

TalkTheTalk

CONFIDENT COMMUNICATION FOR LIFE



IMPACT REPORT

2024-2025

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'Absolutely fantastic workshops! They were fun, engaging and informative. Students were learning, feeling inspired and energised to communicate and debate.'

Ashton Community Science College

INTRODUCTION

Becoming Chair of Talk The Talk is both exciting and an honour. In today's polarised world, oracy - the ability to speak and listen effectively - is essential. Our mission to equip young people for further study, the workplace, and a life of confidence and contribution has never been more urgent. This work is transformational, an investment in society's future.

I would like to thank Dave Aldred for his exceptional leadership as interim Chair. His guidance has propelled Talk The Talk through a period of significant momentum, leaving a strong legacy.

This Impact Report showcases the outstanding work of our trainers, our dedicated team, and the unwavering support of schools. Since our early days, supported by Four Acre Trust, we've expanded our reach and impact. Looking forward, we are setting bold ambitions to deepen our partnerships with schools both in the UK and internationally, ensuring every child receives the oracy education they deserve. Talk The Talk is poised to build on its strong foundations, empowering even more young people to find their voice and shape their futures.

Steve



STEVE PHILLIPS
Chair of Trustees



MARK FARMER
Director

We are delighted to have supported over 44,000 young people during 2024-25. This is our highest ever engagement! With our dedicated staff and loyal, skilled and immensely popular trainers we have also increased both the number of workshops delivered and schools engaged. The role our partners play in helping to get this important and gratefully received training to young people is vital. A huge thanks goes out to the Jack Petchey Foundation and all our supporting Trusts, Foundations and wider partners.

It has been a joy to work with outgoing Chair Dave Aldred over the last 12 months, and, with his guidance, and that of Liz Lloyd before him, the Talk The Talk success story has continued. As we move forward, I give a warm welcome to Steve Phillips, our new Chair. Steve brings experience from across the corporate, charity and education sectors which will be key in developing our core objectives, such as increasing the amount of our FSM Impact funding available to eligible schools.

This Impact Report for 2024-25 offers you an insight into our work and how well placed we are to respond to the exponential demand and need for oracy training for our young people around the UK and worldwide.

Mark

WHY ORACY?

Oracy is fundamentally important as it underpins a young person's ability to express themselves, engage with others, and navigate the world through spoken language. Beyond academic achievement, strong oracy skills contribute significantly to a young person's social confidence, emotional wellbeing, and long-term life outcomes. As students move through education and into employment, the ability to communicate effectively and collaborate becomes increasingly essential.



In today's highly connected, dialogue-driven workplaces, these Essential Skills are more crucial than ever. Research by organisations such as the Oracy All-Party Parliamentary Group reinforces the importance of prioritising oracy in education, noting its impact not only on academic performance but also on subsequent employability. Furthermore, the Skills Builder Partnership found that young people with strong essential skills, including verbal communication, are more likely to secure employment and be successful in their careers.

The incumbent Labour government publicly affirmed its commitment to prioritise oracy as part of its mission for education in Nov 2023. In its 'We Need to Talk' report (2024), the independent Commission on the Future of Oracy Education called for oracy to be recognised as the fourth 'R' of education, and of equal status to reading, writing and arithmetic. It is yet to be seen to what extent oracy will be formally addressed by the end of the current Curriculum and Assessment Review.



Providing young people with rich, consistent opportunities to develop their oracy skills can lead to better outcomes in education, employment, and wider life. Through our workshop programmes, we continue to offer impactful, evidence-informed strategies that support schools in building both the oracy skills and confidence of their students. These experiences not only enhance classroom engagement but also help prepare learners to thrive in real-world settings where effective communication is key.

OUR APPROACH

Developing the communication confidence and oracy skill of young people is paramount to enable them to secure high quality social and employability outcomes, improve their social mobility and ultimately support them to have happy and successful lives.

Direct to students and teachers

At Talk The Talk we deliver engaging oracy training directly to young people through our student workshops, and we also support teachers to deliver rich oracy opportunities within their pedagogy through our Talk The Talk Teacher CPD.



Expert trainers

All of our standard workshops are delivered in-person, by our professional team of 40 highly experienced trainers and at no more than a 1:30 trainer to student ratio to enable high impact, personalised learning and resultant high progress.

Full year group

We can work with full-year groups on one day by delivering multiple workshops at the same time or through more bespoke formats. Full year group delivery drives engagement and will kick start your oracy strategy or provide continued impact.



