

PATHWAY TO MED 2021/22



IMPACT REPORT

**REPORT OF THE TRUSTEES FOR
THE YEAR ENDED 05/04/2022**

**Chair: Azita Ahmadi
Trustees: Anne Millicent Ramos, Hayoung Lee, Yi Guang**

Registered Charity Number (England and Wales): 1195137



TABLE OF CONTENTS

Thank you	<u>3</u>
Reference and Administrative Details	<u>3</u>
Our Vision and Mission	<u>4</u>
Our Year in Numbers	<u>4</u>
Our Aims and Values	<u>5</u>
Message from Chair - Azita Ahmadi	<u>6</u>
Public Benefit Entity Compliance	<u>6</u>
Objectives and Activities	<u>7</u>
• Our main activities	<u>7</u>
• Our positive outcomes and impact	<u>9</u>
• Exceptional impact and factors	<u>12</u>
Our Future Plans	<u>14</u>
Fundraising Statement	<u>15</u>
Statement of Financial Activities	<u>15</u>
Statement of Trustees' Responsibilities for Annual Accounts	<u>16</u>





THANK YOU...

Pathway to Med extends a warm and heartfelt thanks to all the student volunteers who have given up their time to make it possible to fulfil our charitable aims. **We thank students from the following medical schools for their voluntary work during the year ended 05/04/2021:**

- **Bart's and the London School of Medicine and Dentistry**
- **Cardiff University**
- **Hull York Medical School**
- **Imperial College School of Medicine**
- **St. George's, University of London**
- **University of Birmingham**
- **University of Cambridge**
- **University College London**
- **University of Liverpool**
- **University of Nottingham**
- **University of Sheffield**

None of our work would be possible without the hard work and hours given up by our volunteers!

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity Number	1195137
Constituted	6th March 2021

Trustees	Azita Ahmadi (Chair) Anne Ramos (Co-chair) Hayoung Lee Yi Guang
-----------------	--

Registered Address	11 Bramley Chase Ipswich IP4 4LW
---------------------------	--

Website Address	www.pathwaytomed.com
------------------------	--



OUR VISION A generation of doctors from all walks of life representative of the population they serve

OUR MISSION

At Pathway to Med we believe in working together to provide equal opportunities for all, regardless of background. Our volunteers are widening access to medical school by providing otherwise costly guidance and resources completely free of charge. We believe a price should never be put on such resources. We hope to reduce barriers to medical school for students from **disadvantaged backgrounds** who are far less represented in the medical field.

OUR YEAR IN NUMBERS

54

Volunteer mentors worked with us to provide resources, expert advice and tuition



2 of whom were previously Pathway to Med mentees

35

Students were matched for one-to-one mentoring

1596

Views on our interactive live Biology and Chemistry A-Level tutorial series





OUR AIMS

- To provide tailored one-to-one online mentoring to medical applicants from **disadvantaged backgrounds** according to their needs.
- To provide and to signpost towards high quality educational resources to these students that will aid their progression to medical school.
- To provide live online group teaching sessions where students can learn and improve their skills.

Pathway to Med is entirely medical student led and operates largely online for students in England and Wales. **Our core principle is that all services and resources provided by Pathway to Med are entirely free of charge and will always remain that way.**

To qualify for free mentoring, students (in England and Wales) must meet one or more of the following criteria:

- **Attends a non-selective state school**
- **Neither parent attended university**
- **Have a disability**
- **Are a young carer**
- **Eligible for free school meals (or have been eligible in the last 5 years)**
- **Speaks English as a second language**
- **Live in an area with poor progression to higher education (checked against Polar/Acorn data)**
- **Have been looked after or in care**
- **Live independently (estranged from parents)**

OUR VALUES

Respect and understanding

Quality of teaching and resources

Commitment and reliability

Passion for equal access

Kindness and patience

Protection and safeguarding of young adults



MESSAGE FROM CHAIR - AZITA AHMADI

I am so amazed by the impact and traction that Pathway to Med has had since it was established as a charity in 2021. The personal impact is really special and i hope to be able to see this on an even larger scale someday soon.

