Our grandfather, Michael Amos, would be overjoyed by the opportunities that is offered to the young men and more importantly how the young men conduct themselves and take those opportunities provided.*

*We believe that our grandparents would be most proud of the way the Bursary is trying to 'change the narrative' and redefine young men as educated, ambitious and determined future leaders.*

#### **Yane and Shyko Amos**

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*Auntie Dolly and uncle Edward (Michael) were teachers in Guyana. As teachers in a small community they were held in high esteem and were respected pillars of their community. They were looked up to. They were pioneers in a time when education was something everyone in their community valued.*

*Following their migration to the UK, they did not lose that position that was alluded to them while living in Guyana. In fact, their home in the UK became a centre for fellow Guyanese, friends and family.*

*Visiting Auntie and Uncle was always something to look forward to. The long drive from London where we lived, to the peace and quiet of the country area of Kent was one we looked forward to. Their home was filled with laughter, lively debate, food, friends and all the ingredients needed to enlighten the mind, renew family connections and build friendships. Visiting Auntie and Uncle was a pleasurable experience.*

*My uncle loved a lively spirited debate, this could be on any topic. He would engage us in the discussion in the front room gaining all our attention. Everyone had a point which could be challenged. On the topic of cricket everyone was an expert, we knew once this discussion started we would not be leaving Kent until the wee hours of the morning.*

*Auntie Dolly and Uncle Edward were always supportive, finding words of encouragement in difficult times and there in good times applauding success.*



*Their sad passing 10 years ago was not the end of the things they believed in, or valued. They believed in education being a force for advancement. The Bursary 10 years on, is a testament to that spirit. What kind of people were they?.*

*Auntie Dolly and Uncle Edward were an inspirational couple, supportive, welcoming and above all, the kind of Aunt and Uncle that I was blessed to have in my life.*

**Toreen Nurse**



## CHAPTER 3

# The formative years

### 2008

- > Mike and Eunice (Dolly) Amos deceased
- > Education charity Excell3 ltd embraces the Amos Bursary as one of its education projects

It was decided that we would target inner city schools in specific boroughs of London. Working in partnership with the headteachers, Roy Baker visited London schools asking for their help to identify suitable young men. He explained the mission, and they quickly came on board. Delving into our list of contacts to help us with office space and meeting rooms was overwhelming. Shy young men, being invited to our recruitment drive in city-styled offices, was a daunting experience for them. We were exposing them to a professional arena they had no knowledge of. They interviewed well, and it was clear they wanted a different direction and help to find their way. Their enthusiasm also taught us what issues we could add to the agenda:

- > Social skills such as interacting with people outside their own peer and family group
- > Giving them the belief that they could graduate from Russell Group universities and more importantly,
- > Understanding what job opportunities their excellent grades could lead them to – dreams that seemed so far-fetched, but they dared to dream.



The young men shared the information with their friends who were keen to join. The 'club' was becoming exclusive with purpose and meaning. By giving the young men their own voice, they were eager to contribute. Their confidence grew in abundance as they were exposed to corporate networking events, meeting with private and public company heads and telling their own stories. Obtaining offers to their first-choice of university was an accolade. Assigning on-going support of a peer and professional mentor to each young man helped them settle down into university life and with the assistance of a small bursary to help with books and materials, what could stop these bright young men moving from strength to strength? The legacy was born.

**Desiree Fraser**, Family friend

## 2009

Since 2009 every student has built on their academic achievement at GCSE, overcoming the hurdles, twists and turns in their complex lives. The Amos Bursary set out to help them progress to the next level.

These young men have shown that they are changing the narrative of underachievement, unemployment and crime which has permeated our society. They are the young voices who are able to demonstrate and speak positively on behalf of their generation and become the role models proving that there is a better way and how it can be achieved. The young men show that with hard work, dedication and commitment, you can boost your prospects in the job market.

- > Seven students selected from the London Boroughs of Brent and Hackney
- > The Learning Trust, Hackney, was the first home of the Amos Bursary
- > First sponsor – The Worshipful Company of Tinsplate Workers
- > First partnership – Hangar Seven
- > The Amos Bursary was launched in the House of Lords in June 2009



### Representing the 2009 Cohort – Saad Noor, City University

When I joined the Amos Bursary in 2009, I was assigned a peer mentor Ashley Horsford, who was the most influential person in my development. When I started university, he guided me through the difficult first year of assignments. He was a confidant when I had personal struggles and always balanced his serious advice and guidance with friendly chat. We became good friends as a result. At the time I was the only Amos Bursary student without a professional mentor after a misunderstanding and poor communication led to my professional mentor deciding to drop out of the Bursary. I learnt a lot from that experience and have become a better person as a result. My dream in 2008 was to study Journalism at City University and become a journalist. Ten years later, thanks to the Amos Bursary, my dream is now my reality.



### 2010

- > Second cohort of students inducted
- > The Amos Bursary House of Lords Reception
- > Alexandra Reid ran the Great North run
- > Students attended the Powerful Media Reception
- > Ambition events launched at Camden Town Hall

### Support and scholarships

#### Representing the 2010 Cohort – Dr Ashley McFarlane, UCL

Dr Ashley Mcfarlane joined the Bursary in 2010 and completed his medical training in 2017. His first placement was at Charing Cross Hospital. He was one of the first students to receive the UCL Scholarship. His chosen career path was medicine because it combined his interest of the sciences with his passion for contributing to the lives of people in society.

He said, 'Now that I've officially started my career in medicine, I've done a lot of reflecting on the journey leading up to this point. When people ask about it, I'm very honest; it was long, stressful and tiring. There always seemed too much to learn, but the support I had from friends, family and The Amos Bursary helped me through.'



## 2011

- > Attended the Powerful Media top 100 most influential black people in the UK Event
- > Fundraising Day held
- > First International Experience - Lequan Johnson went to China
- > Ambition events held at Camden Town Hall, Islington Town Hall and City Hall

## Resilience

### Representing the 2011 Cohort - Paul Egunjobi, BPP University

When I joined the Amos Bursary in 2011 I was a shy reserved young man with aspirations of studying law. Through the Bursary I was able to achieve this goal as I was awarded a full fees scholarship to study Law at BPP Law School. During my time at university the Bursary helped me develop my public speaking skills, self-confidence and also most importantly, offered me an extended family to which I could reach out to whenever I encountered a problem. At present I am working for a reputable Criminal Defence Solicitors firm and am studying the Legal Practice Course at BPP Law School.



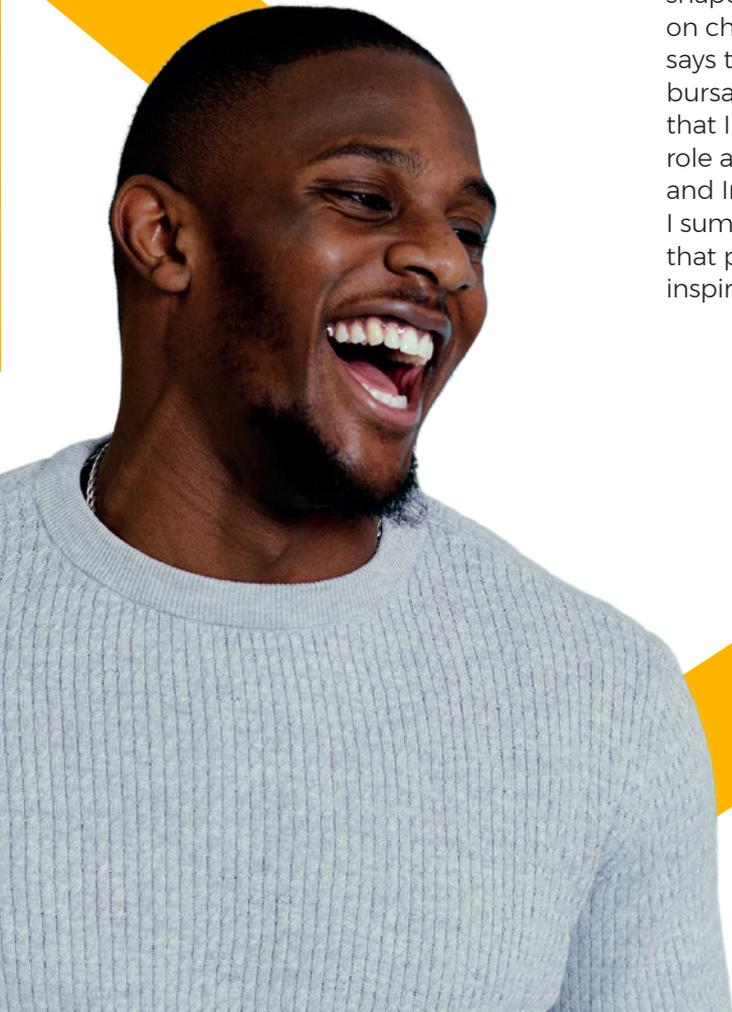
## 2012

- > BPP University of Professional Studies sponsorship commences
- > Imperial College London host Fundraising Dinner and the 'Beyond Outstanding' Residential Leadership Conference

### Taking challenges

#### Representing the 2012 Cohort – Courtney Mikely, Kent University

How can I sum up my experience in the Bursary? First, how did it shape who I am today? I have become someone willing to take on challenges, I step out of my comfort zone because someone says that I can't, I step out my comfort zone because it's cozy. The bursary helped me learn how to grow, and these are particular ways that I try to improve myself. This has especially helped me for my role at Unilever, where I am the ecommerce data analyst for the UK and Ireland, a role I wouldn't have even thought about. So the way I sum up my experience at the Bursary - I've gotten a family. A family that pushes me to do great things and a family that I can push and inspire to do better thing.





## CHAPTER 4

# The transition begins

The increased funding and support provided by Linklaters LLP and Prudential in 2013 and the continued support by Imperial College London, changed the game for the Bursary. We were able to increase the number of students on the programme. Linklaters provided us with a home for our Development days and the number of mentors increased significantly.

### 2013

- > First three students graduate
- > Biennial Fundraising Gala Dinner launched
- > First African Experience to the Gambia Launched (Prolifica project)
- > Linklaters - first major sponsor on board
- > Rising to the Top: Imperial College London sponsor PhD Research on the Amos Bursary - 'A Case-Study Evaluation of the Amos Bursary's Development Programme and Activities', which shows the effectiveness of our programme





### Consistent approach

#### Representing the 2013 Cohort – Darrell Adjei, Imperial College London

Darrell studied Physics at Imperial College London. He competed in the College's *global challenges* project where he, with students from across the college, developed a business plan for economic development in a poverty-stricken village in northwest Cameroon.

He is an Amos Bursary ambassador, and was critical in the acquisition of our partners, Helios Investment partners. During the summer of 2017 he interned in Ghana as part of the Helios partnership. He has also interned as a software engineer with Goldman Sachs, and took part in the BCG Consultants programme. He is currently employed at Google DeepMind.

### 2014

- > UCL Scholarships introduced
- > Prudential Sponsorship
- > AB win awards
- > New York Experienced launched
- > Lumina Spark introduced
- > First student graduates from Cambridge University

### Professional development

#### Representing the 2014 – Cohort Jonathan Oloyede, University of York

The Bursary provided a plethora of workshops aimed at my professional development, enhancing my ability to network and maximising my performance in interviews and internships. I secured internships at a variety of firms including IBM, SwiftKey, Citigroup, Ernst & Young and Credit Suisse. My favourite opportunity was being one of 10 Amos Bursary students to participate in the 2015 New York Experience. Whilst there, I gained international experience and a broader perspective on the professional world and it allowed me to stand out in job applications.





I spent the summer of 2017 interning at Deutsche Bank within their Global Markets Technology Division. At the end of the internship, I was commended for getting this platform from design to production within 8 weeks and I was praised for the impact I had made; a testament to the preparation provided by the Bursary. Due to the amount of support and guidance received from the Amos Bursary, I secured graduate role offers from 3 top firms in 2017. After my graduation in 2018 I joined Goldman Sachs as an Analyst in their Securities Division.

## 2015

- > Daniel Agard runs the London Marathon for his colleagues to go to New York
- > Patrons Fundraising Dinner 2015
- > Belize is added to the cultural exchange programme
- > Kenny Imafidon, Number 1 in the Rare Rising Stars Awards

## Academic excellence

Representing the 2015 Cohort – Joshua Ilelaboye, Oxford University

Joshua Ilelaboye, Chemical Engineering, Oxford University, Christ Church, Oxford. He achieved 4A\*'s at A Level and is the first Amos Bursary student to attend Oxford University



## 2016

- > Students listed in the Future Leaders publication
- > Helios becomes a major sponsor
- > Students attend the Barack Obama Meeting



## Student Support

### Representing the 2016 Cohort – Lohan Morrison, Warwick University

Lohan Achieved 3A\*s at A level and he is now studying at Warwick University

At the end of my first year of AS exams, I scored a shocking D in my favourite subject, History. That was devastating for me. What AB did was to introduce me to a fellow student named Renell who had also been in a similar situation in his first year AS level. He made a massive turnaround and ended up getting an A\* in his subject. He encouraged me to know that this was not over. I then turned to my Lumina Spark booklet which reminded me of my tendency to overthink things and dwell on the negative. I began to focus on the positives and turn things around. In the end I obtained 3 A\*s for my A Levels which has been my biggest achievement to date.