Progressive workshops, whole school approach

With multiple workshop programmes, we can work with all year groups to provide a progressive, longer term oracy strategy that supports your students as they move through their school life. This approach will support schools to embed oracy benefits and deliver cultural change.

'Exceptional training; developing students' confidence in oracy, public speaking and how to structure arguments.', 'well delivered, engaging workshop. The students thoroughly enjoyed the content, and the trainer was very supportive of their needs.'

Winifred Holtby Academy

OUR PROGRAMMES

We deliver four proprietary student workshop programmes addressing the oracy needs of young people aged 9-19. All of the workshops focus on delivering both oracy skill development and communication confidence growth in contexts that are specific to each age group. We also deliver more bespoke formats for all age groups, including young adults and CPD for educators.

Additionally, we deliver our Talk The Talk Teacher CPD to support staff to deliver impactful oracy opportunities in their teaching. Furthermore, we offer bespoke workshops, working with students and young adults in schools, alternative and higher education settings.



We have carefully scaffolded our workshop programmes to offer schools and organisations the opportunity to deliver a truly progressive, whole school programme of oracy development for their young people. Our core student workshops are **Talk About Communication**, **Talk About The Future** and **Talk About Transition**.

Talk About Transition Years 5 - 7

Engages students with oracy-based activities and strategies to develop greater self-confidence and resilience and support a successful transition to secondary school

A high-impact and engaging confident communication workshop that develops students' individual oracy skills and spoken confidence

Talk About Communication Years 5 - 13

Talk About Communication Plus Years 8 - 13

Builds upon Talk About Communication to develop students' skill and abilities to communicate confidently, constructively and cooperatively in group talk situations

Guides students to identify their unique personal skill set and then communicate it effectively using developed oracy strategies, skills and confidence

Talk About The Future Years 11 - 13

Talk The Talk Teacher CPD Staff

Supports teachers to embed rich oracy opportunities in their pedagogy and promote a wider, more consistent approach to oracy across the school

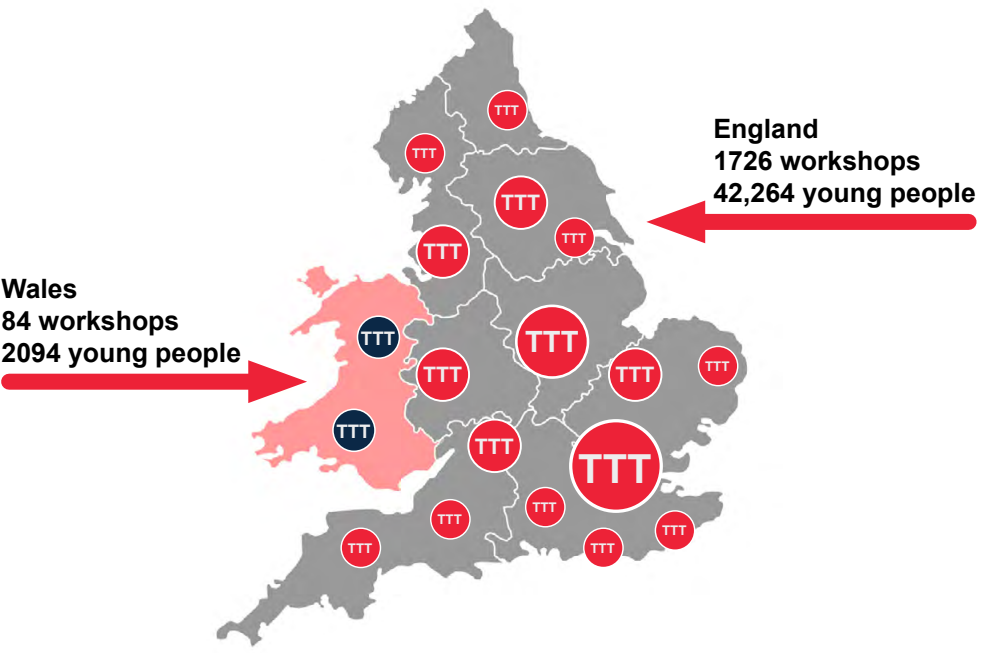
ENGAGEMENT 2024-25

Engagement levels this year have been outstanding, and we have worked with our highest number of schools since we first began delivering our inspiring oracy workshops back in 2013!



We have delivered our 1810 workshops all over England and Wales encompassing 120 Local Authorities.

Talk The Talk Engagement - England and Wales



'Absolutely brilliant! This was exactly what our students needed to increase confidence and build their skills for life in communicating. Not enough focus is usually placed on oracy, so this was a great chance for students to have a safe space to grow as communicators.'