I am extremely grateful for the hard work and dedication of the rest of our Board of Trustees and our volunteer mentors. Everybody involved up until this point is a medical student themselves, so the amount of time given towards this project has been astonishing to see. The best thing about this project has been having mentees return once they are medical students to mentor with us. I can't wait to see more and more of that!

The medical application process, and university admissions in general, are already laden with obstacles that are difficult to face for any applicant. This becomes even more daunting when you come from a background where you don't know anybody who could help you or give you guidance. When you turn to Google, you are bombarded with package after expensive package of exclusive advice and offers to read your personal statement for unmentionable prices. The moment a price is put on resources like this, an imbalance is immediately formed. That's where we come in and have been more than happy to help anyone who has found us.

I only ask that anyone who has worked with us or benefitted from us continue to talk about us and post about us so we can reach and benefit more and more people. Thank you so much to everyone who has given up a moment of time for Pathway to Med. I hope that together we contribute to a workforce of doctors who are from all walks of life and much more representative of the population that we serve.

Azita Ahmadi, Chair

PUBLIC BENEFIT ENTITY COMPLIANCE

The Trustees of Pathway to Med confirm that they have complied with their duties to ensure that the charity remains of public benefit in accordance with the Charity Commission guidelines. The public benefit is outlined in the following pages in the "Activities" and "Impact" section of this report.



OBJECTIVES AND STRATEGY

All of our activities and resources are available or carried out online:

- **Zoom** - where one to one teaching takes place.
- Social media such as **Instagram - where we regularly post and "go live" for webinars**, LinkedIn, Twitter.
- Our **Google Drive** of educational and medical application resources which is available and free to access via our website, and regularly updated.

OUR MAIN ACTIVITIES

ACTIVITIES	RATIONALE	DELIVERY
Personal statement mentoring	The majority of medical schools in the UK will take the personal statement into consideration when selecting prospective medical students. They may be used to: shortlist candidates for interview, as a basis for interview questions, and to select between two otherwise equally scoring candidates. As with all admissions tutoring services, the majority of services offering personal statement reviews and workshops come at a significant cost to the applicant. Given that this may not be financially accessible for some students, we aim to offer similar high-quality services free-of-charge.	<ul style="list-style-type: none"> • Personal statement reviews over email correspondence. • Access to free resources with advice on personal statement structure and exemplar samples.
University Clinical Aptitude Test (UCAT) mentoring	<p>Given that 30 medical schools across the UK require applicants to sit the UCAT, it is likely that the majority of applicants to medical school will require assistance from all or some of the following resources: online courses, question banks and group/ private tutoring. The UCAT score is weighted significantly by some universities when considering applications.</p> <p>Given the increase in the availability of high-quality but paid-for resources for UCAT over the years, we deemed it relevant to our mission to match this trend with high-quality services free-of-charge for students from disadvantaged socioeconomic backgrounds.</p>	<ul style="list-style-type: none"> • 1-1 UCAT tutoring delivered remotely via Zoom. • Free resources with advice on exam structure and technique.
BioMedical Admissions Test (BMAT) mentoring	7 universities in the UK use the BMAT as a core basis when selecting candidates for interviews. As with all admissions tutoring services, BMAT tutoring is offered at a significant cost to the applicant. As this may not be financially accessible for some students, we aim to offer these same services free-of-charge.	<ul style="list-style-type: none"> • 1-1 BMAT tutoring delivered remotely. • Annual online crash course in a webinar format from high-scoring medical students. • Free resources around exam structure and technique.



ACTIVITIES

RATIONALE

DELIVERY

Interview mentoring

It is important that students are both kept up to date with advice from current medical students from various medical schools as well as to have the opportunity to receive detailed, personal and regular feedback on the content of their answers and interview style. 1-1 interview tutoring is particularly highly priced, and given that this may not be financially accessible for some students, we aim to offer these services free-of-charge.