What the Amos Bursary did for me was equip me with the tools to overcome my biggest weakness. To date I have interned with KPMG as a part of the New York Experience, this spring I was at Barclays and I will be returning there this summer.



## CHAPTER 5

# The transformation

By 2017 the Amos Bursary had increased significantly and the opportunities and experiences for students had grown. The results of Bianca Bailey Wilson's PhD confirmed that the Amos Bursary was supporting young black men to successfully access universities and graduate careers.

The International programme included more countries in Africa and our mentors provided the students with advice and guidance. The biggest impact was the rise of student leadership where alumni and senior scholars took on leadership roles in the Bursary, running workshops, advising students, becoming mentors, making an impact externally by speaking on platforms, running workshops in schools and becoming AB committee members.

### 2017

- > International experience
- > New York, Ghana, Gambia, Kenya
- > King's College London Year 12 conference in association with the Amos Bursary
- > Amos Associates launched
- > First Doctor qualifies - Dr Ashley McFarlane
- > Rare Rising Stars - Emmanuel Opoku and George Imafidon (5th and 10th place, an award initiative which recognises and celebrates extraordinary candidates)





- > 'Rising to the Top: A Case-Study Evaluation of the Amos Bursary's Development Programme and Activities', the PhD sponsored by Imperial College London, is completed

### Excelling at internships

#### Representing the 2017 Cohort – Ahmed Idris, York University

Ahmed Idris is a quiet unassuming student who has consistently attended many personal development and networking opportunities to good effect. He secured a 4-week internship with O'Neal Webster (UK) LLP, where he worked closely with Christopher McKenzie. Christopher said, 'It became very clear from the outset that Ahmed is really quite gifted, and he certainly had no difficulty whatsoever in understanding the most complex legal concepts.' This was the case even though he has not yet studied law. In fact, I work in the area of trusts, which has the reputation of being the most academically difficult area of the law and even many corporate lawyers are intimidated by trust law – but not Ahmed.

'The work which Ahmed was given was inevitably a lot more advanced than one would normally give a school leaver, but Ahmed took to it like a duck to water and it was clear that he was genuinely interested in the work. We think Ahmed will go far and wish him the very best.' Ahmed is now at York University.



### 2018

- > International experience
- > New York, Nigeria
- > King's College London Scholarship commences
- > Emerging Leadership
- > Frank Bright & Abel refreshed the AB Brand Pro Bono

### Community engagement

#### Representing the 2018 Cohort – Raheem Combs

The Amos Bursary has provided me with the opportunity to develop personally and professionally through a number of different events ranging from networking to interview preparation and help with





writing my UCAS personal statements. I have been very privileged to be welcomed into respected establishments, alongside my peers who are ambitious and motivated, to meet successful people. I have been given two mentors who have been crucial to my journey on the programme so far, helping me to set goals, widen my network and most importantly, who have given me advice about how to tackle certain obstacles I will encounter as a student and as a professional. They have been very supportive and reliable since we were first introduced. I have already begun to network extensively, I have spoken on panels, represented the Bursary at conferences and spoken in schools. I feel very assured that the Amos Bursary will continue to prepare me for the next step in my journey and will support me over the next coming years.



## 2019

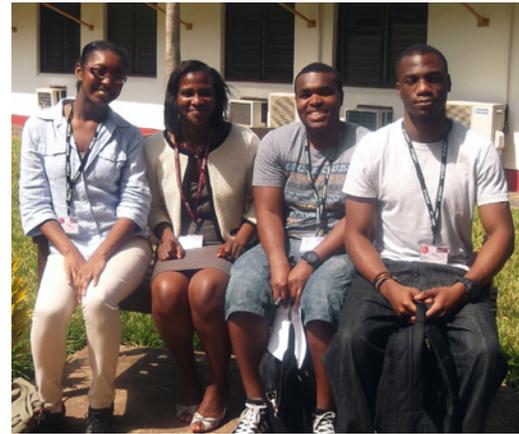
- > Celebrating 10 years of Excellence
- > Unilever becomes a sponsor
- > New partnerships established with firms in the financial sector
- > Amos Bursary students lead on the £1million campaign

## Investing in the future

### Representing the 2019 Cohort - Michael Kolawole

Being an Amos Bursary Scholar has been instrumental in me gaining a greater awareness of self. From one of the first development sessions, in which we used Lumina Spark to create individualised character profiles, I knew that the Bursary was willing to invest time and effort in helping me to not only progress in the space of academia but to also become a better person. Becoming an AB scholar has enabled me to increase my social capital in terms of fostering meaningful relationships with leaders of business such as Antoine Forterre of Man Group as well as contributing to the development of my cultural capital through sessions on how to carry myself in certain settings which may call for etiquette previously unbeknownst to me. But most importantly, the solidarity amongst AB Scholars is something which I hadn't previously experienced and is something that motivates me to strive to reach my full potential.





## CHAPTER 6

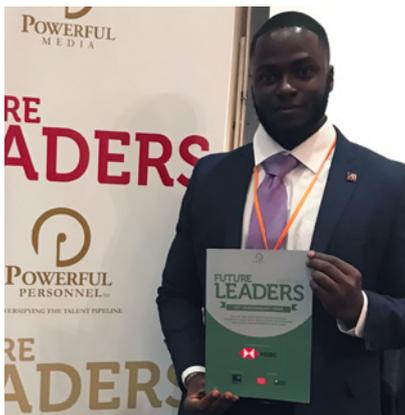
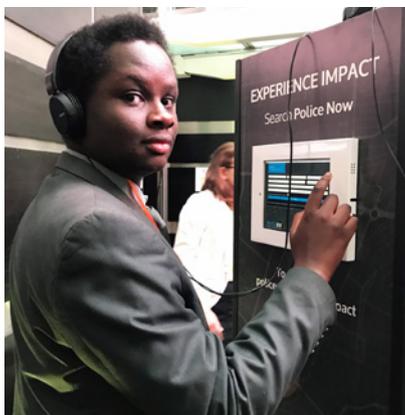
# What makes the Amos Bursary unique



The Amos Bursary has championed young men making a sustainable and meaningful impact on their lives. Black students are keen to attend university making up 8% of the UK university population but **about 4% of 18 to 24-year-olds in England and Wales**. The biggest increase in entry rates between 2006 and 2018 was among Black pupils, at 19.6 percentage points (from 21.6% to 41.2%). However, candidates tend to be concentrated in less prestigious institutions.

They are amongst the least likely group to remain at university regardless of academic ability, due to financial constraints, lack of understanding of the system, cultural related challenges, limited tradition of participation in higher education and little knowledge of what is required at degree level. We ensure that our students understand the role of University on their journey and how to maximise every moment of their time at various institutions. As a consequence, our statistics tell a different story.

Over the years we have come to recognise the importance of the length of the programme a 5–6 year commitment from year 12 (sixth form). Our focus on character building, values and behaviours are essential components of our success. The young men remain with the Bursary throughout their university experience and into the world of work or further study. Due to the longevity of the programme, the young men develop shared common principles, and knowledge, competencies and attributes creating strong bonds. At every stage the students are encouraged to explore their



unique personality, embrace self-awareness, awareness of others and value diversity. They learn to adapt their behaviours to improve personal and professional relationships and team-work. Mentors are also given the opportunity to attend similar workshops so they share a common language and understanding with their mentees.

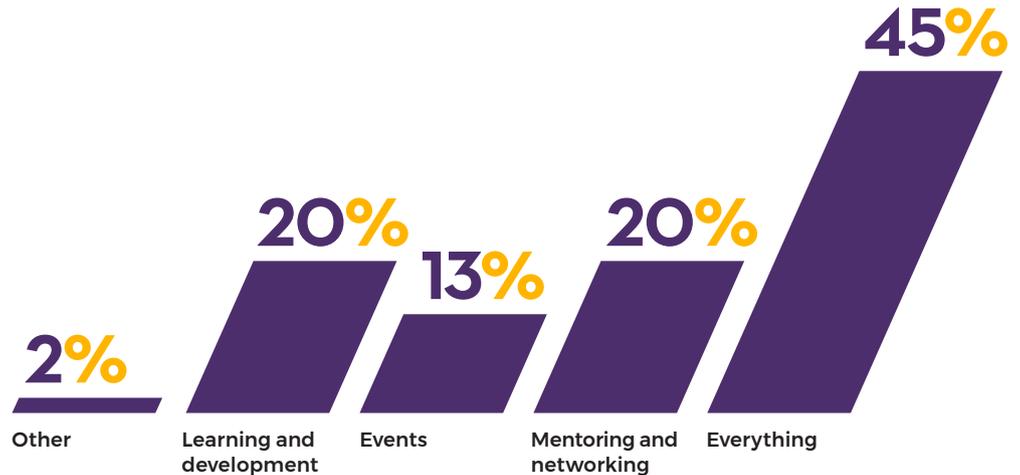
## Research

Imperial College London sponsored Bianca Bailey Wilson's PhD research from October 2013 to September 2017. The purpose of the PhD study was to explore the role that the Amos Bursary plays in the educational development of young black men, with the aim of providing insights for policy and practice on how to support more young black men to move into higher education. The Amos Bursary was recognised as an organisation that was working in this space and supporting young black men to successfully access universities and graduate careers.

The study confirmed that The Amos Bursary creates positive outcomes for the young black men, working in the form of supporting with university admission success, providing internship opportunities, supporting with career planning and providing career development opportunities and more. AB provided a positive and nurturing environment that creates positive outcomes through an increased sense of belonging, an increase in feelings of hope and positivity regarding the future, and the know-how to help students move forward positively towards their personal life goals.

The report confirmed that the Amos Bursary provided an empowering environment for the young men they work with, one that supports self-efficacy and self-determination in particular. They also promote what Bianca refers to as 'ecological competence' which is the ability to navigate the system around you effectively in relation to your educational and career development.

### Most valued element of Amos Bursary



The report confirmed that the students were engaged and motivated by the Amos Bursary's activities and opportunities. 45% of students valued **all** the Amos Bursary activities, with a further 20% valuing **mentoring and networking** the most, and an additional 20% valuing the **learning and development** opportunities. 90% of students saw the Amos Bursary as synonymous with family, valuing their relationships and interactions and speaking highly of the speakers and leaders at various events.

We saw consistently good attendance at the events and workshops offered.

The report concluded that 'It was evident that the Amos Bursary works hard to provide a positive, engaging and empowering atmosphere for its students, through supportive relationships with peers and programme leaders, and inspiring and engaging speaker events'.

## Environmental and Social Impact

**The Amos Bursary has championed young men**, making a sustainable and meaningful impact on their lives. Young men who come from challenging environments and have not allowed their circumstances to limit their dreams. Our students fit the following demographics:

**58%** of the African and Caribbean population live in London and African and Caribbean students are disproportionately likely to live in the most deprived neighbourhoods. (**56%** of black children from an African/Caribbean background compared to 25% of white children from a European background).

These communities do not have the social infrastructure to provide them with the support they require, thus limiting their options.

Regardless Black students are keen to attend university making up 8% of the UK university population but **about 4% of 18-24-year-olds in England and Wales**. The biggest increase in entry rates between 2006 and 2018 was among Black pupils, at 19.6 percentage points (from 21.6% to 41.2%). However, candidates tend to be concentrated in less prestigious institutions.

However they are the least likely group to remain at university regardless of academic ability, due to financial constraints, lack of understanding of the system, cultural related challenges, limited tradition of participation in higher education and little knowledge of what is required at degree level.

### **The intervention of the Amos Bursary tells a different story.**

We ensure that our students understand the role of University on their journey and how to maximise every moment of their time at various institutions .



## CHAPTER 7

## Statistics

## Universities of choice

No.	Destinations	No.	Destinations
14	University College London	10	Warwick University
8	BPP	6	Essex University
4	Southampton University	4	Imperial College London
4	Cambridge University	4	Brunel University
3	York University	3	Royal Holloway
3	Oxford University	3	Nottingham University
3	Manchester University	3	King's College London
3	University of Kent	4	Leicester University
2	Bath University	2	Surrey University
2	University of East Anglia	2	Loughborough University
2	Reading University	1	Sussex University
1	London School of Economics	1	Durham University
1	Leeds University	1	Lancaster University



No.	Destinations	No.	Destinations
1	Swansea University	1	City University
1	Bristol University	1	Birmingham University
1	Westminster University	1	TyneTees University
1	South West University	1	Middlesex University
1	Keele University	1	Coventry University
1	Hertfordshire University	1	Buckinghamshire New University

**80%**

STEM at  
A level

**Number and percentage of students studying stem subjects at A level:**

107 students, 80% (based on 133 students)

**53%**

STEM at  
university

**Number and percentage of students studying stem subjects at university**

48 students, 53% (of 90)

**49%**

3A's at  
A level

**Students that have at least 3A's at A level (or equivalent)**

Compared to 13% nationally and 5% for black students (Government statistics)

**65%**Top 30  
university**Number and percentage of students in Russell group and other top 30 Universities.**

65 out of 101 (Guardian) – 65%

**Excluding BPP: 70%****58%**Top 20  
university**Number and percentage of students in the Russell Group and other top 20 Universities.**

59 out of 101 (Guardian University Guide) – 58%

**Excluding BPP: 63%****50%**Russell  
group  
university**Number AB students in the Russell group 50% (total of 101 students at university).**

This is compared to a UK average of 4% of black students at Russell Group universities (BBC). If we exclude BPP, as it is a private university and thus not ranked, it increases to 55% of AB students at Russell Group (51 of 93)

**8%**Students  
at  
Oxbridge**Number and percentage of students at Oxbridge (past and present).**

8 of 101 – 8%, compared to 3.4% of UK black students nationally (BBC).

