



spectris  
FOUNDATION

# IMPACT REPORT

Data is impact to date  
from inception, November  
2021 – December 2023



# Introduction from Chair



**“Our mission is to provide equal access to STEM education through working with like-minded charity partners, globally. We aim to empower students from all backgrounds and believe our contributions will help to create a more sustainable world.”**

2023 has been a year of acceleration and impactful grant-making for The Spectris Foundation. We have focused on building partnerships, donating to long-term Science, Technology, Engineering and Mathematics (STEM) based programs, and have continued to encourage employee engagement from Spectris plc.

Our mission is to provide equal access to STEM education through working with like-minded charity partners, globally. We aim to empower students from all backgrounds and believe our contributions will help to create a more sustainable world. To date, we've committed to donating £1,161,299.00 to STEM education and over the past year, the Foundation has spent time looking at the impact these grants have made in their local communities.

I recently had the privilege of visiting the Bharat English School and Junior College in Pune, India. I had the opportunity to meet the children and teachers who are being supported by a partnership between the Spectris Foundation and the India Stem Foundation, through the creation of a 'STEM Tinkering Lab'. For many of the children, the Tinkering Lab is the first opportunity that they have to engage with Science and Technology, and it was an extremely moving experience to see their enthusiasm and excitement.

The Foundation also allocates a small proportion of funding annually to smaller charity initiatives which are meaningful to Spectris plc employees. 2023 saw an increase in employee nominations which allowed the Foundation to donate to causes based in Spain, Portugal, Germany, China, and Canada.

It's humbling to learn the employees' stories and connections with these local charities; some volunteer weekly to provide food to the homeless, whilst others have personally accessed services for challenging situations including family bereavement. I am proud of the Foundation's commitment to offer employee nominated grants globally.

As we enter our third operational year, The Spectris Foundation will continue to champion equal opportunities in STEM education, and will remain committed to supporting small initiatives, nominated by Spectris employees. I am excited and inspired for 2024. It will be another year of growth and dedication to further enhance our impact and continue to engineer bright futures.

**Derek Harding**  
Chair, Spectris Foundation



Derek visiting the Bharat English School and Junior College in Pune, India.

# Engineering Bright Futures Statistics 2021 - 2023

We believe that every person should have an equal right to quality Science, Technology, Engineering and Mathematics (STEM) education. Our mission is to support charitable initiatives through grant-making, with a particular focus on enhancing and improving access to quality STEM education to empower students from all backgrounds.

Our secondary purpose is to support meaningful causes around the world, nominated by Spectris employees.

We aim to engineer bright futures.

## Locations of STEM and Employee Nominated Grants



 **Read more about us here:**  
<https://spectrisfoundation.com/about-us/>

### Totals



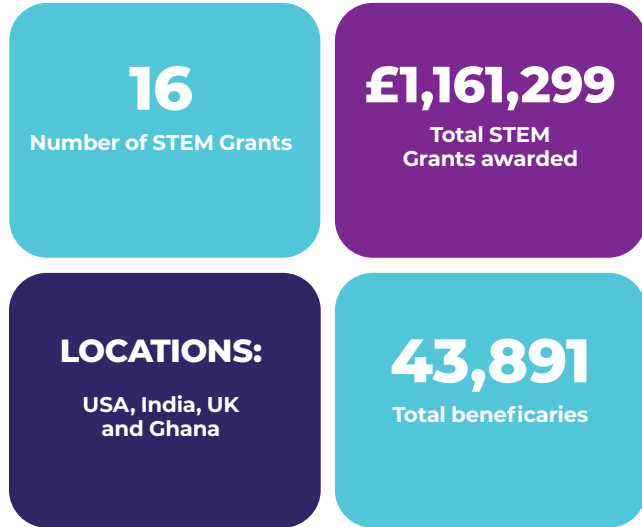
### In 2023



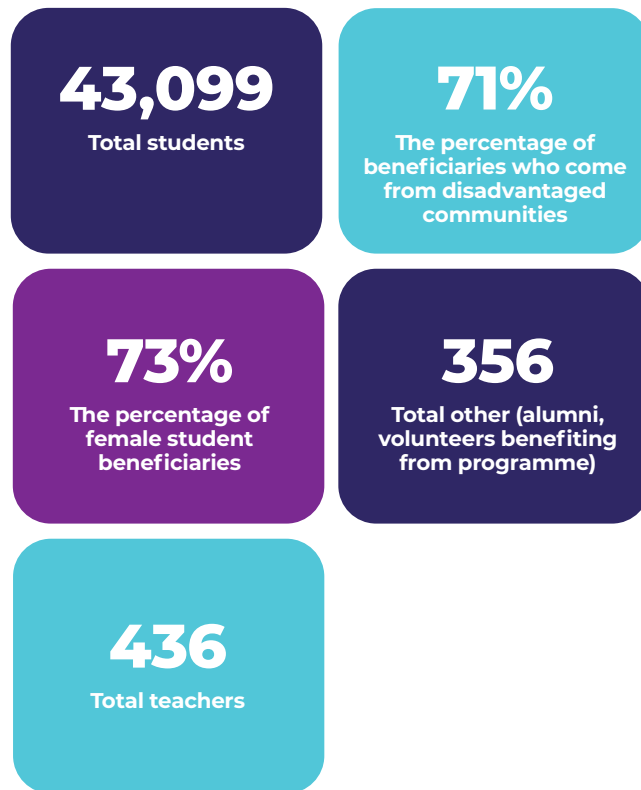
Total grants means all grants donated by The Spectris Foundation. These include STEM grants and employee nominations.