St Albans Girls' School

IMPACT 2024-25

We're really pleased to share the strong progress and resulting impact outcomes that our workshop programmes delivered for students in 2024-25.

We have highlighted key impact outcomes from across our three core programmes based on 18,914 responses.

Talk About Communication

After the workshop, students had progressed to be...

42% more confident speaking in front of other people

48% more aware of the oracy skills needed to effectively communicate in front of other people

...on average, based on 10,548 responses

Progress

Measuring Impact

We assess impact by asking students to record how they feel about a core competency area that a specific workshop seeks to address, for example 'confidence speaking in front of other people'.

Using a pre/post approach, students self-assess from 1 to 10 at the start of the workshop and again at the end. From this we determine the progress made against this competency and express it as a percentage. For example a student moving from a 4 out of 10 to a 6, demonstrates a 50% increase.

Talk About Communication Plus

After the workshop, students had progressed to be...

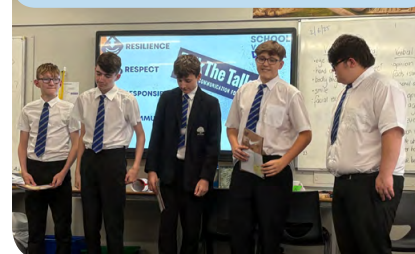
31% more aware of the skills needed to talk persuasively and get their opinions across in group talk situations

...on average, based on 1257 responses

Progress

'Students of all levels of confidence were able to stand up and speak to and in front of their peers.'

The Bulwell Academy



'The activities were engaging and the students learnt to develop their confidence and oracy skills.'

Langley Grammar School

Talk About The Future

After the workshop, students had progressed to be...

30% more self-aware of the skills and experiences they possess that are relevant to the world of work

...on average, based on 7109 responses

Progress

SHOWCASE 2024-25



My confidence has improved by doing this because I now have more methods to help me when speaking out.
Your visit was very helpful - thank you!

KS3 student
Talk About Communication

I really benefitted from today as it developed my interview skills, which I believe were not that great initially. Honestly, our trainer was great and really gave me an insight into how interviews really work. Thank you so much, I genuinely appreciate this.

Year 12 student
Talk About The Future



I have developed a new understanding on how to make my arguments more convincing when debating.

Year 8 student
Talk About Communication Plus



I feel like I have become much more confident and I have a better understanding of the skills I need. Our trainer was very enthusiastic and easy to interact with.

Year 8 student
Talk About Communication

I think that the workshop was great and the trainer helped us with our confidence and helped us a lot!
Plus, it was just great!

Year 7 student
Talk About Transition



I learnt more about myself in the sense that the workshop brought out a confidence which I didn't know I have!

Year 11 student
Talk About The Future



TALK ABOUT COMMUNICATION

Offered since our very beginnings, Talk About Communication encourages young people to take a step outside of their comfort zone and towards becoming a confident communicator for life. Students explore and apply vocal, verbal and visual skills to get their ideas across.

Each Talk About Communication workshop is delivered over one full day (up to 5 contact hours) to up to 30 students.



Talk About Communication - Engagement

478 | **11,886** | **2390**
workshops | young people | delivery hours

Talk About Communication has supported a huge number of students this year and enabled a high level of progress for young people as demonstrated in the impact measures.

'Excellent - each step allowed students to gain confidence in their prior knowledge, abilities and oracy skills. Thoroughly enjoyable!', 'With a great range of activities; students engaged throughout and displayed clear improvements'.

Holy Trinity Catholic School

Talk About Communication - Impact

After the workshop, students had progressed to be...

42 %

More confident speaking in front of other people

48 %

More aware of the oracy skills needed to effectively communicate in front of other people

32 %

More confident delivering a talk in front of their peers

*... on average, based on **10,548** responses*

How do we measure impact? Find out more about our approach on page 8.

'The Talk The Talk training was a success. The whole class thoroughly enjoyed it. They were participating and actively engaged in all the activities. In the end the girls were able to talk on the topics confidently.'

Preston Muslim Girls High School

TALK ABOUT THE FUTURE

Talk About The Future supports young people to identify their unique employability skill set and coaches them to communicate this skill set confidently using key oracy techniques and presentation strategies.

Each Talk About The Future workshop is delivered over one full day (up to 5 contact hours) to up to 30 students.