16 students featured in the Powerful Media Top 100 Future Leaders annual publication.

In 5 years, seven students have been in the top ten of the Rare Rising Stars list of top 10 Black students in the UK, with Kenny Imafidon, number one in 2014 and Solomon Adebiji and Emmanuel Opoku reaching the top 3.

## Preparing for the world of work

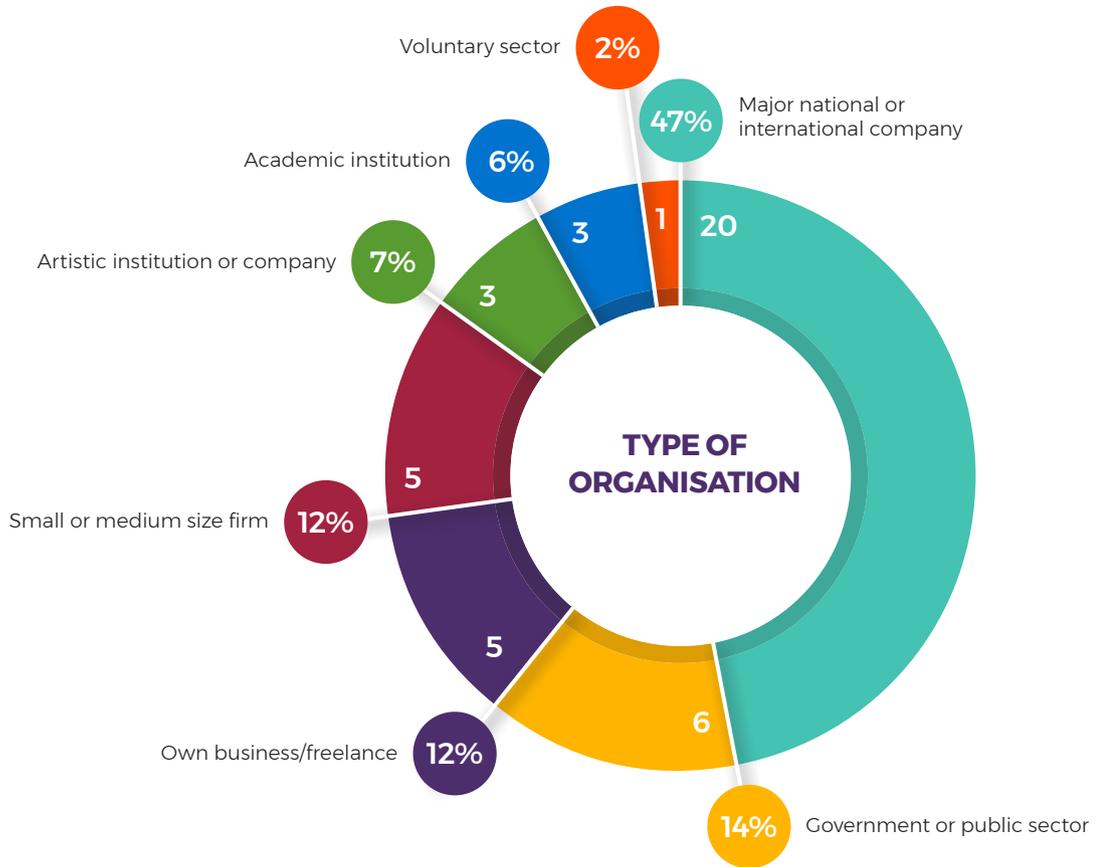
### Career sectors for graduates

**Graduates:** 47

**Employed:** 43 (One as a bank of England higher apprentice)

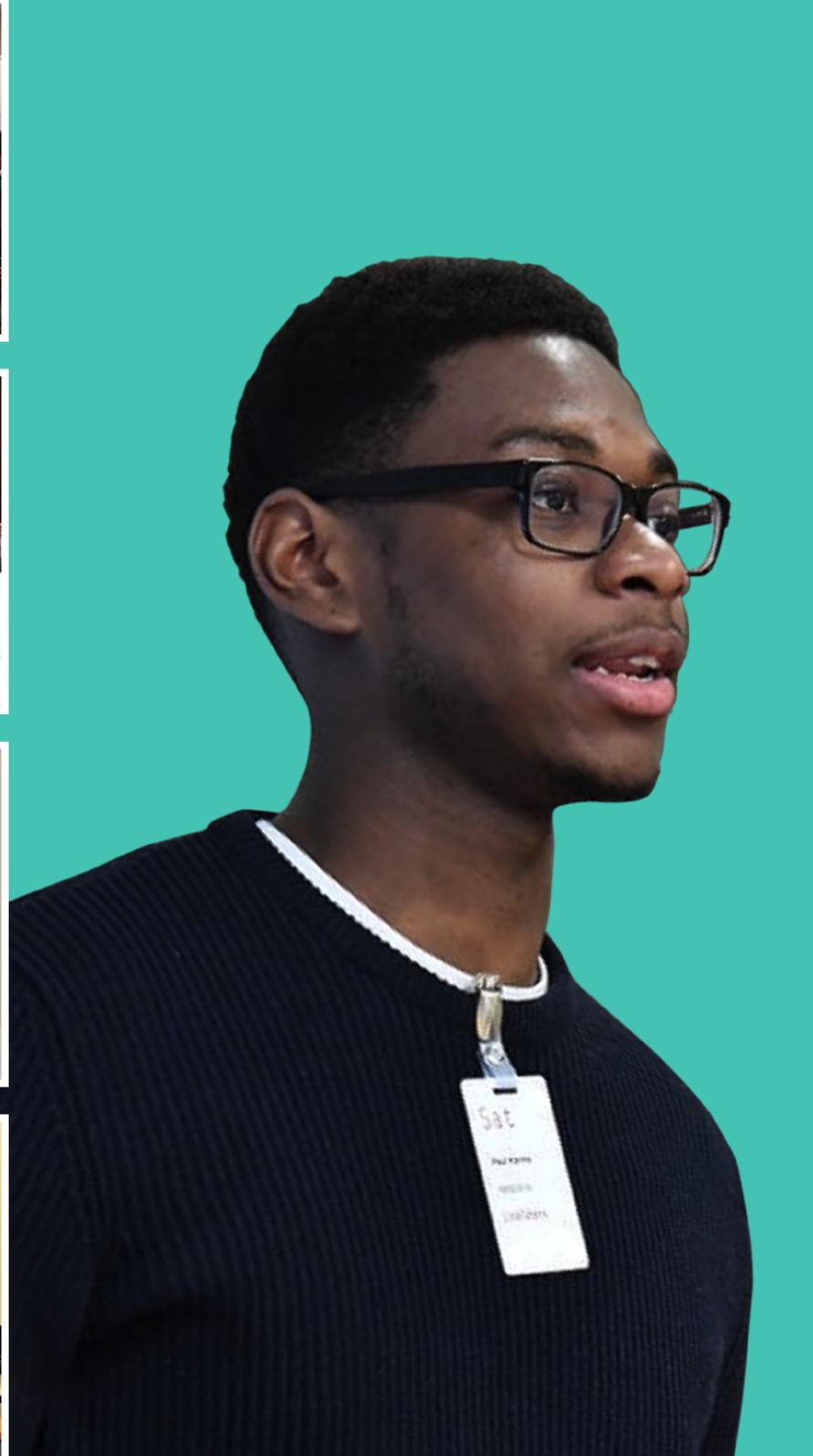
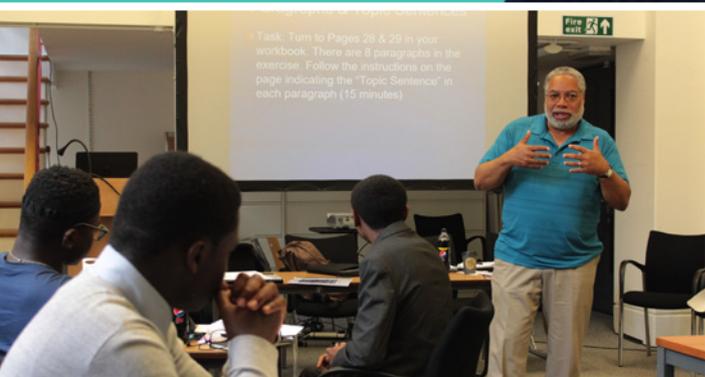
**Further education:** 4





### Entrepreneurship

9 people have set up their own company, while at University or while at work.



## CHAPTER 8

# Student stories

## Richard Butler

Amos Bursary Board Member and Alumni



Richard Butler

### A letter to the Amos Bursary

I write this note to you as an inaugural AB Scholar and now current Board Member for this fantastic organisation as we celebrate 10 years of changing the narrative and trajectory of Afro-Caribbean young men.

My journey began in 2009 with an inaugural event in the House of Lords. The scene was set and my view of something different, bigger, bolder and better fully within my sights. The aura of excellence from all walks of life was a stark lesson in just what I could be with the right direction, support and inspiration.

All three were duly required for overcoming a huge setback I had just experienced, which resulted in missing half of my 2nd year of A Levels. I subsequently home tutored myself in Maths and Chemistry whilst learning how to walk again. A tough pill to swallow at 17 years old. Now it would be unjust not to make a personal mention of my Peer Mentor, Dan Nurse, who kept me focused on my goals to read Economics at University and my Professional Mentor, Tangwena Nelson, whose rigorous testing of my ambitions to join the Finance industry continually kept my longer term trajectory in check.

Having worked within the Financial Services industry since graduating in 2013 and the last 4 years of this within the Investment Industry, I have no doubts that the Bursary has equipped me with the skill set, resilience and confidence to flourish in any environment.

From the intricacies learnt navigating seamlessly within personal and professional relationships to setting my own transformation goals and consistently superseding them.

On behalf of all the current AB Scholars and Alumni I send our upmost thanks for the brotherhood you have helped to create between us, the nurturing community and an incubator hub to not only fulfil but excel our ambitions. **We thank you.** This personal letter of appreciation is to our CEO and Patron Colleen Amos and Baroness Amos, our Board and Committees, to our sponsors, partners, volunteers and mentors. None of this would be possible without your continued support to take the Amos Bursary from strength to strength effecting positive changes within our communities.

On behalf of the Amos Bursary students.



## Current students stories



Joseph Simeon

### Building bonds

Joseph Simeon, *UCL*

Joseph Simeon is in the 3rd year of a four-year course at UCL. He has had numerous interviews in 4 years and has worked tirelessly to prepare for the interview stages of recruitment cycles for investment banks, asset managers, and consultancy firms. Despite several disappointing results, Joseph always asked for feedback. He follows up with actionable steps to improve upon everything he had been told and has pushed to stay in touch with his mentors who include partners at leading firms. His conscientiousness has paid off as Joseph secured two summer internship offers for 2019 and will be joining Lazard, the financial services firm, this summer.

Not looking to rest on his laurels, from CV advice to telephone interview etiquette 101, Joseph has consistently sought to make sure the other students in his group of 13 could benefit from what he had learnt. Joseph offered to loan ties, talked them through application processes and provided relevant links to great websites with internship opportunities. In addition to this, he put them in touch with his friends who had been successful in their applications, ran a workshop for younger students that focused on video interviews and psychometric testing, as well as frequently holding 1 to 1 mock interviews with the other students.

Joseph is passionate about helping others, from backgrounds such as himself, to also succeed. Through bespoke advice delivered from a brother to a brother, Joseph condenses years of trial and error into bringing other students to the table too.

**Advice 1:** Your peers are the best resource. Find a group of people that are also applying to the same or similar opportunities. Be accountable to each other, help each other, share resources!

**Advice 2:** Research – Go above and beyond. There is an incredible amount of information out there. Company websites, the Financial Times, annual reports, BBC live.

**Advice 3:** Believe in yourself. We will all be rejected, keep going and refine. Always ask for feedback.

**You have got to  
be in it to win it**

## **Joseph's internship journey before completing his degree. Determination, hard work and perseverance.**

### **Summer Internships:**

1. Livingbridge, Private Equity Summer Internship (July 2018)
2. KMPG New York Office (August 2018)
3. BlackRock – First Year Summer Internship – Fixed Income (July 2017)
4. BlackRock – Pre-university Internship (August 2016)

### **Spring Week Programmes (7):**

1. HSBC (2018)
2. Citi (2018)
3. Man Group (2017)
4. Lazard (2017)
5. Schroders (2017)
6. M&G Investments (2017)
7. McKinsey &Co. (Offer)

### **Pre-University Insight Days (5):**

1. BlackRock
2. Credit Suisse
3. Goldman Sachs
4. J.P Morgan
5. Morgan Stanley

### Work Experiences (6):

1. Barclays Investment Bank  
(August 2016, August 2015 and August 2014)
2. Nomura (April 2016)
3. Latham & Watkins (October 2015)
4. Deloitte (June 2015)
5. HM Treasury (August 2014)
6. DTZ (April 2011)



Renell Harding

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### Self-belief

Renell Harding, *Swansea University*

I was born in London, and very soon after my birth, I was found to have fluid on the brain from an accident and was treated at Great Ormond street hospital. It would later be discovered (before I went to nursery) that I had autism and a learning difficulty (speech and language difficulties to be specific). In high school, I was taken out of class twice a week to receive extra help and since my GCSEs, I receive extra time for my exams. To this day, both my learning difficulty and autism, while not as noticeable to pretty much everyone that knows me or has met me in person (as opposed to when I was a child), still affects me academically and both in terms of my lifestyle, and my social life respectively.