# STEM Grants: Total Statistics 2021 - 2023

## STEM



## Breakdown



## UN Sustainable development Goals (SDGs)



Our key focus is on contributing towards: SDG 4: Quality Education – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



# STEM Highlights

The Spectris Foundation award one-year and multi-year funding to a variety of STEM charitable partners. We focus on different areas of STEM education, from teacher training, mentoring, classroom based learning to remote learning.

A selection of case studies have been highlighted to show how our charitable partnerships are improving access to STEM education around the world.

## Active STEM grants

- SAE Foundation
- African Gifted Foundation
- Technovation
- Engineering Education Scheme Wales (EESW)
- ENTHUSE Charitable Trust
- Royal Society of Chemistry
- India STEM Foundation
- CompTIA Spark (TechGirlz)
- Lightyear Foundation
- Apps for Good

In 2023

**£723,000**

was awarded to STEM Education Grants

## Case study

### Technovation

During her time studying electrical engineering at university, Dorcas, a Technovation alumna from 2017, has done three internships in which she was the only woman on the team. Having seen the gender gap firsthand, Dorcas is working to empower more girls in Kenya to join engineering by volunteering as a mentor for Technovation. This past year, she mentored a team from a community in Northern Kenya that had no prior experience with technology. The team won the social impact award for their app, "End Cut", which aims to educate the community on the dangers of Female Genital Mutilation and provide access to global markets for Samburu women to sell beaded jewellery as a tool for economic empowerment. In the team's pitch, the team leader, Rosilla, bravely shares her story of being rescued after being married off at 9 years old to a 42-year-old man. Rosilla said this about her experience in Technovation:

**"Technovation was the first time I learned about technology. I can now do a bit of coding, something that I never imagined I could ever do. It also changed my interests and career path."**

Rosilla recently scored among the top 12% of Kenyan seniors on her national exams and is hoping to study ICT specializing in cybersecurity. She believes she would be the first one from her community to pursue this type of career. Both Dorcas' and Rosilla's stories are powerful examples of the profound impact that Technovation's program has.



Read more about Dorcas (below) and Rosilla's inspiring journeys here: <https://www.technovation.org/blogs/now-i-am-empowered-technovations-influential-role-in-shaping-girls-futures/>



## Case study

### The Royal Society of Chemistry – Empowering Chemistry Teachers

The Royal Society of Chemistry's vision is a world in which the chemical sciences fulfil their potential as a force for good. They are a global charity who work to connect chemical scientists with each other and society.

In 2022, The Spectris Foundation and The Royal Society of Chemistry launched a project called 'Chemistry for Science Teachers'. The project aims to enhance and build the skill levels and confidence of early career chemistry teachers and non-chemistry specialist teachers in delivering high quality chemistry lessons to address students' lost learning during the pandemic. This project is being delivered online to make it realistic and accessible for all participants across the UK and Northern Ireland. The Foundation's partnership with the RSC has enabled technical resources to be developed. These quality resources will stand the test of time and be available to teachers globally.

A participant teacher named Jasmine works at an Academy in England with 15% of her pupils receiving free school meals. She says:

**"I've gotten to try some new practices and feel more confident in delivering to classes and I will be feeding back some of my favorite tips to the department after half term!"**

Tanya completed Module 1 in June and is a trainee teacher. She works at an Academy in England and has a background in Geology and Gemology. She explains:

"My confidence in my abilities have increased considerably, I feel that I have a better understanding of the topics we covered and am happier to teach them going forward.... I have shared details of the course and given feedback on it to the Chemistry department, particularly to the lead practitioner who has been very supportive of my progression."



Read more about our impact here: <https://spectrisfoundation.com/our-impact/>

# STEM Highlights

Continued

## Case study

### SAE Foundation

#### Progress: Goethe Elementary School, Chicago, IL

In May 2023, ten classrooms at Goethe Elementary School in Chicago, IL implemented SAE's 'A World in Motion' (AWIM) program. Teachers at each grade level, adopted AWIM's curriculum into their lesson plans, filling a void for STEM programming due to a lack of funding and resources. The excitement in the classrooms was electric about topics such as Newton's Laws of Motion, where students explored rocketry using straws; kinetic and potential energy with experimentation using cars and ramps; air resistance and balance/stability where students designed and built fan-propelled sailboats. These are just a few of the examples of the integration of STEM concepts and the Engineering Design Process that Goethe students were able to access through the AWIM curriculum.