- 1-1 private interview training delivered remotely.
- University-specific interview webinar from current medical students from various universities at the request of current mentees.

Mock Multiple Mini Interviews

Leading up to interviews, students may benefit from real-time mock interviews testing their current level of preparedness. We provide both verbal and written feedback to allow students to identify their areas for improvement. Although mock MMI sessions are offered by many private companies, these may not be financially accessible for some students. Hence, we offer these sessions free-of-charge.

- 2 mock interview sessions in a remote format.

A-Level Biology and Chemistry mentoring

All UK medical schools require the candidate to receive high-grades in either or both Chemistry and Biology A-Levels. Whilst lots of free resources for teaching and individual study exist, some students may benefit from private tutoring to target specific areas but this may not be accessible or affordable for some applicants. We aim to provide remote 1-1 A-Level tutoring free of charge, as well as online crash courses, something which is not offered by other similar non-profit organisations who provide support with medical admissions. As securing a place in medical school is ultimately contingent on meeting the grade requirements for the final A-Level examinations, we deemed it an important area of widening participation in medicine that needed addressing.

- 1-1 A-Level Biology and Chemistry private tutoring delivered remotely.
- A-Level Biology and Chemistry crash courses in a webinar format.



OUR POSITIVE OUTCOMES AND IMPACT

MOCK MULTIPLE MINI INTERVIEWS

NOVEMBER 2021

Student feedback

- **84.6%** students strongly agreed or agreed that the mock MMI was well organised.
- **100%** students state they were given sufficient feedback.
- **100%** students **would recommend** our mock MMI to another applicant.
- **Average confidence levels** for **students before and after** the mock MMI were **3.7/10 and 7.7/10 respectively**.

All interviewers were so friendly. The two students doing the role play which I was observing were great!

Kindness and patience

I really really really enjoyed the MMI today, it was really well structured and everyone was so nice and gave really good constructive criticism which I can work on for my real MMI's.

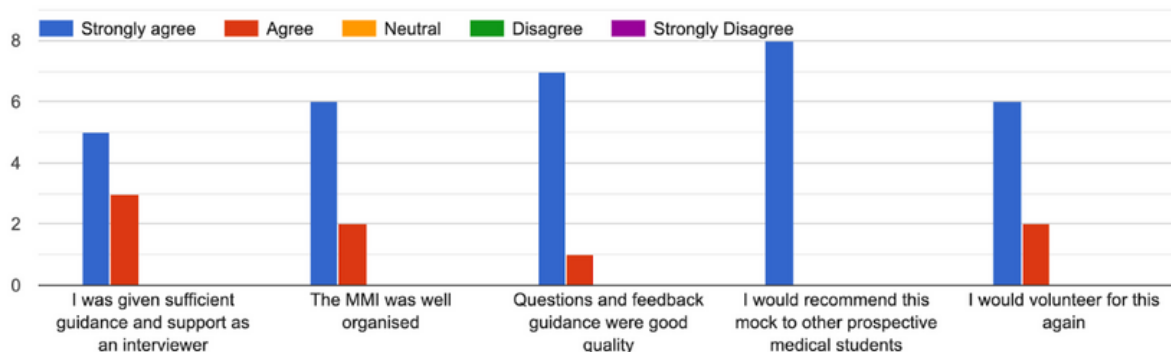
Quality of teaching and resources

Events like this are usually really expensive and inaccessible so thank you for all the volunteers for there time it means so much!

Passion for equal access

Volunteer feedback

How strongly do you agree/disagree with the following statements?