Talk About The Future - Engagement

336 | **7916** | **1680**
workshops | young people | delivery hours

Talk About The Future continues to be a popular workshop choice for year 10 to year 13 students; supporting young people to identify their strengths, develop their interview confidence, and add personal insight when creating a persuasive CV and personal statement after the workshop.

'A day full of highly informative and inspiring training. Students were empowered to think critically and 'outside the box'. Excellent confidence skills taught, active listening and clear communication.'

The Thomas Alleyne Academy

Talk About The Future - Impact

After the workshop, students had progressed to be...

30 %

More self-aware of the skills and experiences they possess that are relevant to the world of work

23 %

More resilient when dealing with challenges, setbacks and failures

29 %

More confident talking about their skills, strengths and experiences in an interview situation

*... on average, based on **7109** responses*

How do we measure impact? Find out more about our approach on page 8.

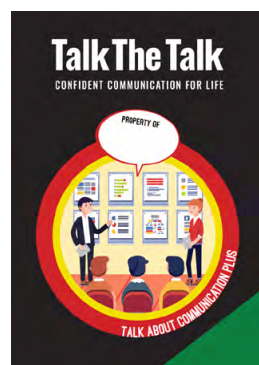
'Students were really engaged in the activities. Relevant information provided with skills that can be transferable.' 'The trainer used a variety of activities to engage students and get them talking about their experience and skills. Providing them with insights into employability skills and resilience.'

Eastbury Community School

TALK ABOUT COMMUNICATION PLUS

Talk About Communication Plus supports students to communicate confidently and cooperatively in 'group talk' scenarios. Students develop and apply effective oracy techniques during debating, negotiating, and planning activities.

Each Talk About Communication Plus workshop is delivered over one full day (up to 5 contact hours) to up to 30 students.



Talk About Communication Plus - *Engagement*

61 | **1431** | **305**
workshops | young people | delivery hours

Talk About Communication Plus has provided excellent progression for young people; extending their communication skills into 'real world' group communication opportunities through three challenging group projects.

'Fun, engaging delivery and tasks to get students communicating and working together in small or large groups. Tasks motivated and inspired students to think and communicate creatively. Excellent - clear progress was made.'

Shirebrook Academy

Talk About Communication Plus - *Impact*

After the workshop, students had progressed to be...

32 %

More confident speaking in front of other people

21 %

More confident persuading others to consider their opinions in a group talk situation

31 %

More aware of the skills needed to talk persuasively and get their opinions across in group talk situations

*... on average, based on **1257** responses*

How do we measure impact? Find out more about our approach on page 8.

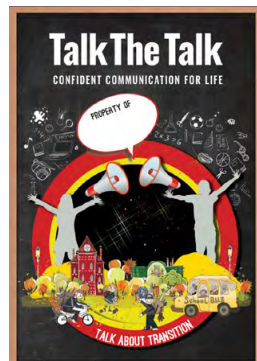
'Superb experience for the students involved. Wide range of activities to develop their oracy skills. Students were fully engaged. This was due to the structure of the workshop and excellent delivery by the trainer. It would be fantastic for more of our students to have this experience.'

Rhyl High School

TALK ABOUT TRANSITION

Talk About Transition engages students using oracy-based activities and strategies to develop greater self-confidence and resilience and support a successful transition from primary to secondary school.

Each Talk About Transition workshop is delivered over one half day (2 to 2.5 contact hours) to up to 30 students.



Talk About Transition - Engagement

470 | **12,472** | **1175**
workshops | young people | delivery hours

Talk About Transition workshops have provided significant engagement and support for schools over summer term induction days, summer school activities and for their new year 7 students in the autumn term. Engaging students with oracy early on, building relationships and growing confidence within these first interactions support a great start for new students.

'We have had Talk The Talk as part of our transition programme for three years now and will be continuing. The work that is done is brilliant and fully supports students with a successful transition.'

Granville Academy

EXPRESS WORKSHOPS

To offer as much flexibility for schools as possible, we also offer half day Express versions of our full day **Talk About Communication**, **Talk About The Future** and **Talk About Communication Plus** workshops.

Each Express workshop is delivered over one half day (2 to 2.5 contact hours) to up to 30 students.

'Absolutely fantastic! Very interactive, well structured and delivered. Pace, content and an interesting way of delivering a topic that is often uncomfortable for students.'

Higham Lane School

Express workshops - Engagement

309 | **7616** | **772**
workshops | young people | delivery hours

Our Express workshops have been invaluable for many schools; enabling them to support their students to develop oracy skills, effectively structure short talks, and develop communication confidence in scenarios where time or budget was not available for our full day workshop.

