



“Hanover made me realise that I was a confident person and that I could do well – I’d just lost sight of that.”

Nishram, 16

“The contribution of trained coaches to the education of young people cannot be overestimated.”

Head of Year, London Secondary School

“Hanover helped me know what I want to achieve in life and how to get there.”

Steven, 15



HanoverFoundations
strategy • confidence • achievement

Over 10,000 young people have benefited from Hanover Foundations' coaching programmes. We work with every level of ability, from high flyers to those at the highest risk of exclusion, to increase confidence and help them achieve their full potential.

- 10-year track record of innovation and delivery
- Flexible programmes plus bespoke service for specific needs
- Goal-orientated, increasing confidence, motivation & strategic skills
- Highly trained professional coaches with ongoing supervision
- Rigorous quality control and precision in delivery
- Consistent, proven impact on behaviour, attendance and results
- Cost-effective programmes from just £100 per young person
- Absolute commitment – we have no share-holders, so 100% of income is invested in the future of young people



HanoverFoundations

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Contact us for a free DVD about Hanover's work (narrated by Sir Derek Jacobi) or watch online at www.hanoverfoundations.org/video

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strategy • confidence • achievement

Imagine young people with the self-respect to envisage a fulfilling future for themselves, the skills to make clear decisions about their options and the motivation to succeed.

Hanover Foundations provides groundbreaking performance management programmes for young people. With proven methodology they help young people at a crucial time to take control of their lives and realise their full potential. Since 1997 Hanover's innovative, goal-orientated programmes have gained a reputation for high-quality delivery and consistent success.



“I'm more confident and ambitious and I believe in myself more now.”

Ash, 16

“We're much more confident that a student who's completed the Hanover programme will do very well in a work setting.”

FE College

“One of the greatest things is the way it can be adapted and changed to suit the needs of young people.”

London Secondary School



History

In 1997, professionals from a leading executive coaching company began working with 24 young people in two London secondary schools. Their aim was to help young people from deprived areas achieve their potential through the benefits of coaching from a trained professional. Ten years later Hanover Foundations is working in 10% of London's state secondary schools and is rolling out its programmes in other youth contexts, working with 5,000 young people in a single year.

Proven methods

Hanover Foundations' work is based on established business-style personal development and team-building programmes. Our results demonstrate the dramatic Impact Hanover programmes have on our young clients, for example:

- 76% of those referred for behavioural concerns in Year 10 were not referred in Year 11
- 100% of those recommended for coaching because of poor attendance in Year 10 raised their attendance level in Year 11
- 72% improved by one or more grades on predicted GCSE results (49% in the control group)

Quality assurance

Hanover has an absolute commitment the highest standards of delivery. Our coaches have professional supervision and we continually monitor and evaluate the impact and outcomes of our work. Qualitative and quantitative data is collected through a variety of indicators including questionnaires designed by a Great Ormond Street psychologist, GCSE results and Yellis Baseline Data.

“Hanover are the experts... the top of the league”

Estelle Morris, former Secretary of State for Education

“We saw a positive impact on social attitudes, behaviour, learning skills and readiness for learning. I know the Hanover programme works.”

Peter Walker, Director of National Schools Strategy

“Hanover is one of the very best examples we could have of promoting the highest possible standard of education for young people.”

Stephen Twigg, former Minister for School Standards

What government says

“He had the chance to talk about what he wanted to do. It just kept him focused at a time when he could have let it all go.”

“My daughter only attended school about half the time. I don't know what they talked about but she started to get her confidence back. She saw her coach through Year 10 and in Year 11 her attendance was 98%.”

“He learned to think before reacting. Rather than shouting and getting aggressive, he thought about different ways of handling things. He got into a lot less trouble and was just nicer to be around. He's doing really well on a catering course now.”

What parents say

Long-term impact

Immediate transformations in behaviour, motivation, aspiration and success are clear to see – but the ultimate results unfold over time. Hanover's aim is to give young people a gift for life: self-esteem and problem-solving skills that they can rely on whatever challenges they face.

Consistently reported improvements include:

- confidence
- attendance
- teamwork
- time-management
- behaviour
- exam results
- respect
- peer support
- focus
- communication
- socialisation
- assertiveness
- motivation
- listening
- organisation
- citizenship

Cost effective

Starting at just £100 per participant, Hanover's programmes offer a superb investment for the future. And if you consider the cost of future lost earnings, health, crime and social services, each pound spent on preventive interventions reaps more than ten times the reward in savings, for both young people and society.