From my earliest childhood memories (and all the way to my late teenage years), life at home had always been toxic and stressful. To be blunt, I come from a broken home. My mum would find it very difficult to cope financially raising my younger sister and myself, and she would work different jobs, sometimes two jobs at a time to provide for me and my sister. In 2011, when I was 13 and in year 8, my mum, my sister and I were evicted and made homeless. We were homeless in the sense that we moved from a variety of locations, from houses of mum's friends to Bed and Breakfasts' (B&Bs), we never had a fixed address. At the time, and for the next 5 years, I was very embarrassed by this experience. However, my experience of being homeless was a life-changing experience for me. Being homeless and **seeing my mum struggle**

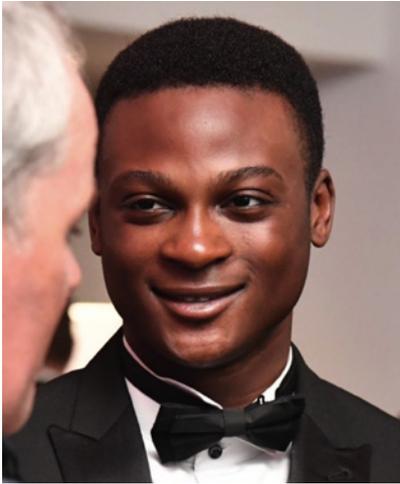
**greatly made me realise that life isn't a joke, and that if I did not want to have to experience being homeless ever again, or be in great financial difficulty, I had to try my absolute best to give it my all.** This realisation lit a fire in my belly that despite not being the academically smartest due to my learning difficulty, I was going to give my all to my education, in order to give myself a fighting chance of making something of myself in this thing that we call life. This new found attitude I had carried through year 9, 10 and 11 resulted in me getting decent GCSE grades.

After a rough year 12 I finished year 13 with an A\* in History and a C in Government and Politics, to study History at Swansea University. Being able to secure a place at university was a massive achievement for me, as I was the only one in my immediate family to do so, but also because I proved to myself that I was truly academically able.

In February 2015, I experienced my second life-changing experience (a positive and permanent experience), when I became a scholar of the Amos Bursary. The Bursary helps gifted boys of African and Caribbean origin to realise their potential academically and professionally. However most importantly, the Amos Bursary introduced me to like-minded, hard-working; intelligent black boys (who are all doing fantastic things from studying a year at Harvard University and featuring on the Forbes 30 under 30 magazine; to doing internships at places like Rolls Royce, Goldman Sachs, securing Jobs at Google and JP Morgan; studying at Oxford and Cambridge; to featuring on rare rising top 10 Black students list. The list goes on and on), that I truly consider them all as my brothers, as my second family. Since joining the Amos Bursary family my life has changed.

Lastly, I continue to weight train at the gym. Weight training has been hugely beneficial for me in multiple ways. It has allowed me to become more disciplined and live a quite structured way of life. It has allowed me to become mentally stronger, allowing me to cope with the challenges and 'downs' that life throws at me.

I will forever be extremely grateful to those that have helped me along my journey in any way possible and accepted me for who I am. I like to think that, the main thing that anyone can learn from my story is that it does not matter where you start in life, you can still go places and do great things and that you do not have to be 'gifted' to achieve what you want to achieve.



Joachim Maiye

## Outside my comfort zone

Joachim Maiye, *LSE*

I would say the Amos Bursary has allowed me to exist outside of my comfort zones, or at least what I previously perceived to be my comfort zones. Growing up in Tottenham and attending a struggling secondary school, it was not immediately obvious the paths available to me and those of a similar demographic as myself, nor was it clear how I could navigate such paths. This is where the Amos Bursary came in. The Bursary has made a noticeable difference in my life and the lives of the other scholars. I have been fortunate enough to take part in leadership and development programmes which have allowed me to build the social and commercial skills needed to maximise my potential. As a result, I now find myself being able to make my voice heard and integrate myself into corporate environments. I have also benefitted from professional and personal mentorship which have offered me guidance and the opportunity to explore a range of careers.

I was fortunate to be placed at KPMG in New York last summer as a part of the Amos Bursary's flagship New York Experience programme. Looking back at the individual I was before joining the Bursary, I would have been petrified at the prospect of living and working in a different country, but as a result of the confidence and growth I have experienced as a part of the Bursary, I was able to put myself out there, actively seeking new responsibilities and reaching out to individuals within the firm. I surprised myself even further by organising a lunch meeting with the COO of the firm. I would not have been able to achieve that without the Amos Bursary.

This summer 2019, I will be starting my graduate placement with KPMG as a Consultant.



Isaiah Lynn

## Dream big

Isaiah Lynn, *UCL*

As I reflect on my past achievements in 2018 and 2017, I am overwhelmed with gratitude.

From achieving a 3.9/4.0 (98%) GPA this past academic year at Harvard and winning an essay competition in my Psychology class taught by the renowned Amy Cuddy (consequently winning a trip on a private jet), to designing and launching a social impact venture in San Francisco for students from underrepresented backgrounds who have a passion for the tech industry ([www.redefiningboundaries.org](http://www.redefiningboundaries.org)) – from learning how to surf in the Dominican Republic with some friends from Yale over spring break, to taking up Improv as a new hobby – from winning three UK wide awards this summer held at the Palace of Westminster, Arsenal Football Stadium, and Ten Downing Street, to fulfilling my dream to work in Silicon Valley at one of the most exciting tech companies in the world (Airbnb) – from going on a low-cost adventure to Kauai, Hawaii with some classmates during winter break, to mentoring students on Saturday mornings as part of the W.E.B. Du Bois Scholars program – from being named a Forbes 30 Under 30 Scholar, being featured in articles across the Guardian, Daily Telegraph, and the Daily Mail, to surpassing the 0.5% acceptance rate to join a fellowship with a VC fund in San Francisco (<http://fellows.kleinerperkins.com>) – it would be fair to say that with The AB support, I have been fortunate enough to surpass my own expectations. Thank you so much for seeing potential in me and being willing to invest your time and advice in helping me get to the next level.

These successes were only possible because from the onset, the Amos Bursary was in a position to support my vision. Although I come from a low-income, lone parent family, and grew up in one of the most deprived parts of London, I have always strived to dream bigger dreams and redefine boundaries. I am learning that in theory, it is easier to do things that can keep me in my comfort zone – for example, it would have made perfect sense for me to give up on my dream of going to Harvard as soon as I discovered that my scholarship had fallen through. However, in practice the

feeling of doing something that seems impossible overrides doubt. One reason why I think I have had such amazing, empowering, enriching, overwhelming and worthwhile experiences over the past few years is because I embrace the importance of 'showing up'. If you don't show up, you don't have the chance to sit at the table. The biggest obstacle can often be building the internal motivation and strength to show up. But, once you do, that is often half the battle.

## Challenges

I have had a range of challenges as we all do. The two most impactful challenges over the past year have included the death of two close friends by suicide and a 7-month international project that had received approval and assurance of funding falling through at the last minute without any explanation.

I know that many people face these kinds of challenges all the time; however, what I am realizing is that everyone responds differently. I had to take some time to understand the best way for me to cope. I felt helpless, confused, and shocked, but one of my friends from the Amos Bursary encouraged me to write a Gratitude List of everything I can be grateful for over the past year. Going through the writing process was very cathartic and helped me visualise that even when I feel stressed or disappointed at something, I have so many other things to be grateful for that could have easily fallen through this year.

I also took a moment to look in the mirror and record a selfie video where I said: 'Isaiah, when you pursue novel, unconventional paths, you can expect novel, unconventional, and abnormal problems'. This again helps me to put things into perspective.

## Social impact venture:

Earlier this year, I launched Redefining Boundaries to create a fellowship and incubator for incredible black talent in the tech space across the UK and US. Recent news has highlighted the abysmal lack of black/African-American talent in the tech industry and I had the vision to show that we, in fact, do exist. The fellows formed 15 of the most talented techies I have met. I raised \$15,000 from a few companies (including Airbnb, Facebook, Google,

Boxgroup) to fund our inaugural fellowship and we had support from the CEO of Y Combinator and Partners at Google Ventures among many others.

### Summer 2018:

Over the summer, I surpassed the 21,000 applicants to be selected as one of 30 design interns at Airbnb's HQ and I joined Kleiner Perkins (formerly KPCB) as a Design Fellow. At Airbnb, I interned in the Anti-Discrimination product team alongside engineers, lawyers, researchers, product managers, and designers and our goal was to remove opportunities for racial discrimination on the platform. It was fascinating!



Rasheed Graham

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### Absolute focus

Rasheed Graham, *Loughborough University*

- > In 2014 Rasheed applied for the Amos Bursary.
- > He had one dream, to become a pilot.
- > Here are some extracts from his statement which secured him a place on the Bursary.

My name is Rasheed Graham I am currently a year 12 student at Capital City Academy studying Maths, Physics, Biology and Media studies. I live with my mother who was born in the United Kingdom with my younger brother and sister. My mother has been the most iconic figure in my life; she has taught me that I can be anything that I aspire to be with determination, gratitude, integrity and mannerism.

I plan to complete my Commercial Pilot training at Oxford Aviation Academy or CTC Wings. A-level physics is deemed to be the most challenging of the three sciences, despite this fact I have still chosen this subject because it requires critical thinking and problem solving skills which are essential skills needed to be a Commercial Pilot and skills that I have developed on from previous experiences. At the age of 8 my mother enrolled me in karate lessons at my local sports centre, little did I know four years later I would have achieved my first Dan black belt. In addition to this, in 2010 I was placed third

in the world championships in France and went on to win various national team kata and kumite competitions. In 2010 I enrolled at my 406 Air training corps squadron which I thoroughly enjoy. In three years I have represented London and South east Region in Football and Middlesex wing in Athletics, despite being only 16 I have completed all the activities that my age allows me to do. In light of this I have the honour of being the youngest flight sergeant in the history of 406 squadron. I am also currently volunteering my time in the sports department at my sixth form to become a sports leader which enables me to teach physical education to younger year groups.

When I complete my Commercial Pilot training with CTC wings or Oxford Aviation, I want to create opportunities for students coming from working class families like myself who wish to enter the aviation industry but due to financial constraints cannot fulfil their aspirations. I'm aware that the Amos Bursary is tailored to potential university students; however, I strongly believe that the Amos Bursary and I can pave the way for ethnic young men/women who plan to embark on careers as Commercial Pilot's which does not involve university entry. However, if I am not successful in gaining a place at a flight training organisation I will go to university to study Airline and Air transport management.'

Rasheed is on his journey and in 2017, his professional mentor received an award for the support she provided him. On reflecting on the mentor relationship, Rasheed said 'I think Tina has been very instrumental in my journey so far on the Bursary. Tina was very active in putting measures in place to ensure that my last year at sixth form would be better through regular check-ups and meetings. She has gone out of her way to directly contact flying schools to gather information about their selection procedures, job prospects and costs etc. All in all, it was Tina who suggested that I should take the University route and it's been a decision that I haven't regretted. I have benefitted from her expert guidance.'

Since writing this statement Rasheed has accomplished everything he has set out to do and more. He is still chasing his dream. He took a year out from University to improve his financial situation for his final year at Loughborough, 2019/2020.



Treasure Oleyade

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## Making choices

### Treasure Oleyade, Warwick University

*I am fortunate to be part of a network of aspiring young black men; as well as the volunteers on the Bursary who make the time and effort to facilitate the series of events that led from me applying to the Bursary to meeting certain persons of influence who have made a positive impact on my life, as well as the lives of the other young men.*

Treasure joined the Amos Bursary in 2014 as a very confident young man who started out actively taking part in the development days and making good progress. However, in the past, Treasure had associated himself with individuals who were not very positive for his development and very quickly he faced possible exclusion from school and began getting into trouble with the police. This partially continued during his time in sixth form and as a result, his studies suffered and Treasure missed out on the opportunity to attend Warwick University, as he failed to make the grades. Treasure's confidence took a knock and he decided to take a gap year whilst he worked. During that year Treasure used the disappointment and frustration that he felt to motivate him and remain focused on studying for the exams that he wanted to retake.

Treasure applied to participate in the New York Experience and after a successful 4 weeks being a part of the 10-strong group who travelled to New York, he gained a new boost to his confidence. That combined with the work that he did during his gap year allowed Treasure to learn the benefits of how hard work does pay off.