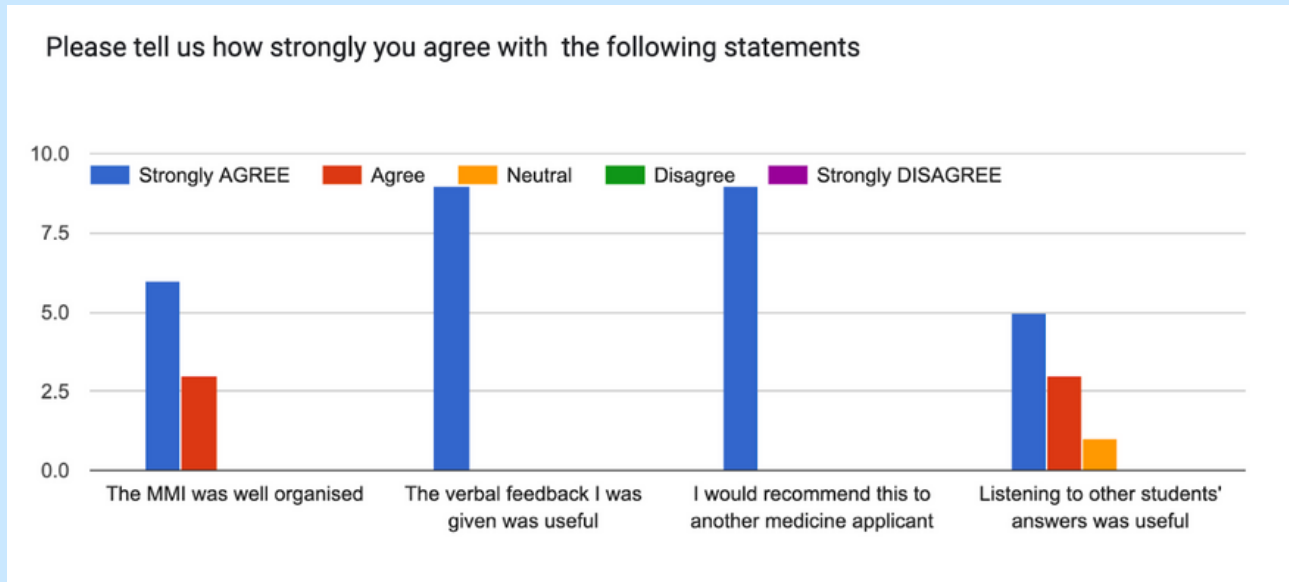




MOCK MULTIPLE MINI INTERVIEWS

DECEMBER 2021

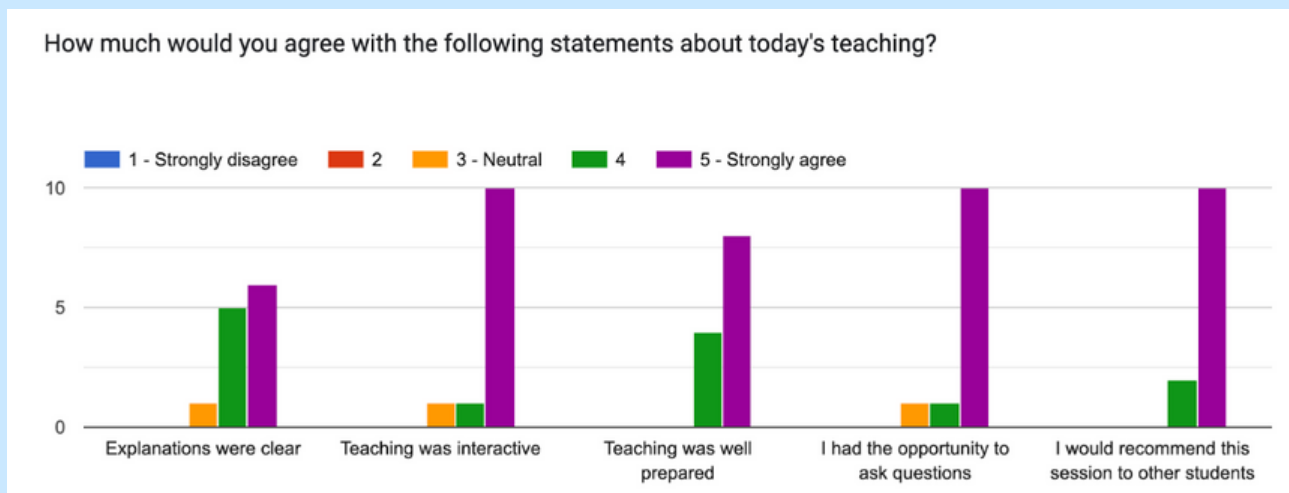
Student feedback



A-LEVEL REVISION CRASH COURSE

Student feedback

- Average scores for **confidence before and after** the sessions were **2.4/5** and **4.0/5** respectively.





A-LEVEL REVISION CRASH COURSE

Student feedback (cont.)

The teaching was really interactive and there teacher was not just speaking at me. She encouraged us to share our thoughts which was good because sometimes I didn't know how to approach a question and then she could show me how to do it

Kindness and patience

The teacher explained everything really well and seeing the PowerPoint helped to visualise everything. I feel more confident with microscopy now which is good because it comes up a lot in biology exams. Thank you to the teacher

Quality of teaching and resources

Very helpful and can't believe it was all free!

Passion for equal access

MENTORING (ADMISSIONS PROCESS, A-LEVELS)

- 24 personal statements were reviewed in depth by our mentors in September.
- Students informally fed back their A-Level results and University admissions via our social media platform.
- Our mentees let us know they **achieved places and would be attending medical school at:**
 - UCL
 - Exeter
 - Leicester
 - Bristol
 - Oxford
- Results ranged from **A*-B at A-Level**

Student testimonies

Couldn't get here without your help

Can't thank your team and my Mentor enough

Thank you so much for everything

EXCEPTIONAL IMPACT AND FACTORS

Difficulties encountered		Cause identified
Audience number	Smaller than expected audience reached through webinars.	<p>A lack of differentiation between the content that we offered and services delivered by other non-profit organisations.</p> <p>A need for event advertisement that is faster and more widespread than what is possible through social media and word of mouth.</p>
Volunteer recruitment	Volunteers who expressed interest at the start of the academic year did not follow through with this commitment later in the year for A-Level tutoring.	Mass recruiting for volunteers at the beginning of the year - may be beneficial to consider staggered recruitment throughout the year.