Not only did the students appreciate AWIM, so did the instructors. Once teachers receive AWIM professional development, it has been proven in a longitudinal study that their confidence and competence in teaching STEM subjects increases and they benefit from AWIM programming. All participating teachers at Goethe Elementary were provided with an

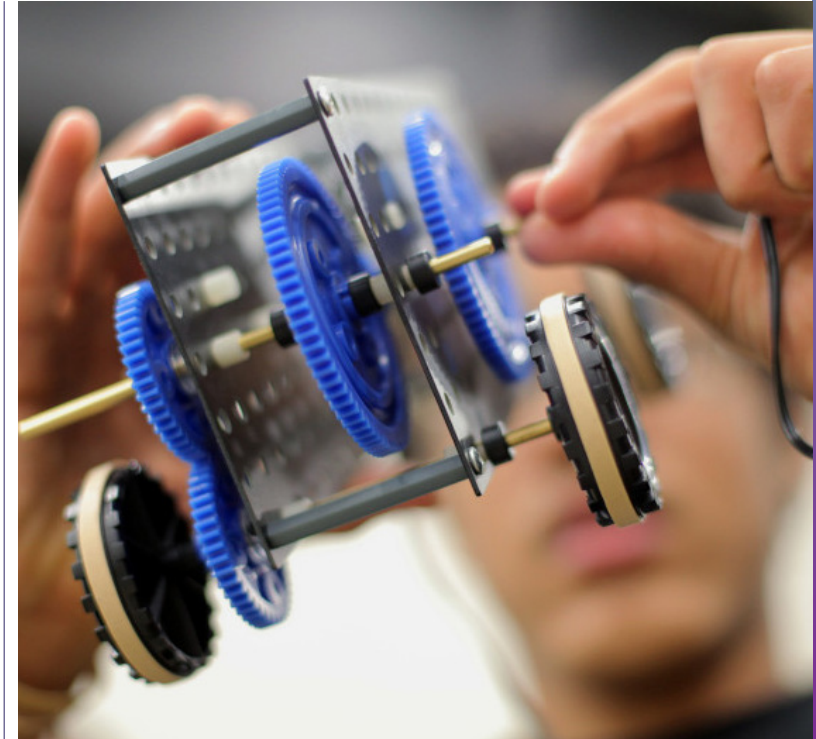
online teacher's manual and notebooks for the students. They were also provided with hands-on materials and bespoke training for each specific challenge. When debriefing with the teachers after the challenges were completed, ALL teachers noted that they observed increased excitement from students, especially those who were not often engaged in STEM topics. They also remarked that having an organized curriculum that they could integrate into their lesson plans was helpful, especially towards the end of the year. These teachers note that other teachers in the school have learned about their participation, and now cannot wait to get their own classrooms involved next year.

Third grade instructor, Megan, noted:

"My students didn't even know about seed dispersal before we started 'Engineering Inspired by Nature'. By the end of the unit, students were telling anyone who would listen about how seeds travel and why it is important—I couldn't believe my ears!"

A parent, Nicole, heard about AWIM from both her daughter (first grade) and her son (fourth grade). Ms. Dalesandro said: "I was very happy when my son told me about the new project he was building with a team in his classroom. He rarely tells me about anything other than recess, so I could tell he was excited! I wish my children could learn like this every day."

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# Employee nominations

It is important to the foundation that we are globally inclusive. That is why we will allocate a section of funding every year to support causes which are meaningful to the Spectris Group employees.

**Employees can nominate a charitable cause for up to £5,000 for a small grant.**

This cause must be important to the employee, be located close to them and should identify it's impact.

Together we can make a huge difference to local charitable activities around the world.

## In 2023

**23**

The number of charities donated to in 2023

**£91,000**

The amount donated in 2023

## Case study

### ┆ Fresh Start Furniture Bank, USA

Fresh Start Furniture Bank is a volunteer-run charity that helps restore hope, dignity, and stability in the Hudson community, USA, by recycling donated furniture and housewares, for free, to people in need. Their secondary goal is to keep household items out of the waste stream. The people they help include families, veterans and refugees.

Katherine who nominated Fresh Start Furniture Bank for a grant explains:

"I have been a volunteer at Fresh Start Furniture Bank for a year and half. Nearly every week I am there to help with the intake of donated furniture household goods, or to greet clients, start their paperwork

and get them set up to shop from our online inventory app. It gives me an immense sense of purpose, pride, community and human connection to serve at this great organization."