Life since starting university has been filled with ups and downs. Treasure saw many of the friends that he used to socialise with get charged with criminal offences; then his resilience was really tested when he witnessed the mental breakdown and deterioration of his best friend who he has known since the age of 4. 'It really put my faith to the test and I doubted a lot during that period and even contemplated taking a year out of university.'

Treasure turned to his peers on the Bursary, especially Victor, and with his support, he was able to regain focus and return to university and average a 1st Class (73%) for his first year.

He is now the Treasurer of the Nigerian Society at Warwick University, was selected as a delegate on the Powerlist Foundation (now known as the Aleto Foundation) Leadership Programme 2017 and has been offered a place on the 2018 Spring Internship at Credit Suisse.

He spent 2 weeks and 1 week volunteering at a summer school in Cambridge (Reach Cambridge) and a summer project with the Hebe Foundation in Wandsworth, South London, respectively. He said 'the latter is close to my heart as I took part in the project back in 2013 so I try to go back every year to help out when I can. Everyone is battling 'something' every day of their life and inevitably, sometimes you will fall – but once you fall then the only way is back up, to standing strong. Martin Banjo compared this to riding a bike and falling off. He said 'whatever happens, just get back on your bike'.

*Other highlights include Featuring in the documentary 'Brotherhood', speaking of how the Amos Bursary has positively impacted my life and being part of a start-up company, Motivez, founded by a fellow Bursary student. I also secured a spring internship at Credit Suisse and a 9 week placement at Balfour Beatty this summer. I am so grateful for the Amos Bursary and will continue to be a voice that spreads the word about what they are doing and ensure that the doors are left open for those coming behind.*



James Frater

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### **committed to community**

**James Frater, King's College London**

James joined the Amos Bursary in 2013 and started his personal statement in his application with the following words: 'I have a dream. My dream is to one day graduate from a Russell Group University with a degree in Medicine.' He also said 'medicine would enable me to inspire other young people who feel they are at a disadvantage or have been deprived of hope and the necessary opportunities required to accomplish their aspirations.'

Since joining the Amos Bursary he has exceeded our expectations and is an invaluable asset not only to the Amos Bursary, but also to the schools where he is a role model to students, and King's College London.

### Speaker and mentor

He has been true to his word. His contribution to the community has been outstanding. He has used his passion for Medicine to motivate and support many students. He is an Ambassador for the Amos Bursary speaking on many platforms and many events to young people on chasing your dreams. He is a regular panel member at the annual Reach Society Careers Conference where he is the youth representative on the medical panel and also one of the Amos Bursary team of undergraduates who speaks at the Perfect 10 workshop.

He regularly attends schools' careers evenings promoting Medicine and since being at King's he has provided 1-1 support to students with their applications, including mock interview sessions and has been successful in getting younger students into Medicine. He realised that there was a gap in the pastoral support offered to younger students and has given his time freely to support younger students in the Amos Bursary and is the Student Lead for our year 12 and 13 students. In this capacity he maintains contact with the younger students encouraging them in all aspects of their preparation for A levels and University. He attends AB Learning and Development sessions for the students, advises them and supports our students considering a career in Medicine.

He uses his mathematical expertise to support students who require additional support and has tutored from GCSE to A level maths for a number of years.

### Widening Participation and KCL x AB Conference

James joined King's College London in 2015 and immediately started to work closely with the Widening Participation team. He felt very strongly that the number of British students of African and Caribbean descent attending King's College needed to be addressed. He is of Caribbean heritage and recognized that he was a rare commodity. At King's College he is involved with Widening Participation as an ambassador and is also an Access to Medicine Ambassador, delivering and running workshops with children from year 4-13 that have ranging abilities and come from varying backgrounds.



He also wanted to establish a partnership between the Amos Bursary and King's College London. As a consequence of his efforts the Amos Bursary held the first two-day conference for year 12 AB students and Associate students and their parents - sponsored by King's - in April 2017. Over 60 students participated and James (as the AB representative) was responsible with King's for the creation and development of the programme. The programme included: Admissions advice, a UCAS workshop, branding workshop by Bianca Miller, a motivational talk by Michael Dapaah, University Life session from the ACS etc. An element of the programme he was keen to introduce was wellbeing, noting 'emotional and mental wellbeing is also incredibly important in regards to these boys fulfilling their potential and it is a session I have benefitted from'. The event was so successful that the Amos Bursary has now secured £1000 scholarships for AB students at King's College.

In April of this year, along with the Amos Bursary and King's College London, he was part of organising the second KCLxAB Conference, with the aim of having an even bigger and more effective 2-day event for students and their parents. The success of last year's conference meant that this year's edition was opened up to all year 11-13 students and over 200 students signed up to be a part it.

He also recognised that importance of representation at university and started the #BlackMenAtKingsCollegeLondon social media campaign, which aimed to highlight that although the number of black men at King's was low, it is possible and they do exist.

As of the 24th April, he has launched the 'Queens at King's' project to showcase individual black female students who are doing great things, as well as studying at King's. This will not only be an online campaign, but he aims to work with King's to provide an official space to showcase these women.

### **African Caribbean Society (ACS)**

His commitment to his community has been recognized by his colleagues and he was unanimously voted in to be President of the King's College London African & Caribbean Society. This is the largest ACS in London. James led a team of 18 committee members. This helped to develop important skills such as: conflict management and resolution, problem solving and positively

influencing others. He was responsible for maintaining an image of ACS consistent with its values, while dealing with the day to day logistics of overseeing finances, planning events and liaising with external bodies.

‘This role has not only enabled me to refine my leadership and inter-personal skills, but it has also allowed me to appreciate all the different components that go into planning and executing regular and large-scale events. Moreover, the role has enabled me to improve my public speaking and networking skills.’

Throughout the year, his society has put on events to cater to as many different people as possible, while also maintaining a high turnout. The ACS organised talks, panel discussions, mental health workshops, social events etc. These events allowed the society to increase the actual number of members and the number of regular/returning members.

He was also in charge of putting on the biggest ACS-run cultural charity show in London, Culture Shock, for the African and Caribbean Leukaemia Trust. It showcased different aspects of African & Caribbean Culture through drama, dance, spoken word, singing and catwalks. This year the show explored the topics of blackness, colourism and roots. KCL ACS also managed to attract international Nigerian artist, Mayorkun, to perform at their show on Thursday due to the magnitude of Culture Shock.

## Awards

Over the last year his efforts have been recognised by the Amos Bursary, where he received the ‘Outstanding Student Award for Personal & Professional Development’ for his development within and outside of the Amos Bursary. His voluntary work and determination to help those around him, especially within the Caribbean diaspora, meant he was recognised by the Association of Jamaican Nationals and awarded the ‘Be Inspired Youth Award 2017’. He has also been awarded the Platinum Award by his Student Union for doing over 150 hours of volunteering. Recently, he has been recognised as a Top 10 Rare Rising Star and a Top 100 Future Leader.

## Internships/Experience

In 2015 James spent three months in The Gambia where he assisted with the PROLIFICA project. PROLIFICA stands for the Prevention of Liver Fibrosis and Cancer in Africa. The aim is to show that, with effective screening, treatment and prevention of Hepatitis B, the incidence of liver cancer will decrease accordingly. He learned and developed a plethora of laboratory and clinical skills, which he found life changing. While in the Gambia he visited various different orphanages, helping to broaden his cultural awareness. He was able to interact with the children in the community and decided that he wanted and needed to teach basic English and Maths to children whom, otherwise, would not get any form of education. Also, with the help of staff from Imperial College London, some locals and another student, he made a donation to an under resourced orphanage in a rural part of The Gambia and also to a local school.

He has completed internships at Aviva. The first one was at Aviva's Digital Garage in December 2016, after winning a competition that the Garage had put on in the summer during a day workshop. He then sought to independently arrange another internship in July/August 2017 at Aviva Health because it combined his passion for Medicine and technology, while allowing him to get real-world work exposure at one of the largest insurance companies in the world. He was brought in to independently consult Aviva Health on ways they could improve the services they provided and how they could offer more to their customers.

This year James has secured an internship with the Widening Participation department at King's, where he will be responsible for developing and leading the summer school held at King's. He has also been asked to help create the BME strategy for King's which looks at strategies to make King's a more inclusive place for all of its BME students.

To further develop his leadership skills, he completed the Aletto Leadership Programme (formerly the Powerlist Leadership Programme) in July 2017.

*I am a firm believer in the idea that we all have a purpose in life; I believe that my purpose is to better the lives of as many people as possible and I welcome all opportunities to do so.*

*The present is the future. What we are living today is based upon what has happened years before us. What we do today, will impact what happens in years to come.'*

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## Resilience

Daniel Agard, Essex University, Linklaters LLP



Daniel Agard

After a rigorous application process, I was fortunate enough to become a scholar on the Amos Bursary as one of 13 students on the 2013 cohort. Though I had heard many positive things about the Bursary prior to me joining, I was pleasantly surprised that the Bursary offered an awful lot more than the £500 a year given throughout my time at University. Immediately, I decided to take full advantage of this by going to every personal development session, workshop, event and other opportunity that my schedule permitted me to. Through this, I built a very close connection with the Bursary leaders and scholars which made me realise that the AB was so much more than a programme - it was a family, a brotherhood.

I had a lot of early success during my time with the AB. Through attending events and utilising the skills learnt in the various development sessions such as networking and presentation skills, I landed myself with various amazing opportunities. The most notable was a Linklaters Legal Internship, a PwC mentor and a place on AB New York Experience where I was flown over to New York to carry out two internships at City University New York and PwC.

Nevertheless, my journey was not all plain sailing. After achieving 15 GCSE's, representing London at the UK National Athletics Championships, getting accepted onto the Amos Bursary, being chosen to take part in the New York Experience and more - naively, I thought things would never go wrong for me. However, in 2014, during my final week in New York, I received the news that I did not achieve my predicted grades for my A Levels and furthermore did not get into my firm or insurance University choices. I was distraught. It was the first time I had encountered real personal failure and I did not know how to handle it. Whilst in New York, my AB brothers were an amazing support system to me and were instrumental in brushing me off and picking me back up which inspired me to work even harder during the next stage of my journey.

Following this, I achieved a 1st class mark at the end of my first year of university and through hard work and with the help of my various mentors, Alex Wiggins, Fiona Campbell and Tom Watkins, I was afforded many opportunities such as a month long unpaid internship at Linklaters Graduate Recruitment team where I worked hard to make a great impression. Ultimately, I was lucky enough to graduate in 2017 with a 2:1 in Psychology.

Following the completion of my exams, I was informed by the Bursary of a role at Linklaters that had come up in the Global & Diversity Recruitment team. After reading the job description, I knew it was exactly what I wanted to do so I immediately applied for the role. I was fortunate enough to be given a great internal reference by a staff member who had worked with me during my internship at the firm which was largely beneficial to me during the application process. Subsequently, I was offered the job after one interview. I've been at the firm for just over a year now and I'm really enjoying my role – the work I'm doing and projects I've been involved in are genuinely making a difference to the lives of many and to the legal/corporate sphere, too. I work with a great team who share similar passions to mine and through hard work I have had many opportunities to travel to New York, Dublin, South Africa and it's likely that I will travel to Mumbai, India in the near future.

None of this would have been possible without the help of the Amos Bursary.



Faustino McCalla St Luce

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## Networking

**Faustino McCalla St Luce, Warwick University**

The Amos Bursary has been instrumental in supporting, engaging with and guiding my aspirations. This support has manifested itself in various ways including personal and professional development sessions, a tailored personal mentor, networking opportunities and financial support.

The provision of a personal mentor who could help inform my decisions and advise me in terms of study guidance (especially regarding the French half of my Politics, International Studies & French degree) and ways in which to make the most of my Erasmus placement at Sciences Po Aix-en-Provence in France, where

opportunities for additional language learning and networking were concerned, was indispensable.

Moreover, and continuing with the theme of networking, the Bursary has put me in the position to build important relationships across not only the UK, but also the world more generally. The organisational and financial support provided, which underpinned my time on the New York Experience programme in 2015 as well as my internship at the Cato Institute in Washington D.C. in 2016, enabled me to gain invaluable experience, knowledge and form international connections with people from countries such as the U.S., Brazil, Panama, South Korea, Japan and Canada – amongst others. These formative experiences have been crucial to the pursuit of a career which has a pointedly international outlook.

Finally, some of the most vital support I have received from the Bursary has focused on ‘polishing’ aspects of my presentation. From help with my CV and Personal Statement to numerical and verbal reasoning test practice; I appreciate the Bursary as a crucial, equalising, organisation.



George imafidon

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## Leadership in action

George Imafidon, *UCL*

As a third-year engineering student at University College London (UCL), the Amos Bursary has supported me in building my confidence, adaptability and professional network. Over the past four years, I undertook the New York Experience and interned at world-leading organisations including Rolls-Royce, J.P Morgan, William Blair and The Boston Consulting Group.

In 2015, I co-founded Motivez, the UK's 1st personalised event-discovery app for young people. Motivez is an award-winning venture comprised of eight students who have raised over five figures in seed funding. In 2017, I was recognised as one of the 'UK's Top 10 Black Students' for independently re-designing a component for Rolls-Royce aircrafts' and saving them over £50,000,000. Following this, I was invited to visit HM The Queen in February 2018. In the summer of 2018 I undertook an internship at Google in a semi-technical role.