What did we do particularly well?

The introduction of A-Level crash course webinars through the Instagram Live platform was received with especially encouraging feedback. These lives were accessible for anyone who is in contact with us through social media, both during and after the session, and we hope that this content will continue to be useful for our audience in future application cycles.

STAR TESTIMONIALS

These are some shining examples of student experiences, exhibiting all of the core values that are important to us at Pathway to Med.

I found Pathway to Med during a disruption of studies. I enrolled in their mentor scheme and my mentor instantly provided with a **multitude of support and security academically**. They have given me all I've needed to succeed whether it be how to **apply strategically, UCAT tips, personal statement guidance, interview preparation, A level content or eradicating any self-doubt**. They break down each step of the medicine application process into **very easy and manageable parts**. I went **from feeling anxious and uncertain to being incredibly prepared, confident and knowledgeable**. They give **detailed and honest feedback during interview preparation** which allows me to **flourish and improve massively** within each hour session. I also get the **opportunity to work collaboratively with other students** and hear a diverse range of ideas. They work **very efficiently** in every domain so that I get the maximum benefit without getting overwhelmed. They're **friendly** and make it clear that if **I need anything I can just email to ask**.

I have scored in the 98th percentile of the UCAT thanks to their efforts and received 4/4 interviews. Pathway to med have gone **above and beyond** doing everything in their power to support me and facilitate getting into medical school. The individuals upholding the company are all **very encouraging, empathetic** and they're **passionate** about **educational justice**. They **removed obstacles and difficulties** I encountered due to my **mitigating circumstances**, making it a **smooth and enjoyable process rather than a daunting one**.