She continues, "I don't have to wonder and worry about these families leaving everything behind. I know for a fact how we have helped them create new homes and new lives here. It would make me so proud to know that my company also played a part in the wonderful work of this local charity that means so much to me."

**The Spectris Foundation funding has gone towards purchasing 33 mattress sets and 51 pillows.**

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## Case study

### ┆ The Appledore Book festival

Appledore Book Festival, founded in 2006 to save Appledore Library, is one of the biggest annual cultural festivals in Devon. The Schools Week offers sessions to young people of all ages. The charity's aim is to increase the enjoyment of reading and encourage creative writing through access to inspirational events.

Appledore Book Festival used our grant of £5,000 to purchase a free book for nearly 800 school children who all attend schools where over a third of the pupils received free school meals.



**800**

Books purchased for school children

## Employee Nomination Grants to date

(from inception, Nov 2021 to Dec 2023)

**53**

Total number of charities donated to

**£204,500**

Total employee nominated Grants awarded

**12**

Types of causes donated to

1. Education
2. Health and wellbeing
3. Children and young people
4. Alleviating poverty
5. Disability
6. Homelessness
7. Isolation and loneliness
8. Sports
9. Theatre
10. Emergency response
11. Climate action
12. Research

# Volunteering and engagement

The foundation recognises the important contribution volunteers have on the grants we make, and the running of our organisation. Earlier this year we recruited 19 Ambassadors and 5 Advisors who help engage Spectris employees and are essential in giving context and insight to STEM grants.

Volunteering can amplify grants and have a positive impact on our charitable partners. We are delighted to have coordinated 2,940 hours of volunteering since establishing the foundation.

In 2023, our volunteering has increased from 380 hours to 2,560 hours.

## 2,940

Total number of volunteering hours

## 67

Total number of volunteers

## Case study

### TechGirlz International Women in Engineering Day event

We champion women in Tech and aim to help bridge the gender gap in STEM education.

On Tuesday 20th June, to celebrate International Women in Engineering Day, we teamed up with grant recipient TechGirlz, our corporate donor Spectris, and student network Young Professionals UK, to host an online collaborative workshop, seminar and panel discussion - all about women in Tech!

Danielle Garrett, TechGirlz Partner Success Specialist from TechGirlz facilitated an interactive workshop named "think like a digital designer". This stimulating session taught the importance of user experience and helped the participants learn to think about different consumer groups when designing and developing an app. During one activity, Danielle asked the participants to write a letter to their favourite app and the students wrote their creative and insightful letters in the chat box. One participant wrote to Spotify;

"Dear Spotify, You're my everyday because you're always here for me, when I am down, when I am happy, when I want to relax, you are always there for me and I love you for that."

After the workshop the students had the freedom to visit different breakout rooms where, The Spectris Foundation, Spectris Scientific, Spectris Dynamics, Servomex and Red Lion held inspiring enlightening talks and discussions on their business areas, and personal experiences working as women in tech. These impressive women gave practical advice and expertise in their fields. In the Spectris Foundation booth, Kate Kerr, foundation trustee, talked about the importance of psychology in STEM and how she progressed within the User Experience sector. She was joined by Karen Usher, founder of NMITE and foundation trustee, who gave practical and insightful advice to the students.

We received amazing feedback from the students. One said:

**"It was very insightful listening to women who are successful within a field where women are underrepresented. Very inspiring."**

Thank you to everyone who made this event possible – we reached an amazing 277 students from across the UK and the US.

## Case study

### Lightyear Foundation – Role Model

Last year, Retina UK was nominated by a Servomex Employee, Dr Christopher Baily for a grant of £2,500 to help support people affected by inherited progressive sight loss. Chris has received personal support from the charity for his untreatable eye condition named Retinitis Pigmentosa. He explains:

"The charity is so friendly, caring and helpful to those in need and I have recently started volunteering for them!"

Since engaging with The Spectris Foundation, Chris has also offered to volunteer for STEM charitable partner, the Lightyear Foundation, as a role model. The Lightyear Foundation break down barriers to disabled children taking part in STEM, and one of their methods is to provide experience and guidance from real life role models who are working in a STEM field. Chris is a Research Scientist for Servomex and has always enjoyed maths, physics and chemistry. He features on the Lightyear Foundation's website, where his profile, experience and top tips are shared with students living with a similar disability.

He explains:

**"Dealing with the daily challenges of my disability has given me a lifetime of experience of determination and problem solving to succeed when things are tough. This has developed over time into a confidence and a 'can do' attitude."**

Chris is a great example of how the foundation is working with skilled Spectris employees to strengthen the STEM grants.



Read more about Chris as a Role Model through the LightYear Foundation here:

<https://www.lightyearfoundation.org/chris>





**spectris**  
FOUNDATION



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