The Amos Bursary has normalised success for me through every event and has been a support network to keep me grounded in pursuing my dreams to set up an engineering consultancy within 5 years.

Thanks to the Amos Bursary and the examples that they have set, I will continue to create opportunities at every juncture for myself and my community. I am currently leading a project to raise £1m for the Amos Bursary to celebrate the 10-year anniversary.



Marvin Olivier Mfumu

### **Strong bonds**

**Marvin Olivier Mfumu, *Southampton University***

In 2014 I joined the Amos Bursary family with two of my closest friends from school, Chima and Solomon. I was a young man aged 16 in need of some guidance which I am eternally grateful to have received over the years from my Amos Bursary family. I say family because of the extent to which I have been supported since I got the fantastic news that I was successful after the competitive application and interview, both firsts for me. Now I am a member of an extensive network of professionals and likeminded individuals and perhaps most notably, bright, ambitious, inspirational young men I feel proud to call my brothers. The Amos bursary has enriched my life in more ways than one over the years. From gaining work experience at the magic circle law firm Linklaters to aid my legal career, to learning how to perfectly execute the smart casual look, as a man I am now better equipped to embark on my own journey.

The Amos Bursary particularly focusses on mentorship and my mentors Jasmine and Cherryl have helped shape me. Jasmine helped me with my English Literature A Level exam and she perhaps inadvertently persuaded me to do a study year abroad based on her time spent in India. Also, through the Amos Bursary I have been given numerous opportunities to develop my public speaking skills and enhance my personal image. For example, I chaired the 'technology to the rescue' event and attended the Powerlist Influencers Dinner as a guest. On occasion without preparation, at various Amos Bursary development days or student-mentor evenings, I could be asked to speak about a particular topic and as a result I have been so accustomed to presenting that

I regularly volunteer myself. However, I have learned to manage this enthusiasm with regards to assessment centres whereby I know from the Amos Bursary development team that I prefer to be an observant listener before taking action in order to put my best self forward.

A culture of encouragement is embedded within the Amos Bursary which shows why I call it a family. To illustrate, I obtained work experience at Katten, an American law firm's London office due to the efforts of my friend Solomon, a fellow Amos Bursary student. Furthermore, I had already arranged for some of my university friends Paul and Aisha to work at DWF, a law firm I had worked at previously. Together with my mentor Cheryl, Solomon and I spoke at the Beyond Outstanding summer conference 2016 about the importance of our networks and connecting others, drawing from our own personal experiences. One of my personal highlights since joining the Amos Bursary include hearing my first live Ted Talk by Simon Sinek about leadership at the US Embassy in London. It gave me great insight into the impact of great leaders and enhanced my own leadership and communication skills. Astonishingly, later this highlight was exceeded by going to New York in summer 2016 for legal work experience at Linklaters with my Amos Bursary brothers. This marked my first independent trip abroad which was the perfect preparation for my study abroad year to Canada the following year. But above all, the Amos Bursary gave me a crisp, navy blue suit that symbolises the great confidence I now possess in myself and my abilities, plus I look suave whenever I wear it. And for these many reasons that briefly signpost my journey, I feel immensely privileged to be a member of the Amos Bursary.



Dylan Kawende

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### **Building a competitive edge**

Dylan Kawende, *UCL*

The Amos Bursary (AB) has supported me in three important ways. First, AB has connected me with inspiring mentors who have helped me navigate different career paths. Second, AB has provided me overseas work experience and intense development days with its sponsors, namely Linklaters and KPMG. Third, AB supported my application to study Law with Senior Status at Cambridge University.

### Some of my other achievements include:

Receiving a competitive scholarship with Freshfields Bruckhaus Deringer, which is a leading commercial law firm. I was 1 of 13 to be selected out of a pool of 500+ candidates who applied nationwide.

Interning at leading institutions including Linklaters, Goldman Sachs, Matrix Chambers and the European Bank for Reconstruction and Development (EBRD).

Being elected president of Law for All society at UCL where I currently study. I'm the first black student to be elected into this position. The process was competitive, I had to deliver a speech before an audience and produce a campaign and manifesto to secure the position.

I've applied the salutary lessons I've gained at AB to broaden my horizons. The development days have strengthened my commercial awareness and presentation skills, which have been critical to my success at assessment centres and interviews.

Overall, I'm very grateful to be a part of a network of ambitious young men who are all driven to transcend the status quo and leave a legacy.

I have been offered a place to do a two year Masters in Law at Cambridge University this autumn.

### My advice

1. Find a mentor, coach and sponsor – they don't always mean the same thing
2. Learn meta-skills i.e. skills that will enable you to learn other skills e.g. how to speed read, how to be productive
3. Challenge the status quo where necessary





Jordan Barrett

## Follow your own path

Jordan Barrett, *Brunel University*

Based on his academic ability, Jordan started secondary school placed firmly in the lower academic sets and was not expected to excel. However, with continued encouragement from his mother and his added determination, Jordan finished school with 13 GCSEs – 2A\*s, 8 As and 3 Bs and a recognition from the Sir Clive Bourne Award for making progress beyond the national average.

Undecided about whether to pursue a straight Mathematics degree or a combined Mathematics and Computer Science degree, Jordan sought advice from fellow AB student Solomon Adu who introduced him to the option of embarking on a pre-undergraduate course to help him explore his options. Combined with advice from older university students within the mathematics and computer science department and senior leaders at JP Morgan, Jordan is currently in his first year of a mathematics and computer science degree at Brunel University after achieving all A grades in every single one of his modules in his foundation year.

Jordan says, 'I am grateful I did not rush into starting my undergraduate degree as I was able to pursue a range of activities that benefited my personal development including attending the student-led Warwick African Summit; joining the team for the first ever TEDxBrunelUniversityLondon and securing the Grace Foods and Reach Society Scholarship which addresses the under-representation of British students from a Caribbean background in the UK's undergraduate population.'

In the summer of 2018 Jordan and 8 other AB students spent four weeks on a study tour in New York. Jordan says, 'The experience of nine young men living together for one month brought moments that varied from humour to the occasional light-hearted argument. Moments where we shared our individual stories that allowed us to understand each other's goals and made me assess my own journey and areas for improvement.'

*Spending three weeks gaining work experience at Adjaye Associates gave me further insight into the New York work culture but most insightful for me was getting the opportunity to meet Sir David Adjaye and observe his leadership skills. His interactions*

*with his team and how he conducted his meetings left me feeling very inspired.*

*We were also afforded the opportunity to visit and be participants on the golf course at the Hampshire Country Club and I learnt two key things: 1. that the golf course is the place where 'business' is conducted for the corporate world; 2. the first rule, the importance of repairing pitch marks on the green, to ensure it is kept in good condition for other golfers. That is so crucial to understanding our roles as Bursary students blazing a trail for the next generation.*

Advice to my fellow students: Focus on your own path. Don't be fooled by social media and people who appear to be doing well (most of the time we don't know where they started and therefore don't know their full journey). Your time will come (so be ready).



Jeremiah Balfourth

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## **Limitless potential**

**Jeremiah Balfourth, Kent University**

I received 3 Bs in my A Levels. I needed to achieve 3 As to gain entry to Leeds where I had been accepted into the first ever PwC Technology Flying Start programme which included fully funded tuition fees which had been a goal of mine from a young age in order to financially support my family.

Although I was quite pleased with my results, I knew I could do better. I was placed in clearing and had support from Colleen and the older students in AB about my options and what would be the best plan going forward. Victor and Peter suggested to retake some exams and push some of my grades up to As so I was able to reapply to the programme and other alternative universities I was interested in. I took on board their advice and went to colleges across London enquiring about resits however they'd told me due to funding I'd have to pay a hefty sum to retake and then opted to study at the University of Kent.

I ran into a lot of difficulties when I first started at the University of Kent and had considered dropping out to give myself time to prepare to go again next year. Some of reasons for this were because I wasn't mentally and physically prepared to go Kent due to the disappointment of my A Level results as well as financial

reasons; having to pay for my own resources and not being sure how I'd actually get to uni itself.

Relationships started to fall apart between people within my social group and I found it hard to settle in at the University. I voiced my difficulties to some of the older students in the Bursary and was visited by Peter and Wilfrid who gave me a lot of advice, which included joining some societies and trying out new things so I could meet new people and form relationships. I've been able to build relationships with a lot of international students from the Caribbean which has increased my interest in learning more about my culture.

I was extremely fortunate and proud to gain a Spring Week at BlackRock in the Portfolio Analytics Group. The experience was valuable but it was eye-opening to see the lack of non-Russell group university students and also being the only black male from London on the programme. This fuelled my passion to aim to make students at my university aware of the importance of gaining work experience and lead to me enquiring about a Careers Officer role somewhere within the University. I'm looking forward to starting my role as the first ever Careers Officer at the Kent Caribbean Union next year.

I believe the help that the Bursary has provided me not only kept me at University but improved my experience. I have grown a lot since starting University and will use the difficulties and challenges I faced to improve my experience more over my next few years at the University of Kent.

### 3 things I learned about myself

1. I have limitless potential and need to be more confident in myself.
2. I have a small understanding of the world, being in America made me see what life was like outside East London.
3. I am surprisingly good at building relationships



Tyreese Hinds

## International experience

Tyreese Hinds, *Durham University*

My visit to Nigeria was based with an NGO – EFMC (Excellence and Friends Care Management Centre), who work to develop sustainable public health initiatives. The bulk of their work focuses around HIV care in Abuja, where they work with a number of hospitals and health centres to manage their healthcare systems. My work with EFMC was based in the laboratory, and on the computer.

My first few days featured an introduction to the company and their work, as well as planning for my subsequent activities. I initially worked with one of the teams on their OpenMRS system, which is a digital patient record register. The system allows paper records to be digitised, improving access to patient records, and simplifying the transfer process. The work originally focused on uploading the backlog of legacy files to the system, including some of patients from many years ago. I found this work to be quite interesting, relating to seeing the progression of patients with their treatment, and it showed me some of the different antiretroviral regimes that are available for use.

The rest of my work was based in the lab units at the different hospitals. I was taught all the basic HIV testing skills and was shown how to carry out other diagnostic tests, including malaria, typhoid, syphilis, ALT, Urea and HB/PCV.

In the lab I worked with the scientists to produce the cryovials of the sample, and the subsequent packaging. As well as Lab work, I also got to see how procurement and grant applications work. Procurement involved the careful balance of keeping facilities well stocked, but also making sure it's used correctly. I found grants quite interesting. There's a lot of people that want money, but not that much going around. At EFMC there was a focus on hitting targets, so the contract would be renewed with the IHVN.

If you were to base your perception of Nigeria from British television, you would expect a country of huts and dirty water. I can assure you that is far from the reality.

Abuja is a beautiful city. Parts of central Abuja reminded me of Miami, with palm trees lining the sides of the roads. When I had some downtime, I was able to visit the cinema, go shopping, go for

a boat ride and also go clubbing. Central Abuja is quite developed, with a modern road network, however, in many of the satellite towns, there are only mud roads, which were difficult to navigate as it was the rain season. While many parts of central Abuja are very nice, there were many issues present. Pollution was a massive issue there, both from the cars (many are ancient) and from the dumping of rubbish onto the roadside and rivers.

Career wise, I would like to go into pharmaceutical research and development, especially into conditions like HIV where there is no current cure. Seeing first-hand the debilitating effects of HIV on patients, both from the disease as well as the treatment, spurs me on to go into the field. Whilst there I contracted typhoid, even though I was vaccinated against it. As well as that, a lot of the work I undertook in the labs is what my degree focuses on this year, which has given me a head start on my studies.

One of the things I found hard was seeing the babies and small children in the hospital for testing, I will never forget their screams from the injections. Every child they can prevent from getting HIV is fantastic. I truly saw just how much people care about helping others. The staff at EFMC worked tirelessly at the facilities and in the office for the benefit of the patients.

Nigeria has definitely made me more appreciative of what I have at home. For many people there, life is very difficult, and what I would spend in a week was more than some earned at the company. Although there is a difference in the value of the currency and the purchasing power, people still did not have enough. Another benefit is that I've increased my employability with relevant work experience, but it was also experience of another country's system. It was my first time in Africa, and I was unprepared for the high heat and humidity. I struggled with the food, mainly eating rice dishes or English food. I also managed to contract Typhoid from some coconut, which wasn't ideal. I've experienced personal growth in terms of resourcefulness, flexibility and cultural awareness.

I would like to thank Dr Obinna Oleribe for allowing me to stay in his home and work in his company for eight weeks, he and his family were wonderful hosts. My colleagues who I spent most of the working day with. The Sara Pilkington Fund for funding the trip and the Amos Bursary and Imperial College London for providing the opportunity and their continued support.

## Alumni stories



Jesse Williams

### Strength of character

#### Jesse Williams

I had a slightly unusual route to joining the Bursary in that I was invited to interview in February but was unsuccessful at that stage. However, I kept attending public events and emailing for advice and at the end of an event in June of 2013, I was pulled aside by CEO Colleen Amos and told that I had been transferred to the main programme! This is testament to the philosophy of the Amos Bursary – they really do want to help in any way they can. Colleen had to go out and find additional funding to add me to the programme.