I came across Pathway to Med when I was preparing for my A Level exams, at the time I was struggling a lot with chemistry. The **first IG live** of theirs I joined was on Transition Metals (yes, I still remember) and it **helped me so much**. I **continued to regularly attend other lives**.

Pathwaytomed **not only offered me support with my A Levels with IG live revision sessions** but also **provided resources** with regards to the medicine application process as a whole. Azita and the other tutors were **so helpful and open to questions**, they **never made me feel like anything I asked was silly**.

Something **unique and incredibly remarkable** about Pathway to Med is how **tailored the support** is. **Students** are **able to regularly interact with tutors** and request the topics they would like to have an IG live on. The **community** established by Pathwaytomed feels **tight knit** and I am **very glad to have come across it!**

Thank you to the entire team at Pathwaytomed, **you guys helped make this aspiring medic's dream come true**.



FUTURE PLANS: IN THE NEXT 3 YEARS...

- To achieve 250+ hours of mentoring each year through events and 1:1 sessions.
- To fundraise through donations, sponsorships and grants to sustain our running costs.
- To recruit like-minded, driven individuals to diversify and expand our committee.

OBJECTIVE

STRATEGY

To improve our resource to impact ratio i.e. to improve sustainability in terms of mentor availability, without compromising on the benefit of personalised tutoring.

By establishing group teaching for admissions tests, interviews and A-Levels that adopt successful tutoring formats used in medical schools. These will utilise peer-peer feedback as an additional learning tool.

Group teaching will be based on a standardised curriculum. This will then be re-delivered with improvements based on past feedback. It would aim to be a minimally labor-intensive teaching format for mentors that can be provided over proceeding admissions cycles.

To increase the number of long-term volunteers.

By increasing volunteer satisfaction through hosting annual open forums. This would aim to facilitate honest feedback between the committee and the wider team of volunteers on areas for improvement, both in how we can support them, and the service we provide for the mentees.

Establish representatives in medical school student unions across the country. This would act as more sustainable points of contact and hopefully ensure a more reliable and continuous stream of volunteers.

To reach a wider audience of students who would benefit from our support.

By establishing long-term partnerships with schools through contact with teachers.

By establishing relationships with university outreach teams.



FUNDRAISING STATEMENT

Although we have plans to fundraise in the future, Pathway to Med did not fundraise any money in this financial year. All expenditure was made by loans from the trustees which will be reimbursed with complete transparency in the next financial year.

STATEMENT OF FINANCIAL ACTIVITIES

As a newly established organisation, we have few expenses related to our activities and in the year ending 05/04/2021 the sole cost was related to our Zoom subscription. This was funded through loans from the Trustees.

Below is a summary of receipts and payments.

Link to full Receipts and Payments (CC16a): <https://tinyurl.com/5n89wjaw>

Receipts (£)		Payments (£)	
Loans	86	Zoom subscription	86
	86		86



STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR ANNUAL ACCOUNTS

Charity legislation stipulates the Trustees are required to prepare the Annual Report, detailing a charity's charitable purposes and its activities to achieve those purposes. Trustees must also prepare financial statements which are true and fair representation of the state of affair of the charity for the given period, including incoming resources and use of those resources.

In preparing the financial statements:

- Relevant accounting policies have been selected and consistently applied, to the best of the Trustees' knowledge.
- Applicable accounting standards have been followed.

Trustees are responsible for maintaining adequate accounting records which safeguard the assets of the charity and enable Trustees to take reasonable steps to prevent and detect fraud and/or other irregularities.

Financial statements will be made available to the public, upon request, in line with legislation in the United Kingdom.

The Trustees are also required to indicate where the Financial Statements are prepared other than on the basis that the Charity is a going concern.

Azita Ahmadi, Chair

Anne Millicent Ramos, Co-chair and Trustee

Hayoung Lee, Trustee

Yi Guang, Trustee