- Up to 20% of teenagers suffer from social, emotional and behavioural difficulties. ⁽¹⁾
- Over 40% of student do not achieve the essential benchmark of 5 GCSEs at grade C or above. ⁽³⁾
- Each year there are over 10,000 new exclusions from school, costing society an average of £64,000. ⁽²⁾
- There are nearly 200,000 persistent truants in the UK, each costing an average of £44,500 – a total of £800m per annum. ⁽²⁾
- Over 10% of 16-18 year olds are currently failing to access further education, employment or training when leaving school. ⁽³⁾

The value of coaching is such that senior executives invest tens of thousands of pounds per year in having a coach. Hanover works hard to provide an outstanding professional service for disadvantaged young people at an affordable price.

(1) Barnardos Report (2) New Philanthropy Capital report (3) Government Report



How it works

Hanover Foundations' coaching creates a climate in which potential can flourish. Our young clients can explore anxieties without fear of judgment; aspirations without fear of ridicule; resentments without anticipation of reprisal.

We work with young people from the age of 14 to 24, when it is vital that they start to operate on an adult level. In a series of meetings over several months they focus on overcoming self-limiting beliefs and practise setting and achieving realistic goals.

Our coaching encourages them to take full responsibility for their actions and think for themselves. They develop strategic skills, self-reliance and a commitment to their own future.

Flexible programmes

Hanover's original one-to-one coaching programme, **Foundations for Achievement**, was developed for 15-16 year olds at GCSE level. Further programmes have evolved to cover specific issues, including:

- **Foundations for Communication** – social development, assertiveness, listening and teamwork or specific issues e.g. bullying/drugs.
- **Foundations for Exam Success** – revision strategy, goal-setting, peer support and individual confidence-building.
- **Career Foundations** – interview-skills, teamwork, identifying transferable skills, motivation, self-reliance and goal-setting.
- **Foundations for Leadership** – advanced 12-month programme; includes one-to-one coaching, training in coaching and interpersonal skills and supervised peer-coaching practice.

Programmes are adapted to suit the needs of each partner organisation, using a mixture of one-to-one coaching and group workshops to suit differing personalities. All programmes are certificated and suitable to be added to a personal achievements record or CV.

“Several of the students seemed to be very clear about what they were going to do after their GCSEs and how to go about it. When I checked the names I noticed that they had all been on the Hanover programme.”

“He now thinks about his behaviour in class – I have seen him move himself away from students who were messing around in order that he could focus.”

“Students insisted on making special journeys to school for coaching sessions even though they were on study leave. We were surprised but delighted.”

What schools & colleges say



Working in partnership

We are proud of our reputation for high-quality delivery and sustained results. We work in partnership with education, training and youth agencies to raise standards, improve attainment and deliver specific outcomes.

Hanover has helped to deliver major government initiatives including:

- Excellence in Cities
- 14-19 Agenda
- Every Child Matters
- The London Challenge

Real transformations

Hanover's young clients move on to greater challenges having proved to themselves that they can take control of their future, including:

- A boy who was persistently excluded from school looked for the first time at how his actions appeared to others. He developed strategies for himself, the exclusions stopped and he passed enough GCSEs to go into further education.
- A gang of girls who used their sharpened fingernails as offensive weapons in racist incidents became able to express themselves as individuals, rather than just seeing themselves as hardened members of a gang.
- A boy with a history of football violence won a scholarship to a Premier League club after changing his attitude through coaching.
- A girl with a blood disorder felt paralysed by the possibility that it would kill her. Coaching enabled her to gain perspective and focus on working towards her dream of becoming a doctor.

“I have learnt and understood there is a reason I am getting referrals and I know how to stop it.”

“The main thing I got from coaching is a progressive attitude. If I set realistic targets I can achieve anything I want to.”

“I'd done some mentoring before but it didn't suit me – it was rather telling me what to do. But with Hanover I was learning a process to set goals and see what had to be done to get there.”

What young people say

All Levels of ability

Hanover's results prove that coaching benefits young people at every level of ability.

We are recommended under the government's **gifted and talented** strand and work equally effectively with **average, borderline, underachieving** and **at risk** young people, including those not in education, employment or training (**NEETs**).

Our broad range of delivery avoids the stigmatisation often created by narrowly targeted schemes. This leads to higher attendance levels, so increasing effectiveness and creating a positive atmosphere that benefits the entire community.