From work experience at magic circle law firm Linklaters' New York office to dining at St James Palace, there are a number of things that the Bursary provided me with when I joined. However, for me, the two most important aspects of the programme are the professional development and the support network.

After 5 years of personal and professional development in the programme, I have reached the point where I am creating opportunities for others – for example, I worked with Cpl Hushan Warlow to bring students in for a site visit to RAF Northolt, where they were able to learn more about the vast array of careers that the RAF offers and received leadership training. The idea of giving back and paving the way forward for others is something instilled in the ethos of the Bursary.

Coming from a close-knit family of 10, moving hundreds of miles by myself to a university where I felt like I didn't fit in took a toll on my mental wellbeing and eventually my grades. At the end of second year I seriously considered dropping out. During this difficult phase, the Amos Bursary reminded me that despite how I felt at university, I was excellent, and I was entitled to believe so. Colleen pushed me further than I realised I could go, and my AB brothers allowed me to share my experiences without judgment. Despite bad second year results, I ended up finishing my law degree with a 2.1 and went on to receive a scholarship from Loughborough University London to study a masters in Entrepreneurship and Innovation Management. I graduated in December with distinction.

Seeing the effect that the Amos Bursary has had on my life and realising that my experience at university was far from uncommon, when we Amos Bursary graduates decided we would raise £1 million to ensure the future and sustainability of the Bursary, I decided to take a year out to help support the campaign. Whilst doing so, I have been working with Debate Mate as well as gaining legal experience ranging from leading international firms Dentons and Dentus Aegis Network to marshalling with Judge Peter Lodder QC at Kingston Crown Court and work experience with Deputy First Senior Treasury Counsel Sarah Whitehouse at the Old Bailey, to name but a few. I am currently seeking funding to continue the next stage of my legal journey, studying the Bar Professional Training Course, in September.

**My 3 pieces of advice for younger students are:**

1. Give back. The Amos Bursary has been an essential part of my journey and I'd consider myself a failure if I didn't help others have the same experience. I volunteered as a Student Lead for the 2018 cohort, serve as an AB Committee member and am a part of the AB1million (fundraising) campaign.
2. Always speak through your problems. The temptation is to keep things bottled up but when you speak about them with trusted people, you can confront them head on and open the door for changing your situation.
3. This is a piece of advice I received from AB brothers. Look at where your industry will be in 5 years' time. How will factors such as AI change the nature of the industry? Make sure to upskill yourself to deal with these changes that will come.
4. (Okay, I know this is more than 3, but the Bursary has always told us to exceed expectations): remember that every event you go to is a learning experience - keep an open mind and you'll find that events that seem irrelevant will be where you learn some of your most important lessons.



Aaron Wright

## Drive for change

Aaron Wright, *Social Media Entrepreneur*

My Amos Bursary journey started in 2008/2009 as the Bursary started. When first approached I was confused but excited, both feelings driven by only seeing press about young black boys from the stand point of 'black boys underachieving'. At that age I always wondered why there was no coverage on young black men like myself who weren't underachieving.

When I joined the Bursary with my fellow brothers, it was a whirlwind of new experiences. House of Lords visits, mentors but ultimately, meeting young black men similar to me who wanted to succeed and were on the right path but needed further nurturing. Over the process of being an AB student I grew so much in my transition from teenager to young adult. Confidence grew from different experiences where I was able to share my story with members of the public. Having a peer mentor helped me grow academically and get over barriers which restricted my growth, while the professional mentor developed my thought process into entering the world of work.

In addition to the financial help I received while at university, the Bursary then and still now send and help with opportunities to grow. Ranging from job opportunities, chances to speak at events and how we can lend our expertise to help with the ever-growing AB group.

Now I am a part of the Amos Bursary committee it is great to see from the other side. Being able to see from the other side of the coin what strides the AB has made since 2008 and continue to do is heart-warming. Being able to see the calibre of boys AB has recruited is amazing, I know the 17-year-old teenager who wanted to see other boys like himself at the forefront to show we can do it is extremely satisfied. Being able to see my brothers who I started with do amazing things in different fields is a thing of beauty, young black males taking the narrative and changing it for the better. Don't be shocked to see in the future an AB graduate as a leader of a country.

Personally Since 2014 I have worked and managed a range of brands' social media channels.

I've created successful strategy plans and content ideas which have featured across some of the biggest brands in the world. Generated millions of views across several brands for the likes of Walt Disney, Universal Music Group, Comedy Central UK, Sony Music UK, EOne Entertainment and Vevo.

### My advice to young people

#### **Use your AB connect:**

The AB has over 170 students and graduates, and 200 plus mentors, there will be people working in your field. Do the research and find out who the right people you need to connect with are.

#### **Say yes to opportunities:**

Meetings, talks, events etc. AB only put on and create opportunities to better you, saying no is stunting your own growth.

#### **No weakness in asking for help:**

If you're stuck on something reach out to your network, you may be unique but not that unique that someone won't know something or someone with your current issue whether it be academic, work-related or personal.

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### **Social Entrepreneur and Campaigner**

**Kenny Imafidon, *BPP University, Clearview Research***

My name is Kenny and I have the privilege of being an Amos Bursary graduate and a former student. I first joined the Amos Bursary in 2012, when I was 19 years old. I first became aware of the Amos Bursary when I applied for a 3-year tuition-fee scholarship to study a law degree, that the Amos Bursary was offering at a private university called BPP. Since joining, the Amos Bursary has provided me with a peer mentor and a professional mentor to support me with both my professional and personal journey. They have provided me with regular workshops, masterclasses, conferences and bespoke events to help my personal and professional development. Through the Amos Bursary I have had the chance to meet exceptional leaders, CEOs and decision-makers in various industries. I have loved my experience in the Amos Bursary and my 7 year journey with the Amos Bursary has 100% been an unique and fruitful one.



Kenny Imafidon



With the support of the Amos Bursary, today I am a social entrepreneur and a political/social commentator, regularly appearing on TV and radio channels. I am the co-founder and Managing Director of ClearView Research Ltd, a leading-edge consultancy that specialises in research focused on millennials and social impact evaluation. I have worked on research projects around the world in countries such as the United States, Brazil, Austria, Tunisia, Israel, and Hong Kong. I am a governor at a local primary school in Peckham, the area where Jordan Dunkley-Dixon and I grew up in. I am also a trustee of several charities such as: BBC Children in Need, Strength Within In Me Foundation (S.W.I.M), City Gateway and Spark Inside. I am also on the advisory board of the Queen's Commonwealth Trust. I have also been recognised and received several high profile awards. The truth is that I could have never gone on to achieve what I have so far, without strong support networks like the Amos Bursary family. They have invested in my personal and professional development and have helped me to gain the confidence I need to excel in life.

When I think of the Amos Bursary, the one word that really comes to mind for me is 'opportunity'. As I feel this is exactly what the Amos Bursary has given me like me who are part of it. An opportunity to defy the odds. An opportunity to fulfil our potential. An opportunity to access world-class professionals. An opportunity to build our social capital. An opportunity for us to dream and genuinely believe it is possible. An opportunity for us to get the type of personal and professional investment that they offer in fee-paying schools to students from state schools. The Amos Bursary gave me a real opportunity.

The year before I joined the Amos Bursary, I was on remand in prison for a serious crime that I did not commit but had been charged with. I was subsequently acquitted halfway during the trial in November 2011. During my time in prison on remand awaiting trial, I did my A-Levels in Philosophy, Politics and History in the prison establishment. I was the first person to ever do this. The Amos Bursary team looked past everything, for example the fact that I didn't have the required grades to join the programme, they were empathic about my situation and they saw my raw

talent. They were very understanding and non-judgemental of my situation. Colleen in particular saw my potential and believed in me and gave me a chance. Therefore that year I joined the incoming cohort and I did an access course to be able to gain the grades I needed to gain entry into university.

The Amos Bursary is one of the best kept secrets in our society and they are improving the prospects and lives of men like me on a daily basis, who tend to come from disadvantaged backgrounds. My story is just one of the many men who are indebted for the investment, love and support we receive from the Amos Bursary family.



Warsame Ismael

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## Social Responsibility

### Warsame Ismael

Warsame Ismael is an exceptional young man who has made the most of the personal and professional development programmes available and gained tremendous skills and confidence. He has undertaken internships at various International companies, including Deutsche Bank, Deloitte, Ernst & Young and Mckinsey and Co. Warsame has a particular interest in the Financial and Professional Services sectors, while further appreciating the importance of economic empowerment and, through the use of education, facilitating social mobility to ensure equal opportunity.

Networking is his strength and he has used opportunities generated to build an impressive CV. While at UCL Warsame was elected to provide a voice for colleagues from the mathematical and physical science faculty. He has consistently offered valuable drop-in sessions for his peers, and successfully drafted, debated and implemented a viable, sustainable reform to UCL union's recurring deficit.

Warsame is a highly motivated and extremely principled individual deeply invested in aiding others. As one of the first members of his family to go to University, Warsame has gone out of his way to aid others. Committed to his family, Warsame took the decision to defer his studies to ease the financial burden on his family due to extenuating family circumstances.

A commitment to social responsibility is the prerequisite to becoming an Amos Bursary scholar. He is an Amos Bursary

Ambassador, supporting younger students in workshops to prepare them for University, interviews and internships. Additionally, he co-founded student-led outreach activity 'Homeless FoodDrive' aimed at aiding less fortunate people in our society.

Warsame is active on the global stage. He attended the prestigious Business Today conference in New York in 2016 and was selected to attend the One Young World Summit in Bogota, Colombia in November, a global organisation that gathers young leaders from around the world to develop solutions to the world's most pressing issues. He recently became an ambassador for the One Young World Summit.

He has used his skills and experience to tackle the humanitarian drought crisis, which was unfolding in East Africa, especially in Somalia and Somaliland. As head of the Somali Society at UCL, Warsame was successful at encouraging other like-minded individuals to engage in fundraising in response to the recent humanitarian crisis. As a result of his tenacity and willingness to engage in his wider community, Warsame raised over £40,000 for the region. He has since gone on to join and help establish a team entitled 'Drop for Drought' that aimed to provide essential aid relief kits to various pockets in Somalia by partnering with global organisations including the likes of DHL and Tesco.

He is now at Cambridge University where he is completing his Masters in Economics.



Damon Ying

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## Communication and Social Interaction

**Damon Ying**, *Government Statistical Service*

Damon joined the Bursary in 2013 with 11 GCSEs – 4A\*, 3A, 2B and 2C grades. He went on to study A Levels in four subjects and attained grades A\*, A\*, A and C. He secured a place at UCL to pursue an MSci undergraduate degree in Mathematics and graduated with a 2:1 in 2017.

He is very hard working and conscientious with a determination to succeed. He joined the Bursary and the goal he set himself was to improve his communication and social interaction. Damon made use of every opportunity available to him. He attended almost every

development day and networking opportunity to practice and work on his personal development. He developed a strong relationship with his mentor Omar Daniels. He said, 'my mentor, Omar, was especially helpful in supporting me and I am very grateful to him'.

In the summer of 2015 Damon, along with nine other AB students, travelled to New York for a study tour. He had the opportunity to get some work experience in the Finance and Operations Department at one of the leading global law firms - Linklaters.

*I learnt to appreciate how effective teamwork can be in achieving successful outcomes and was able to improve my communication skills both verbally and in writing. Overall, I had a very worthwhile and most enjoyable experience in New York City. I gained many valuable skills which will be essential for my future job prospects and every single day I learnt something totally new for which I am extremely grateful.*

His internship at Prudential in 2016 proved to be the most appropriate and valuable to his actuarial career aspirations. He was able to gain an awareness of current developments in this sector; learn a range of relevant technical skills; network with many of the actuaries employed in the Group Risk department; and also enhance his interpersonal skills. He gained an outline of what trainee actuaries are required to do; actuarial career progression; and the best option to proceed with this career. He said 'overall, my Prudential experience was both worthwhile and enjoyable and I wished I could have stayed longer.'

Damon is an outstanding organist. According to his mentor Dr Omar Daniels, 'His mastery has progressed to virtuosity and excellence. He recently topped the Associateship Diploma examination of the Royal College of Organists in the UK obtaining the highest marks and winning all 3 major prizes on offer for the exam. He reached this level of excellence by diligent use of two Organ Scholarships at two churches in London that offered training in exchange for his regular playing at weekly Sunday services and choral and other events.' In June 2017 Damon was recognised with the Outstanding Student Award at the Amos Bursary Summer Fundraising Gala and his attendance to several social events including events at the House of Lords has opposed his beginnings where he grappled with his communication and social interaction abilities.



## The bursary has had a profound effect in my personal development.

Solomon Adebiji



Solomon Adebiji

Damon now has a Graduate position as a Statistician working for the Government Statistical Service (GSS) and sees this as a stepping stone to his ambition to become an Actuary.

*I have had extremely good support from the Bursary and the best mentor that I could ever ask for in Omar Daniels who has supported me throughout my time as a student of the Bursary. I am particularly grateful for the opportunity to meet new people – which was useful in enhancing my social and communication skills. As an alum of the Amos Bursary, I would like to keep in touch and offer my services in whatever way is deemed suitable.*

He is a man of his word and is one of the Amos Alumni who prepare AB students for Assessment Centres.