'A brilliant workshop! The trainer has really drawn the students out of themselves and it's been great to hear some who lack confidence speaking up!'

St Mary's Catholic School

BESPOKE WORKSHOP FORMATS

We have delivered a wide variety of bespoke workshop formats to suit the needs of all young people at all education establishments this year, from engaging large groups in assembly-style formats, delivering carousel-style workshops for enrichment days right through to targeted workshops for specific student groups such as Student Leaders and many more.

We have also delivered small group workshops designed for young people at SEND schools, Alternative Provision or Pupil Referral Units. We engaged young people at 40 such establishments this year. The impact and relationships achieved by our specialist trainers ensure high progress and continued growth in this area.

Our bespoke workshops are designed to suit the specific formats and requirements for your application and provide the best outcomes for your young people.

Bespoke Workshop Formats - *Engagement*

127

workshops

3037

young people

254

delivery hours

'The trainer was brilliant - they understood the pupils' needs and adapted the day to suit them and their abilities. It was great for the pupils to be able to speak confidently in front of a room of people. The pupils learnt new key words, visual, vocal, confidence etc. They had the opportunity to join in a short interview at the end which they loved.'

Riverside Bridge School

TEACHER CPD

Our Talk The Talk Teacher CPD has continued to grow in engagement this year, and combined with the impact of our student workshops, we engaged over 6162 teachers.

Talk The Talk Teacher CPD supports teachers to develop the skills to use oracy as an effective tool in their pedagogy. Our dedicated CPD trainers discuss your requirements in advance and deliver a high-impact CPD workshop for your team.



'The trainer created a relaxed and safe environment for us to think and learn. Really appreciated having the opportunity to a) put myself in the shoes of our students and b) develop my own skills around speaking and listening.'
'Enthusiasm and confident delivery of material. Engaging activities and well-paced workshop. Outstanding speaker and brilliant training. One of the best CPD's I have ever attended.'

Wyggeston & Queen Elizabeth College

KEY LEARNING

- Teachers are still reporting that the minimal group interaction and the isolation of many young people caused by the pandemic continues to affect confidence and Essential Skills such as oracy. This looks set to continue for several years. Efforts to restrict smart phone usage in schools should, over time, help allow more talk and discussion. Talk The Talk will continue to support the development of oracy skills and self-confidence for schools and young people.
- The demand for whole school teacher oracy CPD is growing as more and more schools develop a formal oracy strategy with a named lead teacher. Over 80% of primary and secondary schools as well as colleges that book Talk The Talk CPD also book our student workshops. They value the inspirational day our trainers provide and their ability to deliver a very effective 'kick start' to any school oracy programme or scheme of work.
- Schools with the highest percentages of disadvantaged students have appreciated the extra FSM Impact funding we have been able to offer. Talk The Talk is pleased to have been able to expand this funding in 2025/26.



FUTURE OBJECTIVES



- Structure and fund our charity to deliver twice as many workshops annually and deliver more funding to the sectors that most need it, such as through our FSM Impact funding.
- Continue to develop our student workshop and Teacher CPD offer for all educational settings. We will do this by increasing both the breadth of bespoke formats and our range of Teacher CPD options, which provide follow-up training for key teachers responsible for developing and implementing school oracy strategy.
- Successfully introduce and integrate our new methodology to evaluate our impact across all of our workshop programmes. This will provide more direct and informative impact reporting for schools and partners.

'Students are very engaged and enthusiastic about the workshop. Brilliant to see them engaging in discussion and working collaboratively. Tasks are very accessible and of interest to students, pushing them to develop their oracy skills.'

Newham Collegiate Sixth Form Centre

ACKNOWLEDGEMENTS

We would like to thank all of our funders, supporters and organisations that we have worked with this year, including:



We would also like to offer a special thank you to the 476 schools that worked with us this year and of course the 44,358 young people that participated in our workshops!



THANK YOU

Our engagement levels have continued to grow year on year, with the last academic year once again delivering the highest engagement for Talk The Talk since we began back in 2013. The importance of high-quality oracy education and inputs cannot be overstated, and we're proud to have supported so many young people last year.

Here at Talk The Talk, we're really excited to move into 2025-26 and continue our journey to raise the profile and culture of oracy even further and to engage even more young people over the coming year.

We can deliver our high impact workshop programmes worldwide to drive the oracy agenda at your school, multi-academy trust or organisation. So get in touch with us now to find out how we can support your learners to take a step outside their comfort zones and towards becoming confident communicators for life!



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Scan our QR code to find out more
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