## Self-determination

Solomon Adebiji, *Manchester University, Atkins International*

I joined the Bursary as a shy introvert with a creative passion. Through the help of the Bursary, I have been able to channel this passion to forge my path forward and share my unique value with the world.

Since the first development session which involved the use of Lumina Spark where I was able to reflect and understand my personal strengths and weaknesses; to the 'Supporters Networking Event' where I was exposed to the gravity of networking, I have been able to capitalise on the opportunities presented to me by the Bursary. The Bursary's flagship programme 'The New York Experience' was one such experience, which allowed me to travel to New York for one month and gain work experience at Adjaye Associates' Manhattan office. This was an enlightening experience for me as it was the moment that I decided I truly wanted to become an architect.

I am now a graduate from Manchester School of Architecture with first class honours and was fortunate enough to secure a graduate job at Atkins, which is listed as a top 10 UK firm in the field by the Architectural Journal. In this year's Future leaders' magazine by Powerful Media I was honoured to be awarded no.8 out of 100 of the most outstanding black students. In the meantime, I continue

to pursue my passion for art via my portrait drawing company. With the help of the Amos Bursary's chair, Sarah Ebanja, I was able to showcase a solo exhibition entitled 'Empowered' at the Bernie Grant Arts Centre. As part of my giving back, which is also a key factor of the ethos of the Amos Bursary, I run workshops teaching children to draw and helping them to aspire and believe in themselves. Having a support network of talented and ambitious young men is vital to the normalisation of successful black males in today's society, and that support, talent and positivity is in abundance at the Amos Bursary. I am proud to be part of this great tapestry of black excellence.



Wilfrid Obeng

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## Wilfrid Obeng

*Google, Customer Solutions Engineer*

**Development:** I arrived at The Amos Bursary as a shy young man from a council estate in Brent. I grew in confidence through a number of development days centred around networking, public speaking and work experience.

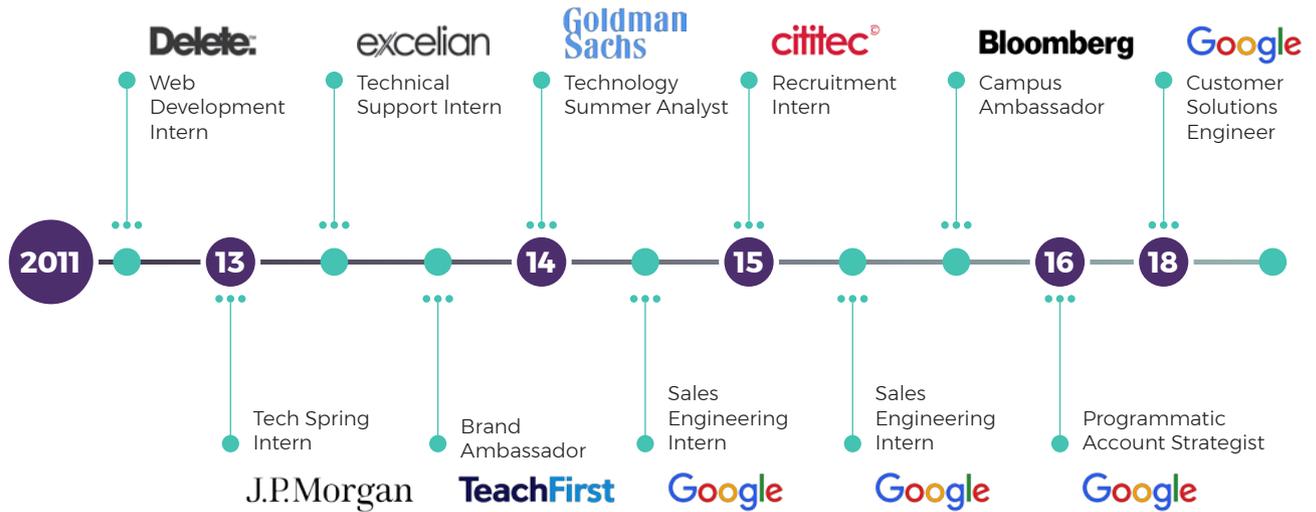
**Work experience:** The Amos Bursary secured my first Internship at age 17 with web development company, Delete London. They then helped me source further experience at Excelian as a Technical Support Intern after my J.P. Morgan internship.

**Networking:** The Amos Bursary invited me to the 2012 Powerlist for Britain's Most Influential Black People, where I met Adrian Joseph (Google Director). After a discussion with Adrian I set my goal at working at Google. In 2014 I was invited to the Obama Speech by the US Embassy as a Amos Bursary Ambassador.

**Public Speaking:** Co-presented The Amos Bursary Summer Fundraising Dinner & Auction attended by Baroness Amos, Lord Alli, Baroness Rendell, Lord Mitchell and Chuka Umunna MP.

**Leadership:** Identified as a 'Future Leader', 'Rare Rising Star', 'Outstanding Student' and 'Top 10 Computer Science & Analytics Undergraduate 2016'.

### Wilfrid journey



Ivan Beckley

### How AB made a difference to my journey?

Ivan Beckley

2014

#### I joined AB during my gap year

I had an idea for a social enterprise and AB exposed me to art of networking, I gained my first business mentor and the rest is history. 2 years later we raised over £4,000 and partnered with Google and IDEO.

2015

#### I joined UCL medical school

AB opened my eyes to the international opportunities via my internship in the United States. Following which I have been accepted onto a worldwide technology fellowship focused in Silicon Valley. One of only two UK residents for this years cohort

2016

**I started my second startup named Suvera**

By this point, AB had exposed me to so many people that I learnt how to build a brand online and connect to opportunities that might grow our idea. We have since joined the NHS clinical entrepreneur programme and become winners of the 2017 UCL entrepreneurs venture fund.

2017

**I decided to apply to an MSc in Health Data Science taking a year out of my medical school to do so.**

From observing the success of Isaiah Lynn (a fellow AB scholar), I created a proposal to Google DeepMind to sponsor my MSc and living costs. Not only was this accepted but I became the first medical student to intern at the company in summer 2018.



## CHAPTER 9

# Testimonials

In reflecting on how the Bursary has grown, I can imagine Mike and Dolly Amos looking down and being so proud of what their children, family and friends are doing. Mike and Dolly were extraordinary. They were not alone. Theirs' was a shared experience. The generation who came to England with dreams and aspirations for a better life. They wanted us to do better and some of us have. We share that vision for you. The Amos Bursary carries on that tradition. Congratulations on achieving 10 years of Excellence.

**Lord Waheed Alli**

Sometimes in our professional and personal lives, we are fortunate to have met people that impact us across both dimensions at once. Interactions like that do not happen often enough in my experience. However, when we met Colleen and Sarah – now many years ago – there was an opportunity for Linklaters that just 'clicked'.

Being early and steadfast supporters of the Amos Bursary has allowed us to be there as it has grown, faced challenges, overcome them, and created pathways for success. For us to be able to be part of the boys becoming capable, confident and forward-looking young men has been unique for us, and we are glad to have been able to support the Bursary in some small way. Thank you for allowing us to do that.

**Tom Shropshire**, Partner, Linklaters LLP

I am proud to be a supporter and Patron of the Amos Bursary, and congratulate all involved on their 10th anniversary! They have done splendid work in encouraging, motivating and guiding young black men to achieve socially and academically. I have had the pleasure of meeting several of them and discussing their progress. They acknowledge that, without the Amos Bursary, they would not have achieved the success that they have. I have worked closely with three of them in seminars in Parliament on child mental health and child friendly justice, following which one young man travelled to the Council of Europe to co-chair the launch of a report. He did this with great sensitivity and confidence. This is the calibre of young men the Amos Bursary is producing. They can be justifiably delighted with the work they do.

**Baroness Doreen E Massey**

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It gives us great pleasure to continue our support for the Amos Bursary – not just in making donations, but also in one-to-one involvement by members of our family. The path from school, to university and then onto early employment is not an easy one, particularly for those who are the first in their family to take this route. The Bursary stands tall in its inspirational commitment to helping these young people and we are proud to be associated with it.

**Lord and Lady Mitchell**

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I am continuously captivated by the exceptional quality and dignity of the Amos Bursary young men that I meet. I've seen at first hand their passion for progression and their active energetic engagement with learning irrespective of impediments from poverty or community. These guys have a vision and the beauty of the gift that Amos implants within them is a really dynamic duty of public responsibility alongside private opportunity – that's the magic of the mission. And as the second decade commences, there is an alumni as proof of concept. Thrilled and honoured to build this vision and solidify the outcomes.

**Lord Michael Hastings**

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I am proud to play a part in this unique charity. And on a personal note, particularly happy to speak about the excellent contributions your students have made to my school.

It was hugely impactful for our students to see and hear high achieving young Black men who look like them and come from similar backgrounds.

The medicine and university skills workshops which the Amos Bursary students presented, made an enormous educational and emotional difference to my students.

My Hackney students were amazed and encouraged to find Black students from similar disadvantaged backgrounds and inner-city deprivation, excelling at top universities and in competitive careers. The impact on our students, staff and school should not be underestimated.

I wish the Amos Bursary continued success and look forward to working with you and continuing to make a positive impact on disadvantaged youth.

**Juliet Alexander**

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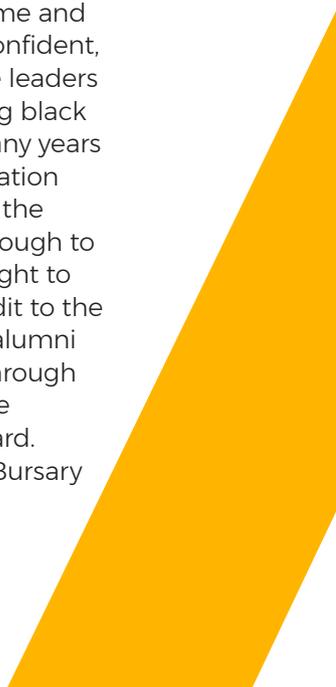
For Keith and I, the Amos Bursary is one of the most inspiring charities we have encountered. There is a great need to champion the excellence and achievement of our young people. We must mentor them, nurture them, and most importantly listen to them. The Amos Bursary continues to do just that. Colleen and the entire team, thank you for all the tireless work you do.

**Keith and Michelle Levy**

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EY Black community have been giving their support to the Amos Bursary for a number of years now and we are very proud to be associated with this amazing organisation that has time and time again produced confident, smart, intelligent, future leaders who will be representing black business success for many years to come. The transformation of the young men from the start of their journey through to graduation is a proud sight to behold. Each one a credit to the Amos Bursary and the alumni support will continue through the generations to those that are yet to go onboard. Congratulations Amos Bursary on your awesome work.

**EY Black Network**



Being part of an organisation which focuses on the educational and professional development of students from an African Caribbean descent is a pleasure in itself.

Throughout my time with the Bursary, I have watched individuals mature and adopt the life skills required to make a difference within their own communities and society as a whole.

Today, I share the perspective of a mentee as the alumni use their accelerated learning to pave the way for others to follow.

Above all, this is a great achievement by the Bursary!

**Tyrone Edward, Mentor**

You only ever know what you know or are exposed to. As ambitions are invariably based on what you know, your life's journey may take you far but never as far as if you had known or been exposed to more. When my own Children ask me why I work so hard, my answer is simple. I work hard because I want them to have the best education possible and to be exposed to as much as possible.

To be asked to be a Patron of the Amos Bursary was an honour very much in step with my outlook on life. I profoundly believe in the potential of young people of African Caribbean descent. The Amos Bursary does too and seeks to challenge, inspire and develop their talents. The Bursary causes its students to challenge every day that hackneyed narrative and to deconstruct and slay all that 'nonsense' that was the preferred narrative uttered all too frequently about young people of African Caribbean descent when I was growing up in 1970's London.

When I hosted The Bursary's students in Siena in 2016, I got to work with a group of students. Over 2-3 days, I saw young open minded men eager to learn, eager to get out there, eager to make their mark.

It was palpable. I was so happy to narrate my own journey and take questions and mentor as best as I could. I knew after these few days that these young men were prepared to work as hard as hard requires. All they needed was opportunity.

The Bursary seeks to foster and expand the foot print of these young minds into higher education and from that, springboard them into top professions and prominent roles in British society. Theirs should not be a life sat on the sidelines whilst others dictate what they can or cannot do or define what they will or will not be. The Amos Bursary wants them to know more and be exposed to more and be full participants in the rich diverse fabric of UK society.

In ten years The Bursary has had tremendous success but its work is not finished. It continues and I'm proud to be a part of it. Full kudos to Baroness Amos and congratulations to Colleen. It is only right that in our tenth year that Colleen is honored with an OBE.

**Michael J. Prest, CEO Petrodel**

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# Thank you for the years

None of this would have been possible without the support of our sponsors over the years. A special thank you to Linklaters, Prudential, Imperial College and BPP who changed the trajectory of the Bursary in 2013.

The individual donors who make a significant contribution to the Bursary each year.

The mentors, volunteers, Committee members, Board members and supporters.

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